



William and Mary News

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TUESDAY, NOVEMBER 15, 1977

In the News

MUSIC FOR FLUTES SCHEDULED WEDNESDAY

The Music Department of the College of William and Mary will present a concert of music for flutes on Wednesday evening, Nov. 16, at 8:00 p.m. in Ewell 100. Compositions by Telemann, Poulenc, Boismortier and also the Suite for Flute and Jazz Piano by Claude Bolling will be performed. Flute solos, as well as music for flute ensemble, will be heard. H. Burton Kester is the instructor of the students. There is no admission charge for the concert.

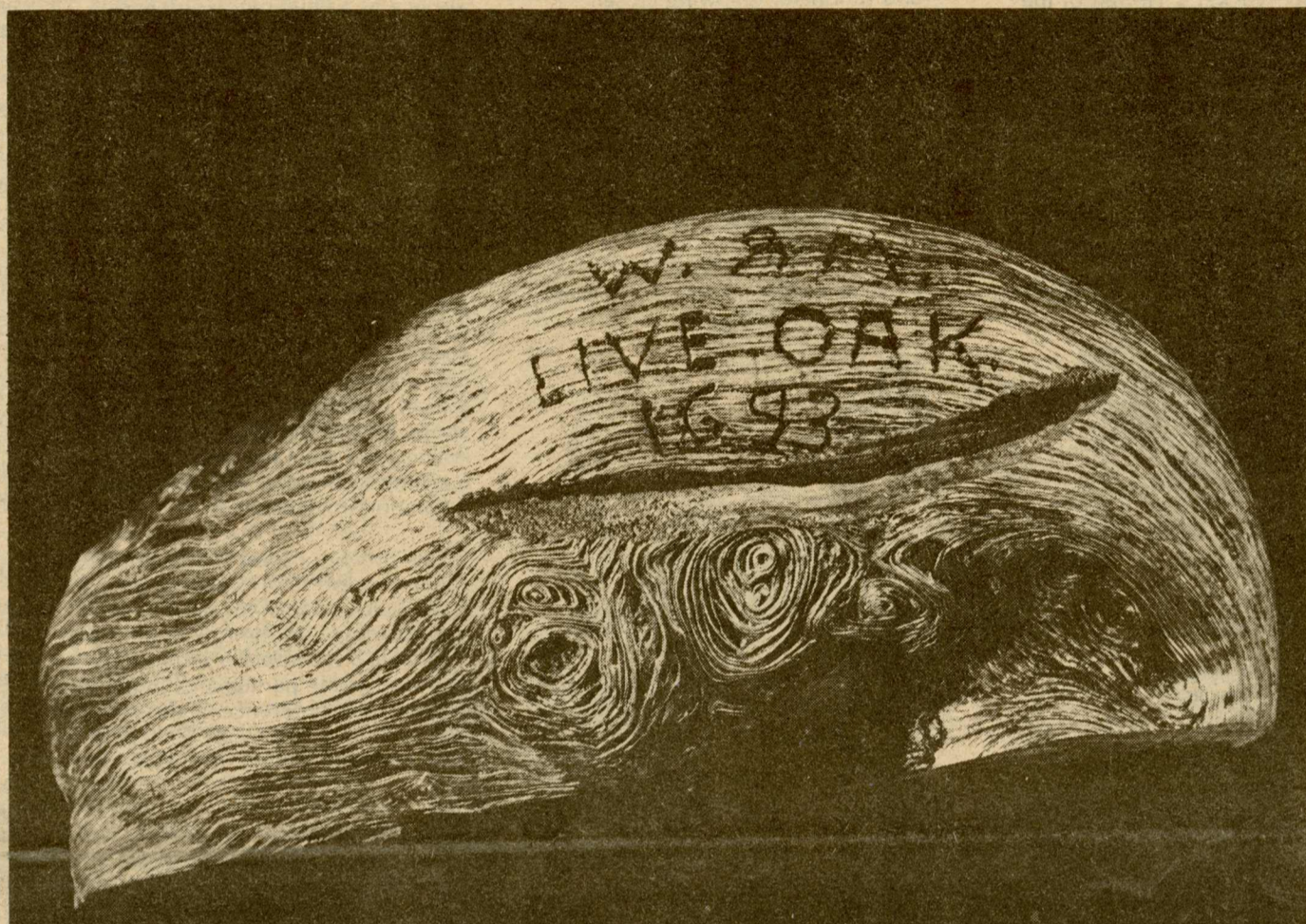
DEDICATION HONORS HENRY C. HOAR

A special dedication was held in Swem Library Saturday honoring the late Henry C. Hoar, a long-time friend of the library.

Hoar, who died in February, had been associated with the Special Collections division of the library for more than 10 years both as a staff member and volunteer. Reading lamps have been placed in the rare book room, purchased from a continuing memorial fund established by members of his family and friends. A plaque in his honor has been placed in the reception room of the Special Collections division on the ground floor of the library building. The fund will also be used to purchase Virginia letters to be added to the library's manuscript collection.

Hoar spent three years organizing and arranging more than 200,000 items in the papers of Senator A. Willis Roberts, which were given to the College. He also worked on the Governor William H. Tuck collection which includes some 100,000 items. Hoar was affectionately known as "Chief Duster of Rare Books," a title he bestowed upon himself and one he relished with good humor. When the library moved into its present building he unpacked, dusted and shelved much of the rare books collection.

A native of San Diego, Calif., and a resident of Williamsburg since 1965, Mr. Hoar was a member and junior warden of Bruton Parish Church. He was a graduate of the Massachusetts Institute of Technology. After retiring as a sales manager for U.S. Steel in Pittsburgh, Mr. Hoar and his wife moved to Williamsburg and began his association with Swem Library.



Pictured above is all that remains of what is supposedly one of the original live oaks from the Sir Christopher Wren front yard. The tree was a measuring point during the original survey of the College land. It is said to have lived to a ripe old age of 250 years, and was finally chopped down in 1943. Dr. Donald Davis, professor of biology, saved and planted several of the corner oak's acorns, and relatives of the original tree still grace the Wren Yard.

The President's Report, 1977

Graves Outlines Future Choices

The College, which takes pride in being a liberal arts university of special quality in the state's higher education system, got some sobering projections today from its president, Thomas A. Graves, Jr., on how difficult it will be to maintain that stance in the face of mounting financial constraints.

In his sixth annual President's Report, included as a special insert in this week's News, Graves writes that the College now has two broad choices.

"William and Mary cannot now become, even if it wanted to, a large nationally distinguished, fully comprehensive university," asserts Graves. "It is wrongly situated to grow into an urban, service-oriented university. It cannot return to a small single-purpose college, with a small 'c.' It has, I believe, two broad choices. It can expand and proliferate, assuming State Council approval, into a medium-sized and probably rather ordinary state university; or it can build carefully and slowly upon its special strengths as a unique state university and thus achieve and maintain a deserved reputation for unqualified excellence in a limited number of fields."

Graves wants William and Mary to pursue the latter course, and in his "state of the university" report, urges the continued support of the Board of Visitors toward that end. In difficult times, said Graves, the College

community has a right to look to the Board for educational leadership as well as financial and administrative leadership.

Although Graves presents a forecast of tight finances and harsh decisions to maintain academic quality, he projects a firm resolve to maintain William and Mary's individuality.

"The nation has many rather ordinary state universities," he says. "It has precious few state universities like

William and Mary, highly selective, comparatively small, primarily undergraduate but with selected strong graduate and professional programs, residential and academically demanding. Virginia is one of the very few states remaining in which institutional diversity is something more than a catch phrase. It is a value in which I believe all Virginia can be proud, it is a value worth fighting hard to retain and to foster."

McCormack Makes Gift To Campaign for College

Mark McCormack, president of a multi-million dollar company specializing in athletic management and sports promotion, is the latest alumnus to make a major gift to the \$19 million Campaign for the College.

McCormack, a member of the class of 1951, has made a gift of \$96,000 to the Athletic Educational Foundation to fund four scholarships in men's golf and four in women's tennis over a six-year period.

The awards, to be named by the College the Mark H. McCormack Scholarships, will be awarded to students of particular academic and athletic promise.

A talented amateur golfer, McCormack was one of the top ranked players on the college team and continued his interest in sports into the business world. He began his company by turning three big names in golf--Arnold Palmer, Jack Nicklaus and Gary Player--into the first superstars of the early 1960's.

McCormack also represents sports personalities from a variety of fields. His clients include soccer star Pele, jockey Steve Cauthen, tennis player Bjorn Borg and skier Jean-Claude Killy and top names in motor racing and football.

Newsmakers

An article by **James E. Smith**, School of Business Administration, entitled "The Influence of the Tax Reform Act of 1976 on the Maximum Tax: An Expansion of Planning Opportunities for Deferred Compensation," has been accepted for publication in *The Tax Advisor*. Smith conducted the practice session of the CPA Critique Program sponsored by the National Association of State Boards of Accountancy.

An essay by **Carl Dolmetsch**, English, entitled "Tucker's 'Hermit of the Mountain' Essays: Prolegomenon for a Collected Edition" appears in *Essays in*

Early Virginia Literature Honoring Richard Beale Davis, edited by J. A. Leo Lemay, recently published by Burt Franklin & Co., Inc., of New York. In his essay Dolmetsch outlines from extant correspondence the circumstances of composition of 22 Addisonian essays by St. George Tucker in 1811 and 1813 which have remained in unpublished manuscripts in the Tucker-Coleman Collection of Swem Library and he describes his scheme and rationale, following closely Tucker's intentions, for the publication of a collected edition of these works.

Anthropology professor **Mario D. Zamora** was recently nominated for inclusion in three international directories: *The Dictionary of International Biography* and *Men of Achievements*, both published in Cambridge, England and the *International Who's Who in Asian Studies*, Asian Research Service, Hongkong. Zamora was elected life member of the Indian Institute of Public Administration, New Delhi, India, based on his ten-year service as a Philippine academic administrator and on his continuing research on democratic decentralization in India.

Conference in Williamsburg on November 17. Galano will speak on Program Evaluation. The theme of the conference is "Common Goals, Common Problems."

A translation by **Gary A. Smith** of a short story by Angelica Mechtel, entitled "Stationen in Bormio" ("Sojourns in Bormio") has been published in the journal *Dimension: Contemporary German Arts and Letters*. Smith is an associate professor of modern languages.

William H. Martineau, assistant professor of sociology, recently had an article entitled "Occupational Differentiation among the Old Order Amish" published in *Rural Sociology*.

Cynthia H. Null, assistant professor of psychology, has been elected secretary-treasurer for the National Conference on the Use of On-line Computers in Psychology. She presented a paper, "Interactive Conditional Rank Order Scaling", with Forrest Young of the University of North Carolina, Chapel Hill at their Fall conference, Nov. 9, 1977, at Catholic University in Washington, D.C.

Phillip E. Downs and **Donald J. Messmer** in the School of Business Administration presented a paper entitled "A Technique for Validating Multidimensional Scaling Perceptual Maps" at the 1977 Southern Marketing Association Conference, October 27, in Atlanta, Ga.

A paper entitled "A Computationally Efficient Heuristic For the Travelling Salesman Problem" by **William R. Stewart, Jr.** of the School of Business Administration, won First Prize in Category B of the Institute of Management Science paper competition.

Associate Professor of History **Dale Hoak** addressed an assembly of The Bryn Mawr School in Baltimore on the subject of "Witchcraft, Women and Crime in the Renaissance." The talk, illustrated with slides of sixteenth and seventeenth century materials, will be delivered to the Rotary Club of Hampton, Va. on Nov. 17.

Rudolph H. Bieri of the School of Marine Science gave the after dinner address at the banquet of the 16th Eastern Theoretical Physics Conference recently held on campus. His topic was "Lifetime of an Electron in a Relativistic Proton Beam and Organic Geochemical Aspects of Marine Pollution."

Carl Carlson presented a seminar at the Stanford Linear Accelerator Center entitled "Producing Bound States of Heavy Quarks in Hadronic Collisions." He presented this seminar as well as a seminar entitled "High Momentum Transfer Elastic e-d Scattering" at Purdue University this fall.

Last month **Hans C. von Baeyer** was moderator of a panel discussion on an Eastern Meson Facility at the 1977 Fall meeting of the Division of Nuclear Physics of the American Physical Society in Rochester, N.Y.

The following papers have also been published by physics department faculty members: Plasma Oscillations and Landau Damping, by **F.R. Crownfield, Jr.**; High Momentum Transfer Elastic Electron-Deuteron Scattering, by **R. G. Arnold**, **Carl Carlson**, and **Franz Gross**; and Upsilon (9.5) as Bound States of New Heavy Quarks, by **C.E. Carlson** and **R. Suaya**.

Personnel Bulletin

To: The College Community
From: I. H. Robitshek
Pay Dates for College Employees in 1978

Pay dates for College employees currently being paid on the 1st and 16th of each month will be as follows during 1978:

FOR PAY PERIOD	PAY DATE
January 1-15	January 13
January 16-31	February 1
February 1-15	February 16
February 16-28	March 1
March 1-15	March 16
March 16-30	March 31
April 1-15	April 14
April 16-30	May 1
May 1-15	May 16
May 16-31	June 1
June 1-15	June 16
June 16-30	June 30
July 1-15	July 14
July 16-31	August 1
September 1-15	September 15
September 16-30	September 29
October 1-15	October 16
October 16-31	November 1
November 1-15	November 16
November 16-30	December 1
December 1-15	December 15
December 16-31	December 29

Employees who have overdrawn their leave for up to 24 hours will have their checks retained in the Payroll Office until they have worked the number of hours by which their leave balance is overdrawn. Checks for employees who have overdrawn their leave for more than 24 hours will be returned to Richmond for reissue at the appropriate reduced amount. (NOTE: Due to the regulations concerning leave without pay, it is imperative that departments submit annual leave slips prior to going on leave and sick leave slips immediately following leave taken.)

Pay dates for hourly employees will remain the same (the 10th and 25th of each month). When such pay day falls on a Saturday, Sunday, or a holiday, every attempt will be made to distribute pay checks on the last normal work day preceding the pay date.

To: The College Community
From: Personnel Office
Offerings of Management Development and Training Service

The Management Development Training Service of the Commonwealth of Virginia offers courses on a wide variety of subjects. All State employees have an equal opportunity to apply for the courses listed below. Interested employees should submit their request in writing through the head of their department to the College Personnel Office. All costs must be borne by the employing department.

TITLE	DATE(S) OF TRAINING	*DATE(S) FOR NOMINATION	ELIGIBILITY REQUIREMENTS
Government 110 - Equal Employment Opportunity Basic	Dec. 1-2, 1977 (8:30-4:30)	Nov. 18	For top and middle management supervisors and other with EEO/AA related responsibilities
Government 113 - Conducting a Lawful Interview	Dec. 12, 1977 (8:30-1:30)	Nov. 28	Same as above
Government 114 - Evaluating and Implementing Affirmative Action Plans	Jan. 13, 1978 (8:30-4:30)	Dec. 30	Same as above

*Nominations will be accepted after these dates if the class size permits.

Each of the above offerings will be held in Richmond, Virginia. Tuition for each offering is \$20.00 with lunch provided, except Government 113 which is \$15.00.

NOTE: Executive Order #1 requires that all State employees have an equal opportunity for training and development activities.

Charles Matthews, School of Education, recently presented two workshops for counselors focusing upon classroom counseling techniques. Counselors from western Virginia chosen on merit by their superintendents, attended a workshop in Martinsville. Sponsored by the Consultative Resources Center of the University of Virginia, the session centered on the use of film in psychological education in classrooms. Workshops for the Hampton Counselor Association dealt with experiential learning techniques of psychological education in classrooms.

Law Professor **John E. Donaldson** is the author of "The Impact of the New Basis Rules on Post-Mortem Income Tax Planning," in the Fall issue of the *Virginia Bar Association Journal*. He is also one of the participants in the 23rd annual Tax Conference of the Marshall-Wythe School of Law, to be held at the Williamsburg Conference Center, Dec. 3.

Michael Madison, Marshall-Wythe School of Law, delivered a paper at a panel on real estate tax shelter partnerships, at a meeting last month of the Real Estate Section of the American Bar Association in Boston. The paper, on the impact of the new "at risk" provisions under the Tax Reform Act of 1976, will be published in the February 1978 issue of the ABA's *Real Estate, Probate and Trust Journal*.

Sociologist **Victor Liguori** has had accepted for publication "Come Ahead If You Dare," a chapter in *Field Work: The Human Experience* (Vinson Sutlive and Mario Zamora, ed.). The chapter deals with maritime research in the Guinea Marshes of Gloucester County, Va.

The 53rd annual meeting of the Potomac Technical Processing Librarians was recently held in Williamsburg. The meeting focused on the development of cataloging codes, subject headings and bibliographical formats and featured presentations by Library of Congress staff members. **Mary Lou Cobb**, Head Cataloging Librarian, is Chairman of the organization. Local arrangements were handled by **Berna L. Heyman**, Cataloging Department, who was elected Virginia representative to the organization.

William W. Liddell, associate professor in the School of Business Administration, will speak on "Women in Business" at a meeting of the Williamsburg Chapter of the AAUP, Nov. 16 at 8 p.m., in the Aldersgate Room of the United Methodist Church on Jamestown Road. The public and potential members are invited to attend. Information concerning AAUP membership may be obtained by calling Martha Bentley, 229-7213.

Joseph Galano, assistant professor of psychology, will address the Virginia Association for Rehabilitation Facilities

ROTC Celebrates 30th Anniversary

This year marks the 30th anniversary of the Reserve Officers Training Corps at American universities.

Many changes have taken place during these 30 years in the concept and organization of the corps, and a representative example is the unit located at the College.

One of the most obvious changes is seen whenever the ROTC cadet battalion makes a public appearance. There,

New Court Center Chosen as Site For Conference

Williamsburg will be the site of a landmark international conference aimed at formulating specific goals and strategies to improve the administration of state and local courts across the U.S. for the next 20 years.

Titled "State Courts: A Blueprint for the Future," the meeting will be sponsored next March 19-22 by the National Center for State Courts, the nation's largest private organization involved in court modernization.

Among the leaders addressing the 350 invitees will be Chief Justice Warren E. Burger and Attorney General Griffin B. Bell. President Jimmy Carter has been invited to deliver the keynote speech.

Participating in the Williamsburg Conference will be several distinguished foreign jurists, including the Rt. Hon. Lord Diplock, P.C., Lord of Appeal in Ordinary of the United Kingdom; Chief Justice Garfield Barwick of the Supreme Court of Australia; Chief Justice Bora Laskin of the Supreme Court of Canada; Chief Justice Richard Wild of the Supreme Court of New Zealand; Rt. Hon. Lord Emslie, Lord President of the Inner House of the Court of Session of Scotland; and Master I. H. Jacobs, Q.C., of the United Kingdom's Royal Courts of Justice.

Personnel

To: The College Community
From: Personnel Office
Leave Without Pay Status During Holiday

The following information is quoted from the College of William and Mary Employee Handbook and it outlines the procedure to be followed when an employee is not in a full pay status on both the day before and the day after a holiday.

In order to be eligible for holiday pay, an employee must have: a.) worked the last scheduled work day before and the first scheduled work day after the holiday, OR b.) have charged such scheduled day before and after the holiday to earned leave.

For example: If you are on a Monday through Friday work schedule, and you are working, or are on earned leave on Thursday and Monday, you will be paid for any holiday that may be scheduled for that Friday; however, if you have exhausted all leave time, and you do not work the day before and the day after the holiday, you will not be paid for the holiday!

It is strongly suggested that all supervisors bring this procedure to the attention of their employees.

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

leading the corps, is Virginia Ramsey, a senior, and the first woman cadet to be appointed battalion commander at William and Mary.

The addition of women to the corps just four years ago is but one of the many dramatic changes that have occurred in the program over the years.

ROTC was developed by an act of Congress in 1947. This action set the stage for the cross-country coordination which added this program to university curriculums. However, said Lieutenant Colonel Lawrence L. Mills, Chairman of the Department of Military Science, "It was not done to put the military in the college but to put the college in the military, to develop leaders for the Army of the future."

The original ROTC program at William and Mary started out solely to supply officers for field artillery, but now produces officers for all the branches of the United States Army. These officers are placed in the medical service corps, the infantry, quartermaster, ordinance, and military intelligence and others. Nationwide, ROTC produces approximately 70% of the officers for the Army.

Also over the years ROTC has developed a very general curriculum with the primary focus aimed at leadership and management training.

Students take courses in national security policy and the theory of revolutionary warfare. To these academic subjects are added what Colonel Mills calls "adventure-type training," which includes courses in mountaineering and orienteering (cross-country running over an unmarked course). These physical education courses are intended to lead not only to physical fitness but to increased confidence. In essence, the program combines academic theory and hands-on experience to enable the student to do things that are both physically and mentally challenging.

Each cadet must attend summer camp between his junior and senior year. Although there are some variations in the training for men and women, they are insignificant. For example, in the physical training test, instead of doing a two-mile run, the women run one mile. And there are some courses the men will take and not the women and vice versa. But if there was any doubt in women's minds or men's that women could compete with men on an equal footing in the military, it has now been removed, says Colonel Mills.

Certainly the addition of women has helped the program grow in numbers over the past four years. At the College, ROTC had hit a low of 67 cadets in 1974, reflecting the tail end of the dissension over the Vietnam War in the late 1960's and 70's. Now just three years later, there are 174 cadets in the corps. Enrollment was higher during the 1950's and early 60's, but the comparison is not fairly drawn, points out Col. Mills, because at that time the program was mandatory for all freshman and sophomore men, and it's strictly voluntary now.

The benefits that ROTC offers are also responsible for the increase in numbers. Academic scholarships are given to cadets on a competitive basis. An ROTC scholarship will pay for all tuition, books and lab fees and will provide the student with an allowance of \$100 per month, tax free. All non-scholarship students in ROTC receive approximately \$2,000 or \$100 per month subsistence from the Army during their junior and senior years in college.

Cadets who elect to serve in the Army upon graduation receive starting

salary of more than \$11,000 per year. If students decide not to make the military a career after college ROTC, they find leadership and management skills they have learned in the ROTC program are in great demand in the civilian world.

And Colonel Mills has found to his surprise that even more than these tangible benefits, the desire to serve

the country in some way is often a student's prime consideration for joining ROTC.

Regardless of the reasons why they join, the fact is that ROTC is no longer looked upon by the new generation of students as a pariah. It has regained its place on American campuses as growing numbers of students in the program will attest to.



Elnore Andersen, violin, and Carl Andersen, viola, two members of the Governor's Palace Orchestra, which is scheduled to perform this Sunday in Phi Beta Kappa Memorial Hall.

Sunday Series Features Palace Orchestra Concert

The Governor's Palace Orchestra, under the direction of Cary McMurrin, will present this Sunday a varied program of music, much of which was probably known and appreciated by Thomas Jefferson and our founding fathers.

The concert, a special segment of the Sunday Series, will begin at 8:15 p.m. in Phi Beta Kappa Memorial Hall.

The Governor's Palace Orchestra is known for an authenticity of feeling for music that is particularly vital to chamber music. Even in a large performance hall, the members of the orchestra use both their music and their informal comments to break through the artificial wall that so often separates performer and audience.

The orchestra features mezzo-

soprano Ann McCartney, Elnore Andersen and Marguerite Carter on violin, J.S. Darling on harpsichord, Carl Andersen on viola, Frances Hooper on violoncello, Roger Peters on bass, Patrick Gainer and Albert Markel on oboe, and Laurence Foster, Jr. and John Shulson on horn.

The program will include works by Mozart, Gossec, Vivaldi, Handel and Purcell.

The Governor's Palace Orchestra has been praised for its ability to communicate the passion and vitality of music so often treated by others as some sort of old and lifeless museum piece.

Although there is no admission charge for the Sunday Series, a silver collection is taken at the door at the end of each performance.

College Celebrates Special Anniversary

William and Mary is celebrating an anniversary this year—ten years as a university.

If it sounds confusing for a "College" to be a university, that is probably the reason that William and Mary's university status is one of its least known accomplishments.

Oak Ridge Group Develops Scanner

The ability to "see inside" the human body through the use of X-rays and radioisotope scanning devices has significantly improved the diagnostic capabilities of modern medicine.

Such techniques often reveal physical disorders that might otherwise go undetected until it is too late for successful medical intervention.

The Medical and Health Sciences Division of Oak Ridge Associated Universities is helping advance the state of diagnostic medicine a step beyond X-rays through the use of a new technique called emission computerized tomography, and a device called an ECAT Scanner.

The ECAT provides three-dimensional, cross-sectional pictures of the distribution of radioisotope tracers in the body, and often allows a more critical examination than is possible with X-rays or two-dimensional radioisotope scans.

William and Mary is one of 45 southern colleges and universities who make up the Oak Ridge Associated Universities, a non-profit association which conducts programs of research, education and human resource development for a variety of government and private organizations.

Almost a household word as the nation's second oldest institution of higher education, next to Harvard, and as the alma mater of Jefferson, Madison and John Marshall, William and Mary has an identity problem in getting across the idea of its university status to the general public while retaining its historical name as the "College" of William and Mary in Virginia.

Chartered in 1693 by King William III and Queen Mary II of England, William and Mary continues to cherish its heritage as "Their Majesties' Royall Colledge," but today is a very active university community.

Of all degrees conferred at William and Mary this year, 33 percent of 486 out of 1456 were awarded at the graduate level. The student body includes one of the largest proportions of graduate to undergraduates of Virginia's public universities. Approximately 23 percent of its student population of 6,000 is currently engaged in graduate programs.

The action of the Board of Visitors and the State Council of Higher Education in 1967 in declaring William and Mary a university, reflected the emergence in 1961 of the School of Marine Science and in 1966, the School of Education. Doctoral programs in marine science and physics had been inaugurated in 1964, in education in 1966, and master's programs had been started in a variety of fields including biology, chemistry, government, mathematics, physics, marine science, psychology and sociology. Today a master's degree is also offered in English language and literature. The first doctoral students in history were admitted in 1967. During that period the Marshall-Wythe School of Law was begin-

ning to grow, both in enrollment and professional stature, and the Virginia Associated Research Center in Newport News became William and Mary's research campus.

In 1968 the School of Business Administration was established and earned professional accreditation for both undergraduate and master's programs in record time, one of the relatively few schools enjoying dual accreditation. Doctoral programs were added in the School of Education in 1969, adding to the College's status as a university.

As the College has expanded its offerings to students, the growth of its services and quality has continued. The Office of Special Programs, established in 1972, offers a variety of non-credit courses for Peninsula residents both at VARC and in Williamsburg. The law school has begun a limited number of evening courses which are designed in part to attract practicing lawyers and help them keep up with tax law. The School of Education is embarking on a new program designed to reach people in eastern Virginia who—though not intending to become teachers—want specialized degree opportunities in public service areas.

While filling the role of a university in the state, William and Mary has also kept its distinctive characteristics as a residential institution and its traditional emphasis on the undergraduate program. The State Council in its projection did not expect William and Mary to become a comprehensive university but rather "retain its distinctive characteristics as a residential institution with high standards and at the same time expands its educational services for the rapidly growing Peninsula area. . ."

As a university, William and Mary

has attracted to its faculties scholars in a wide variety of disciplines who provide educational and professional services to students and to Tidewater Virginia and the Nation. In increasing numbers companies and organizations are tapping the "brain pool" at William and Mary for consultants on projects ranging from economics to mental health and art.

To increase private support for the university and especially to support faculty professional development, provide student financial aid and fund enrichment programs throughout the campus, a \$19 million Campaign for the College was inaugurated in May, 1976.

There are no plans for a birthday cake or candles in celebration of William and Mary's ten years as a university. University status in 1977, though, is being recognized as a more firmly established fact than it was back in the eighteenth century.

As historians know, in 1779 the Board of Visitors recognized Thomas Jefferson's proposed curriculum, and William and Mary became the first real university in America with a professorship of anatomy and medicine and the first American chairs of law and police and modern languages. Subsequent events, partly attributed to the Revolutionary War and partly due to Jefferson's own decision to found a separate state university for Virginia in Charlottesville, undid the university scope at William and Mary.

There is no thought being given to William and Mary changing its name to the University of William and Mary or William and Mary University, so the university in Williamsburg will continue to carry a dual identity, as a college that is indeed a university.

Notices

SA PARTY--The Student Association is sponsoring a Thanksgiving party Tuesday, November 22 from 9 to 1 a.m. in William and Mary Hall. Bill Deal and the Rondells will be performing. Admission is \$1.00, and mixers and tables will be provided.

ANTHROPOLOGY CLUB--On Wednesday, Nov. 16, at 7 p.m. in Washington 100, Professor Victor Liguori of the Sociology Department will speak and show slides on fieldwork with maritime peoples.

BIOLOGY SEMINAR--Joseph Bonaventura of Duke University's Marine Laboratory will discuss "Red Blood Cell Engineering" in the Biology Seminar, Monday, Nov. 28, in 117 Millington Hall at 4 p.m.

Eunice Belgum, Philosophy Prof., Dies at Home

Eunice Belgum, assistant professor of philosophy, died November 5 at her residence in Williamsburg. She was 31.

Ms. Belgum joined the William and Mary faculty in 1976. She received her B.A. from St. Olaf University, *summa cum laude*, in 1967, and her M.A. and Ph.D. from Harvard University. Her teaching specialties were Greek philosophy and feminist philosophy.

She was a member of the Board of Student Affairs faculty committee, co-chairman of the BSA academic affairs committee and treasurer of the Society for Women in Philosophy. She was also a member of the Women's Forum.

A memorial service was held November 10 in Wren Chapel. The Reverend H. Benton Lutz, minister of the St. Stephen Lutheran Church in Williamsburg, officiated. The Eunice Belgum Memorial Fund has been established through the office of Development.

CALENDARS AVAILABLE--The 1978 desk calendars have been received and are available for issue from the College Stores Warehouse. Departments are asked to order their requirements by the following stock numbers and descriptions: 74-C-367-Calendar Pads, Large for SD170,G11, 717-1/2, Flipover Style-Each; 74-C-368-Calendar Stand, Large for SD170,G11, 717-1/2, Flipover Style Each; 74-C-369-Calendar Pads, Small, SD190,G11, 719-1/2, Flipover Style-Each; 74-C-370-Calendar Stand, Small, Flipover Style-Each; 74-C-371-Calendar Pad, Large for SD580, G520,W580, Tearoff Style-Each; or 74-C-372-Calendar Stand, Large for SD580, W580,G520, Tearoff Style-Each.

BUSES TO NORTHERN VIRGINIA--The Student Association is chartering buses to go to the Springfield Mall in northern Virginia for Thanksgiving vacation. They will leave William and Mary at 3 p.m. on Wednesday, Nov. 23, and return from Springfield Mall at 6 p.m. Sunday, Nov. 27. The cost is \$15 round trip per person. The buses will be filled on a first-come, first-serve basis. Tickets may be secured at the SA office. This opportunity is open only to members of the College community. For further information, please contact Bob Fetterman, Ext. 4350.

CALLIGRAPHY WORKSHOP--The Campus Center Craft Shop will be sponsoring an introductory workshop in calligraphy, Saturday, Nov. 19, from 3-5 p.m. in the Craft Shop. The italic alphabet will be covered during the initial meeting, and, if there is enough interest, participants will organize classes for next semester.

DEBATE ON CUBA--A debate on Fidel Castro's Cuba will be the program in the Project Plus Forum, Wednesday, Nov. 16, in Millington Hall Auditorium at 7:30 p.m. George Grayson, professor of government, and Wayne Smith, deputy coordinator of Cuban Affairs at the U.S. Department of State, will debate the issue. The Project Plus Forum this year is based on the theme "Revolution."

BOOK SALE--The Government Club will

a book sale on December 1 in the basement of Morton Hall.

SPONG LECTURE--Dean William B. Spong, Marshall-Wythe School of Law, will give a lecture on the "Future of the Legal Profession," Dec. 6, at 4 p.m. in the Dodge Room of Phi Beta Kappa Hall. Refreshments will be served.

GOVERNMENT CLUB--Professor Chonghan Kim will address the Government Club on November 22. He will discuss the Korean issue in the United Nations at 4 p.m. in the Dodge Room of Phi Beta Kappa Hall.

GOVERNMENT MEETING--There will be a general government meeting on November 22 in Morton 4 from 3-5 p.m. Elections will be held.

P.E. PROFICIENCY TEST--Women's Physical Education Proficiency Tests will be given Nov. 15 and 16, at 7:30 p.m., in Adair Gym. A department staff member will be stationed in the lobby of Adair to answer questions.

BREAD-MAKING SEMINAR--The Student Association's Free University is sponsoring a bread making session. Laura Sanderson will show how to mix, knead, and bake homemade bread Sunday, Nov. 20, at 4:30 p.m. in the Project Plus kitchen (Botetourt Unit 8). For further information, please contact Cynthia Saunders, Ext. 4207.

FACULTY CLUB PARTY--The Faculty Club will hold its third cocktail party of the year on Friday, Dec. 2, from 5:30 to 7:30 p.m. The party will be held in the Anthropology Museum-Display area in the basement of Washington Hall. "Flowerdew Hundred Hall" contains many Indian and colonial artifacts collected from Flowerdew Hundred and Maycock Plantations, and the "African Room" (Harley Room) contains a variety of interesting anthropological materials from Africa. All members of the faculty and administration are invited to attend and may pay at the door or pay in advance to Lewis Foster at the usual rates: members \$2.50 per person (\$1.50 non-drinkers) and non-members \$4 per person (\$2.50 non-drinkers).

GOVERNMENT CLUB--On Wednesday, Nov. 16, Hon. Hugh Scott will speak at a meeting of the Government Club on "Directions in American Foreign Policy" in the Dodge Room of Phi Beta Kappa Hall at 3:30 p.m. The public is invited to attend.

BASKETBALL TICKETS--Faculty-Staff discounts on season basketball tickets are now available. The price of the tickets is \$24, which includes 12 home games with such opponents as North Carolina, Virginia, West Virginia and Old Dominion. This price reflects a 50% discount over individual game prices. Tickets may be obtained by calling the William and Mary Hall ticket office at Ext. 4492. Pocket season schedules are available at William and Mary Hall and the Personnel Office.

TRIP TO WASHINGTON--Mario D. Zamora's anthropology classes, in cooperation with South Asia Society and the International Circle, will sponsor a trip to Washington, D.C. The group will visit the Smithsonian Institution and participate in a seminar on the U.S. and the Third World conducted by Sri Lanka (formerly Ceylon) Ambassador to the U.S. Neville Kanakaratne. Buses will leave for Washington at 8 a.m., Nov. 16, and will return to Williamsburg the same day at 8 p.m. There will be a charge of \$5.00 to cover the cost of transportation. Students interested in joining the trip should contact Niji Odutola, 229-0468, Dr. Zamora, Ext. 4341, or Lisa Dabney, Ext. 4330.

"LOUD FAMILY" INTERVIEW--On Nov. 20, at 9:00 p.m., WCWM's Griffith-Mair Show will present a program about "The Loud Family" with guest Kevin Loud of the famous television series called "An American Family," a PBS documentary on the life of a typical family. Griffith-Mair, the show's host, will quiz Loud about the kind of impact the television series had on him and the other family members.

ANTHROPOLOGY CLUB--At 7 p.m., Wednesday, Nov. 16, in Washington 100, Associate Professor of Sociology Victor Liguori will speak and show slides on fieldwork with maritime peoples.

The President's Report 1977



I

In my first three reports I discussed broadly the affairs of the College. In my last two reports I have focused, first, on the Faculty of Arts and Sciences, and secondly, on the professional schools of Business Administration, Education and Law. This year's report will return to addressing the wide spectrum of William and Mary's affairs, with particular emphasis on several issues which we have addressed in the 1976-77 academic year and which I believe we face in the current and coming year.

In terms of our essential mission of education William and Mary had a very good year, in the high quality of teaching and learning, research and public service which took place. We are fortunate to have an unusually competent and dedicated faculty, who in turn have the good fortune to work with a highly motivated and carefully selected student body. These two factors, regardless of other considerations, add up to first-rate education.

Nevertheless, it is difficult to look at the year just ended with real satisfaction. It began with the announcement of a major reversion of almost \$600,000 of appropriated funds that had already been budgeted and allocated within the College. It ended with an announcement of salary average increases for faculty members and members of the administration for 1977-78 that did not come up to the continuing high level of inflation. The uncertainties regarding the future of financing of higher education that continued throughout 1976-77, and the serious adverse judgment on the Eminent Scholars program made after the funds for that program had been committed for 1977-78, added further to the College's financial problems. These factors, combined with a resulting deficit of over \$90,000 for fiscal 1976-77, and the required reversion for 1977-78 of almost \$700,000 from funds already appropriated, have inevitably forced upon 1977-78 departmental budgets a further erosion of constant-dollar funds in almost all categories. This is true despite an increase in tuition to offset, in part, the impact of the continuing reversions. We were hard pressed, in 1976-77, to continue to provide the high quality of education called for in the mission of the College, and the financial outlook for 1977-78 is not encouraging.

It is of course true that William and Mary remains better off than many other colleges and universities. It is also true that several years of comparative depression in American higher education have lowered everyone's expectations somewhat, and so bad news perhaps comes now as less of a shock than it did even three or four years ago. The fact remains that the College is hurting, that the high quality of our offerings and services is threatened, and that morale is inevitably adversely affected. Within this context the high quality of education that continues at our university is especially gratifying.

Despite the financial problems which the state and therefore the College faced, there were some real achievements in the 1976-77 academic year. The faculty research leave program was extended so that--assuming we can hold to our commitments--it amounts to probably the most effective and

useful research leave program of any state-supported university in Virginia; this program is of course of major importance for faculty development. The deficit with which we ended the year was, thanks to the strenuous efforts and substantial sacrifices of faculty and administrators, but a fraction of the funds lost through reversion, and we survived these budgetary surprises without cutting significantly into absolutely essential programs. Thanks to the commitment and dedication of the faculty, the level of instructional quality remained high. Students continued to get a very good education at William and Mary in 1976-77, and that must remain the most important achievement goal of all.

So, while not a gratifying year, 1976-77 was hardly a bleak one. Unfortunately, at least in terms of material State support, the years immediately ahead promise no better in most things, and may be worse in several. One cannot at this stage be realistically optimistic about the 1978-80 appropriations, in comparison with those for the present biennium. This must be our assessment despite the very strenuous efforts we have made and shall continue to make to document our urgent needs, and despite the genuine support and positive attitudes among members of the General Assembly and State Council of Higher Education for higher education in general and toward William and Mary in particular. The student/faculty ratios will worsen in 1978-80. "Targets" may be substituted for formulas in the final determination of funding, to our probable dis-

advantage. There may be steps taken toward the control of positions as well as expenditures.

Planning within such uncertainties is difficult, but we must continue to make every effort to try to predict how best to adjust to such possible realities, and to make decisions that will implement prediction. For example, it seems clear that hard staffing decisions must be made in 1977-78, in anticipation of the more stringent state formulas and controls that can be reliably predicted for 1978-80. Staffing affects programs. Difficult staffing and program decisions affect faculty morale, which in turn can affect students and the quality of their education. So a lot is at stake here, and how we go about these decisions is of critical importance.

Decisions, if they are to have any integrity and credibility, must be made in clear reference to institutional mission and priorities. For the past two or three years, as resources have become tighter and tighter, I believe that we have done fairly well in this regard, as far as the distribution of the entire College revenue is concerned. The educational program has been clearly defined as the most critical priority, and we have accordingly constructed budgets, allocated resources and sustained reversions with this priority constantly in mind. We have so far been able to slow, and even halt in most cases, the growth of administrative and plant expenditures. Though we must and will continue to make every effort to increase the proportionate share of the budget for instruction, I am increasingly satisfied that we are

now dedicating for educational purposes a fair and defensible portion of our total resources.

So far we have not been forced to make many hard decisions *within* the academic programs. Probably no department, faculty or school has sufficient funds or staff in terms of optimum educational results, and in certain areas like the School of Business Administration and the Departments of Economics and Geology the insufficiency is very real and urgently troublesome. Priority allocations have been made, some of them of moderate difficulty. But if no program has been fully funded, all programs have been sustained and encouraged. As we look to the 1978-80 biennium, the question must be raised if this approach can continue. Increasingly the questions may become more difficult, requiring judgments and choices within and among existing academic programs. New staffing ratios and the position controls which we can anticipate in 1978-80, seem to me to force such questions almost immediately.

Like the larger question of allocation of total College resources, this issue of resource allocation within and among existing academic programs should be decided, I believe, in terms of institutional mission priorities. William and Mary's statements of educational purpose describe an essentially full-time, residential, small university, with emphasis on liberal education at the undergraduate level, in arts and sciences and business, and selected graduate degrees in arts and sciences, and in the professions of business

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administration, education and law. I believe that there continues to be an institutional consensus on this definition, and I feel confident that this consensus will remain so long as funds and staff are reasonably sufficient to support all of the activities implied in this concept of a university. It is our responsibility to ensure that this consensus survives the hardships, decisions and sacrifices that may be soon upon us.

Rather than wait for the questions to be raised in ways that lead to untenable answers or that threaten the mission on which we are now agreed, I believe that we must continue to reaffirm the consensus as it is now stated, and continue to seek the funding to sustain it. While I cannot argue with a sense of absolute certainty for only one present course for William and Mary that will prove best in the very long run, I feel today about the College very much as I did when I came here in 1971.

William and Mary cannot now become, even if it wanted to, a large nationally distinguished, fully comprehensive university; it is wrongly situated to grow into an urban, service-oriented university. It cannot return to a small single-purpose college, with a small "c." It has, I believe, two broad choices. It can expand and proliferate, assuming State Council approval, into a medium-sized and probably rather ordinary state university; or it can build carefully and slowly upon its special strengths as a unique state university and thus achieve and maintain a deserved reputation for unqualified excellence in a limited number of fields. The latter course is difficult, given a variety of steady and increasing pressures and influences. It is, nonetheless, the course I favor, and the course I urge the Board of Visitors to continue to support and advocate with unstinting and articulate determination and enthusiasm.

The nation has many rather ordinary state universities. It has precious few state universities like William and Mary: highly selective, comparatively small, primarily undergraduate but with selected strong graduate and professional programs, residential, and academically demanding. Virginia is one of a very few states remaining in which institutional diversity is something more than a catch phrase. It is a value in which I believe all in Virginia can be proud, it is a value worth fighting hard to retain and to foster.

This is why it is so critical that we have within the Board a clear consensus about the aims of the institution, a continuing reaffirmation of the statement of mission that the Board most recently approved in 1973, when times were better. As the College faces its future, I look to this common purpose that has been stated by the Board as a critical force in providing William and Mary with the strength and commitment to our educational goals that will see us through. Clarity and conviction about a common institutional purpose will also help us focus in on the internal choices and decisions that seem to me to lie ahead.

I have focused so far more upon the present year and coming biennium than on the year just past, but the issues that William and Mary faces today arise out of developments in the past several years and will probably reach critical proportions over the next three to four years. If we have the strength of our convictions, if we have a true consensus from the Board of Visitors, through the faculties and through the administration, as to our educational mission and purpose, if we have the support of our students and our alumni, we shall find the ways to make the right decisions, however difficult and painful some of them may be.

I believe we have in place or in process the vehicles to do the job. We have the reconstituted Planning and Priorities Committee and the special fact-finding Task Force hard at work, first, developing the essential data on resource allocations, and secondly reaching some conclusions and recommendations on college-wide priorities and allocation of resources. This representative Committee, with its supporting Task Force, will, I am confident, provide us with the findings, analyses and recommendations we need, to face the early decisions that must be made by the end of the 1977-78 academic year. These will focus mostly on the need to reassign staff and funds within academic programs, so that we can be prepared for what seems clearly to be a reduction in discretionary state funding and positions in 1978-80. It is important that these decisions be based on a plan that has been drawn from the study of priorities, and that this plan be firmly rooted in a college-wide consensus on educational mission.

Closely related to the planning process and resource allocation process is of course the process through which the annual and biennial budget is prepared. There have been so many changes in the budgeting process and in budgetary decisions at the State level in recent years that it has not been easy to develop internally a consistent and objective approach to the budgeting process through which all concerned at the College feel sufficiently involved and informed. We shall continue to give careful attention to the articulation of an approach internally that makes the budgetary process at the College as comprehensive and rational as we can to all relevant constituencies. The budgetary process at the College has improved enormously over the past several years, despite increasingly difficult obstacles, but as we face more complicated priority decisions, we need to feel as sure as we can that all who are affected by the internal budgetary process have confidence in it. Many policy decisions are made and many priorities are set by the budget, so this is a matter of critical importance, both in fact and in perception.

II

In this section I shall focus in some more detail on a few of the issues and opportunities that fall within the purview of academic affairs, touching also on a number of the accomplishments during 1976-77 in this area which is, of course, fundamental to the College's mission. Academic affairs is very broadly conceived, comprising all

activities directly relevant to the College's basic educational purpose. They include all of the schools and faculties of the College; all of the myriad activities that fall within the responsibility of the Dean of the Undergraduate Program, including Student Affairs, Admissions, Psychological Services and Extramural Programs. Appropriately, as the life blood of a university of high quality, the libraries of the College are within Academic Affairs. So also are the Registrar's Office, Data Processing, the Virginia Associated Research Campus, the Space Radiation Effects Laboratory, the Institute of Early American History and Culture, the Summer Sessions and Special Programs. This broad structure was approved by the Board of Visitors in 1972, to reflect and emphasize the integrated and interrelated nature of the total educational mission of an academic institution such as William and Mary. Dr. George R. Healy, Vice President for Academic Affairs and Provost of the College of William and Mary, has management responsibility for all aspects of academic affairs but one. This approach has, I believe, proven to be an effective and realistic vehicle for administration, communication, and most importantly good education in this unique state university.

A matter of major concern for Dr. Healy, as indeed for all of us at the College in 1976-77, was the continuing financial squeeze in which the College found itself and the impact that this has upon the educational side of the enterprise. The reversions, mandated by the Commonwealth, created difficult situations throughout the schools, faculties and academic departments. Some funds had already been spent while

Sciences spent between \$38,000 and \$52,000, annually, for educational and laboratory equipment, between 1972 and 1974. In the past two years expenditures for equipment in these same departments have been between \$13,000 and \$19,000. Under such circumstances quality of education must eventually suffer. The best we are hoping for in 1977-78 is to make M&O allocations slightly above the levels of the original appropriations for 1976-77 (before reversions).

For some departments and schools library expenditures are of greater concern than expenditures for equipment and supplies. The annual report of the Library Committee indicates that Swem Library, for example, is now in serious difficulty. We have bound virtually no periodicals there for two years; the present backlog would cost more than \$100,000 to clear. The book budget, which has remained constant and therefore represents a real loss in effective purchasing power, is not what it should be for a library of such distinction.

The financial distress in academic affairs shows up most clearly in faculty salaries. It is difficult to obtain truly comparable salary statistics. But there is no dispute that William and Mary salaries are very low indeed. During the past year I informed you that by the generally accepted AAUP standards William and Mary salary averages were in the lowest and next to lowest quintile, in comparison to our Category I peer group. More specifically, the following table shows, for example, average salaries in Arts and Sciences at the College, compared to national institutional averages for 1977-78 (projected).

	Universities (Publicly controlled)	"Other four-year" (Privately controlled)	William & Mary
Professor	\$26,800	\$24,200	\$23,634
Assoc. Professor	19,900	19,000	18,166
Ass't. Professor	16,200	15,600	14,992

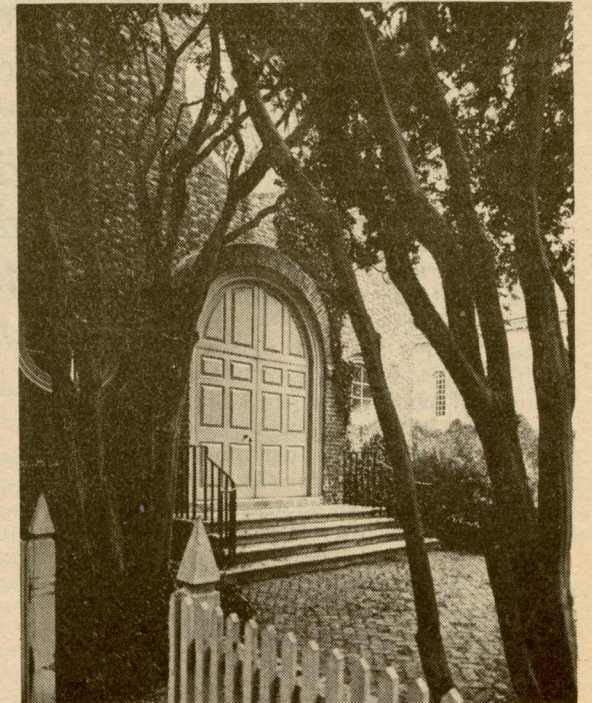
some plans for spending had gone so far that they could not be reversed. Consequently, the required reversion often was a substantial portion of the funds which were uncommitted.

As M&O budgets have declined, in real purchasing power, over the past three to four years, the departments which have been hardest hit are those which need equipment and supplies for teaching. In Arts and Sciences, for example, this refers primarily to the laboratory sciences and the departments in the creative and performing arts. To give you some idea of the impact of the reversions in recent years, ten departments in Arts and

In Arts and Sciences, we are well below national averages at other universities and we are even below "other four-year institutions" which have fewer responsibilities than we have. These data do not even consider fringe benefits, which would depress our situation even further. If we included our professional schools, we would appear slightly better, but hardly at a level commensurate with the quality of our education. Our professional school salaries are relatively just as low as in Arts and Sciences.

By these standards and statistics we made some progress from 1975-76 to 1976-77. But all we did, in salaries, was

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to move up within the fifth and bottom quintile or up to the fourth quintile. That is a sad way to show progress.

Faculty salaries (and faculty total compensation) are, I believe, our most imperative and critical institutional problem. In an economy with steady inflation we cannot afford further deterioration in overall salary scales. Faculty morale and faculty quality depend on our ability at least to match inflation, to raise overall our averages, and to distribute salaries equitably. Dr. Healy and I see this as our number one priority for 1977-78, and we shall do everything possible at the State level to persuade those in positions of authority and responsibility of the urgency and importance of the College's need.

Within academic affairs there are several other important areas that merit particular attention. One area that to most individuals appears to be outside the mainstream of our concern but is in fact of critical importance to the future of our university is the Virginia Institute of Marine Science (which has its own Administrative Board) and the closely related School of Marine Science for which the College and its Board of Visitors are responsible. VIMS received, in 1976-77, a substantial amount of adverse publicity. By association, similar publicity has also been brought to bear on our School of Marine Science, which I believe to be one of the very best in the country and of which we are especially proud. In 1977-78, in cooperation with the State Council of Higher Education and the Joint Legislative Audit and Review Commission, we shall make every effort to reaffirm the high quality of education and research at our School of Marine Science, which we see as a long-standing, continuing and a tremendously important part of this university community.

In another area within academic affairs we have raised during the past year a number of important policy questions related to undergraduate admissions. The environment in regard to undergraduate applications, recruitment, acceptances and admissions relationships in higher education is inevitably going to change markedly over the next three to five years. At present, and for some time now, we have enjoyed the enviable position of an overwhelming number of highly qualified applicants. We must prepare for the effects of significant national trends in this area, and plan now to do everything possible to maintain our strong competitive position. In order to do this an admissions policy review is in order, and I have asked that it begin.

Another review has just been completed of the whole area of the Summer Session and Evening College. We shall be studying the recommendations arising from that review during the fall and reaching conclusions that will, I believe, make these two programs more a part of the educational mainstream of the College. We shall face some important and difficult competitive and educational questions in regard to our Summer Session, especially in the years immediately ahead, and we need to be prepared to answer them.

I have referred to the libraries as the life blood of William and Mary. The library of the Marshall-Wythe School of Law, despite serious space problems, improved markedly in service and stature in 1976-77. Swem Library, in the meanwhile, is at a crossroads which presents a major opportunity. At the end of 1976-77 we lost to other institutions both the Librarian and Associate Librarian of Swem Library. Ms. Ailene Zirkle is serving as Acting Librarian as we search for their successors. They will need to be individuals of skill and fortitude to help Swem Library maintain and improve

the position of high quality that it and this College deserve. The libraries of the College of William and Mary, beset by formulas and guidelines that limit severely their ability to be of maximum service to faculty, students and the public, are of the greatest concern to those of us who see them as the fundamental building block on which effective teaching, learning and research are based.

We have all read and heard a great deal about the tenure crunch. William and Mary, as is reasonable and expected in an older institution that is not expanding in size, is relatively heavily tenured, especially in Arts and Sciences, but increasingly in the professional schools. I believe that we are dealing conscientiously and courageously with this situation, reaching difficult and at times unpopular decisions, based on increasingly high standards. This is not an easy process; and as we saw in 1976-77, at times these decisions can be disruptive and disquieting. But I would rather see us take this course than the alternative of arbitrarily denying tenure in order to maintain turnovers. In the meanwhile, within the narrow limits of the flexibility we have, we must continue to encourage faculty leaves and exchanges as well as a limited number of rotating faculty positions. This approach will allow for new blood within the faculties on a continuing basis without threatening to make the tenure situation more complicated.

I have mentioned earlier that our new approach to faculty research leaves is very encouraging. I do not want to become too optimistic about this for a couple of more years, to be sure we really have the program off and running. But I do feel gratified that, through the efforts of many faculty members and administrators, it has been possible to develop a program that seems to be responsive to the very real and legitimate needs of the faculty.

Dean Edwards, Dr. Healy and I are in agreement that we should be thinking seriously in 1977-78 about a major curriculum review in Arts and Sciences. Dean Edwards raised this question at the end of the 1974-75 academic year, and now he has urged us to give the matter high priority consideration. The revision of 1970, when the curriculum was last reviewed, was a very good one for its time; while many colleges were abandoning degree requirements completely, we established a set of flexible requirements which had a better foundation than the preceding set. The current curriculum has served its purpose well; but simply by virtue of its seven years of age it begs for reconsideration. The idea of area and sequence requirements is a sound one, but it is not clear today that implementation of this concept is still adequate for the educational goals of Arts and Sciences. If a proposal is prepared during 1977-78, the faculty of Arts and Sciences might discuss it during 1978-79. Even if it is approved speedily, and even if changes are minor, a revision probably could not become effective until 1980-81. Dr. Healy and I have encouraged Dean Edwards in his desire to give high priority to the re-thinking of the Arts and Sciences curriculum during 1977-78. This curriculum is, of course, at the heart of the William and Mary educational mission.

In the 1976-77 academic year the Department of History, within the Faculty of Arts and Sciences, undertook a major review of its Ph.D. Program. Out of this study came a recommitment, in somewhat modified form, to that program, which is one of the three Doctor of Philosophy Programs approved for this university. This was an important decision, in part because this is a program of significant distinction and stature that brings great

credit to William and Mary and through which the College makes a major contribution to scholarship. In addition, the good health of our doctoral offerings is directly related to the university status of the College, a status that we must encourage and strengthen. During this period of relatively declining financial resources from the State William and Mary is hard pressed to provide the support to its doctoral programs in the Arts and Sciences which they need and deserve, to maintain a national reputation. For good reason we shall continue to give them all the resources we can.

The School of Business Administration, led by Dean Charles Quittmeyer, continued to develop well during 1976-77 at both the undergraduate and MBA levels. It was handicapped, as it has been for several years, by fewer faculty and less space than it needs, with a continuing increase in students who are candidates for both the BBA degree and the MBA degree. This faculty manning problem is one to which we are devoting a great deal of attention, in order to be as responsive as we can, within the overall faculty position resources of the College that are available. Unfortunately, the space problem can only be well solved by the renovation of old Rogers Hall as the new home of the School of Business Administration. Given the substantial State-wide problem in obtaining capital outlay funds for major renovations of academic buildings, I do not see this serious issue being addressed properly by the State for at least two years. An alternative solution, of course, could be a major private gift to the College that would allow us, with State approval, to proceed ahead now with the building that this School deserves. The Business School continues to enjoy well deserved and increasing support from the business community which it serves and to which it is starting to make a major contribution.

The School of Education continued to make excellent progress in 1976-77 under the leadership of Dean James M. Yankovich. It was a year of major review of objectives and programs, that led to a consensus decision in support of more emphasis on doctoral work, and a reorganization of the faculty that will allow it better to attain its goals of excellence in its carefully defined offerings. Through this reorganization the School will also be in a position to make a contribution in a substantial service role, which is a significant part of this university's mission. Competition among schools of education is becoming severe, for the best students and for available funds. Our school has developed a distinguished reputation in what it does best, which will, I believe, allow it to flourish and continue to make major contributions of a distinctive nature to the schools and agencies of the Commonwealth and to public education in the nation.

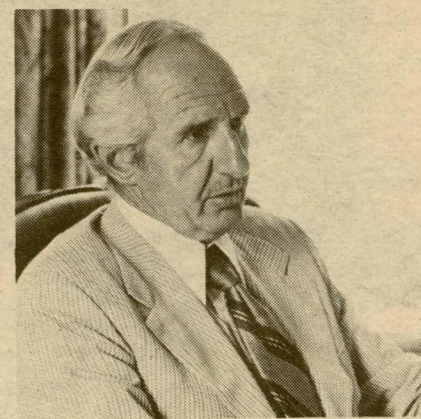
The Office of the Dean of the Undergraduate Program, headed by Dean James C. Livingston, is involved in virtually every facet of undergraduate life, inside and outside of the classroom. The year just passed brought some further reorganization of the functions and responsibilities of that office to provide for a truly integrated approach to the education of our undergraduate students. Looking back now over several years it is clear that enormous progress has been made, through the cooperative efforts of this Office with the Office of Business Affairs. One important example is the improvements in the quality of living on campus, in the residence halls, in the dining halls, in the extracurricular programs, in security, in the availability of services that are important to students if this is to be a truly viable residential educational community.

The processes of change are inevitably disturbing and anxiety-producing at times, but in 1976-77 several major improvements on which we have been working for several years started to be seen, recognized and approved. This trend will continue.

The Marshall-Wythe School of Law, in Dean William B. Spong's first full year, made excellent progress, despite the continuing threat by the American Bar Association of action that could lead to disaccreditation. As of this writing I am optimistic that the November 8 bond referendum will resolve that problem once and for all, but in the meanwhile the School has not been marking time. Thanks to an extraordinarily large number of applicants of high quality and the judicious use of available discretionary funds in attracting faculty, the education at Marshall-Wythe was of very high quality indeed in 1976-77. I feel very optimistic about the future of this School.

Not often in the limelight but of the

"Unfortunately, at least in terms of material State support, the years immediately ahead promise no better in most things, and may be worse in several. One cannot at this stage be realistically optimistic about the 1978-80 appropriations."



"Sometimes the word 'College' can be misleading. We are proud of our heritage and history, and this is rightfully William and Mary's name for all generations. At the same time today, at the start of the third century of our country, and the 285th year of this institution, we are a modern and vital university that has an exciting future as well as an honored past."



about, continued, in 1976-77, to provide education of high quality, in that special mix of faculty members and students who care, together, about teaching and learning.

III

Business Affairs, in a period of financial stress and scarce resources, bears some special burdens. I look to Business Affairs for the controls and limits that will keep the College on an even financial keel in even the roughest water. I expect Business Affairs to be an early warning system that will protect our financial position at all times, and at times I expect to find financial rabbits coming out of hats in which there seem to be no more dollars. Most importantly, I expect absolute financial integrity and accountability in which the Board of Visitors, the General Assembly and the citizens of Virginia can have full confidence. Business Affairs is also where we look for cuts (in Buildings and Grounds, for example) when we have to protect the dwindling dollars on the educational side of the enterprise. It has the awesome and intricate responsibility for budget preparation in a period when the signals are often changed and when everyone else in the community wants to know why his share of that budget is not larger.

The 1976-77 year was a year to strain even the very best men and women who would work in such an arena. I am gratified to say that Vice President for Business Affairs William J. Carter and his colleagues in Business Affairs were equal to the task. Today we have faster and more accurate financial information than we have ever had in my tenure at the College, information that allows us to have some semblance of control over spiraling and erratic costs. As a result, we can do and are doing more realistic planning, despite surprises that keep arising. Business Affairs has become an important, indeed essential, part of the process and decisions that keep the educational ship not just afloat but moving forward on course.

In 1976-77 a major cost avoidance program, focusing on an energy computerized control system installation, was initiated. In its first year it paid for its installation of \$57,000 and saved more than \$43,000. We anticipate annual cost avoidance of more than \$100,000.

Because of the reversions and threats of more reversions, a stringent budget control system was in effect throughout 1976-77. Special authority was required to fill vacancies; new positions were created only if other existing positions could be eliminated. Members of departments throughout the College supported this onerous approach, and I am most grateful for their understanding cooperation; without it the deficit would have been considerably larger.

Continuing inflation, with its inevitable impact on operating costs at the College, led us to develop a modified investment management and spending policy for the endowment funds of both the College and the Endowment Association during the past year. This policy, approved by both the Board of Visitors and the Board of Trustees of the Endowment Association, requires continuing attention to an investment strategy of a modified total return concept to provide for the long-range financial health of the College. This is accomplished by maintaining the value of corpus equal to the purchasing power of the inflation-eroded dollar in the future. By reducing the current income requirements from endowment funds, it is possible to maintain the market value of our endowment funds at a level consonant with the current inflation level of 6%; thus providing for the

utmost importance to the effective and smooth functioning of academic affairs are the coordinated offices of the Registrar, of Automated Data Systems and of Institutional Research. These were all reorganized in 1976-77 under the leadership of Mr. Henry C. Johnson. Reorganization is just a first step in getting our systems, our records and our processes into a form that will

allow us to deal effectively with demands upon us from state and federal levels and from within the College. It is a complex and arduous task but I believe that we are addressing effectively the major problems we face in this area.

This brief summary of some of the major developments within Academic Affairs is not meant to be exhaustive or

all inclusive. No such report could be. So I shall close this section in the clear recognition that I have not even commented on a number of important activities, and have barely touched on others. I do, however, want to emphasize that despite the problems I outlined in Section I and in parts of this Section, Academic Affairs which is, after all, what this university is all

corpus to appreciate in a manner to match the inflated dollar. Without such a policy, it would take only eight more years for the endowment funds to be worth only half their present value.

Under this new policy the rate of spending in relationship to endowment value is to be reduced from the current 5%-5½% to 4% over the next four years. This reduction in income from endowment funds places in jeopardy a number of programs at the College which are dependent on endowment income for their current level of operation. It, therefore, becomes increasingly important that, through the Campaign for the College, we start immediately to have an infusion of additional income from new endowment funds and additional expendable funds, available for continuing operations. The present progress of our development effort leads me to be encouraged that we can find, attract and utilize these new funds in this way.

IV

The 1976-77 year was indeed gratifying as we review the range and level of private giving to William and Mary. Private voluntary support climbed by more than \$1,000,000, exceeding more than \$3,000,000 for the first time in the College's history. (In 1971-72 private voluntary support to the College was \$462,548.) This \$3,182,000 total for the year just passed included almost \$270,000 to the William and Mary Fund, and over \$2,126,000 in special planned gifts, through the disposition of estates and through major gifts of assets during the lifetime of the donors. Thirty-three new endowment funds were established during the year by either the Board of Visitors or the Trustees of the Endowment Association.

Over the past six years private voluntary giving to this university has totaled just over \$9,000,000, and the trend is up and continuing. This fact is a tribute to Vice President for Development Warren Heemann and his dedicated and skillful staff.

The large number and dollar amounts of the testamentary commitments which have been received, especially from alumni, have been particularly gratifying. To me this speaks of the confidence and faith which our graduates have in the future of the College. Through their generosity students and faculty will benefit for generations to come. These testamentary commitments now being made also reflect, I believe, the quiet, dedicated and effective work of Assistant to the President James S. Kelly, over a twenty-five year period, as he has fostered and encouraged enduring and close relationships between our university and our alumni.

By June 30, 1977, the Campaign for the College had reached \$6,700,000; in gifts, pledges and other commitments, which placed us right on target as of that date. Through the leadership of the late J. Edward Zollinger and, more recently, of Roy R. Charles and more than 250 volunteers, substantial progress has been made toward the \$19,000,000 goal. I am confident that we shall meet that objective and go beyond, to a new high level of sustained giving, which is so essential to a university community such as ours. Benefits from this Campaign and the new high standard of continuing giving that it will set, will accrue to William and Mary for generations to come.

I have been especially pleased to see clear evidence of support, enthusiasm and interest from so many different sources. In 1976-77 there was a substantial increase in interest among donors who were eligible for membership in the President's Council, through annual giving of \$1,000 or

more. By June 30, 1977, the Athletic Educational Foundation had already raised \$234,000, well on its way toward its goal, by December 31, of \$300,000. The Senior Class Gift set a new record of \$18,000 and the Parents' Fund was, on June 30, well on its way toward a new high level of giving. Friends of the College, the Board of Sponsors of the School of Business Administration, the Alumni Association of the Marshall-Wythe School of Law have all exceeded past levels of giving. All members of the William and Mary family are actively and loyally participating in the effort which has been initiated to maintain and encourage excellence at all levels of the College. We have a long way still to go, but I am confident that the alumni and friends of William and Mary will continue to respond generously to our needs. Our future as a very special university is at stake.

V

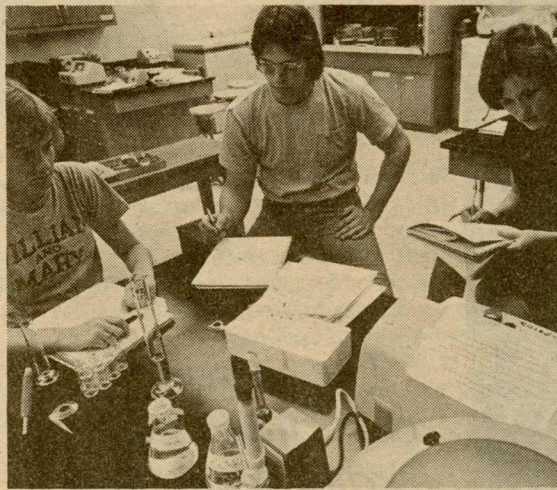
In Section II, III and IV of this report I have touched on a few of the major developments and issues of 1976-77 in Academic Affairs, Business Affairs and Development. These are the major areas through which William and Mary carries out and supports its educational mission.

I would be remiss not to mention some of the other areas over which the Board of Visitors has governing purview, and where real progress was made in the year just passed.

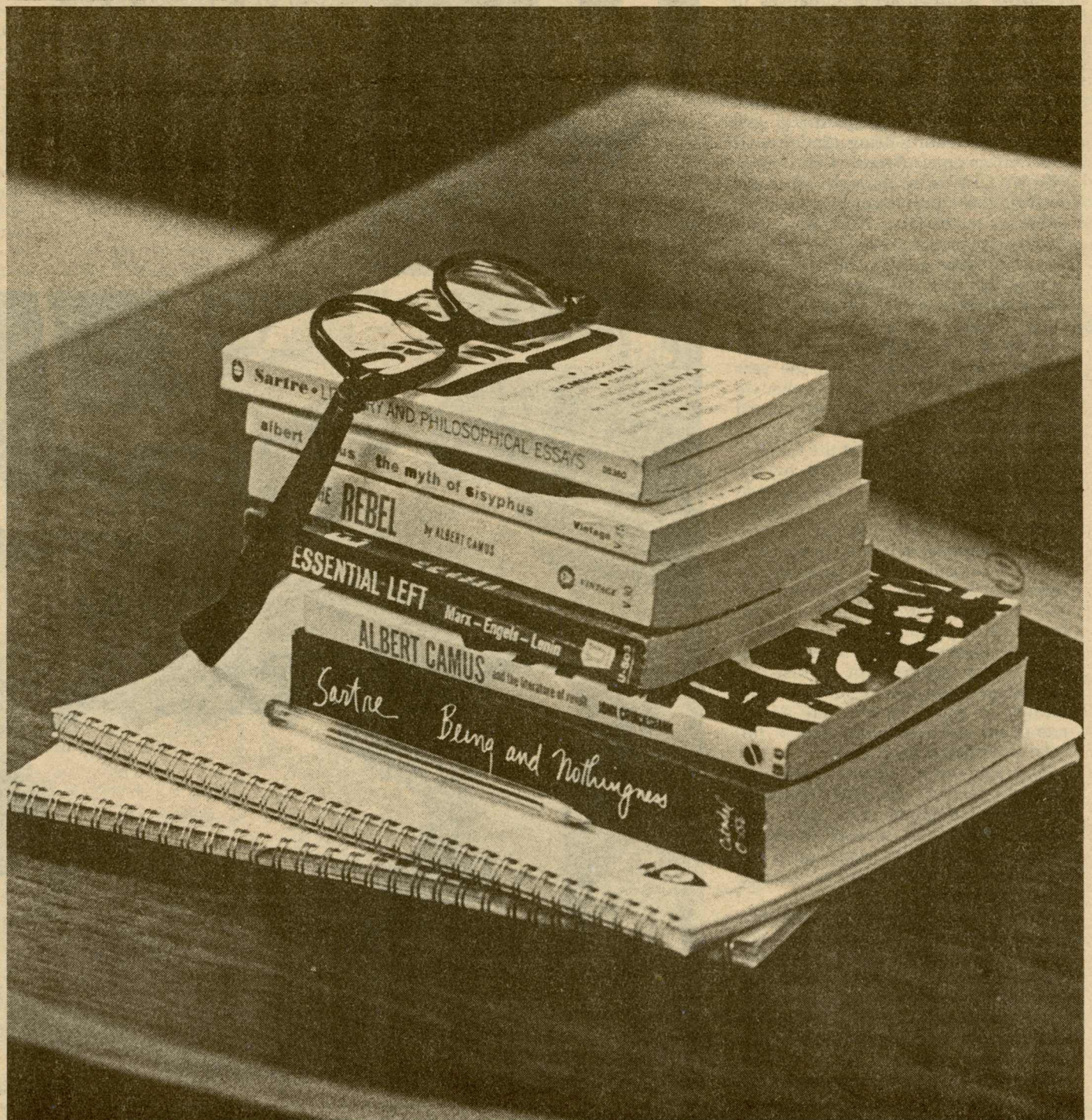
In 1976-77 we completely reorganized the office of the Internal Auditor of the College, who is now responsible to the Board of Visitors and who works directly with the President. The Internal Auditor, at my request, has carried out a broad range of financial and management audits and has held

consultations with departmental chairmen and other administrative officers throughout the College. Out of these activities has come, I believe, a greater confidence that we have the controls and processes to do the work of the College effectively and efficiently, with full accountability to those who entrust to us their resources.

The Student Health Services were completely reorganized in 1972, under the leadership of Dr. Richard D. Cilley, and shortly thereafter we moved the Service into new and modern quarters. The results in terms of ever broadening health care services under a skilled medical and nursing staff have been most gratifying. In 1976-77, after a four-year period of remarkable growth, the Student Health Service reached a level of maturity and stability which is very responsive indeed to the needs of this residential student community.



"Swem Library . . . is at a crossroads which presents a major opportunity. The libraries of the College of William and Mary are of the greatest concern to those of us who see them as the fundamental building block on which effective teaching, learning and research are based."



The acceptance and approval by the student body of the high quality of health service is perhaps reflected in part in the data that show that in the year just passed there were 18,324 office treatments, 492 Health Service admissions, and 4554 laboratory services performed.

A major happening at the College of William and Mary in 1976-77 was, of course, the third and final presidential debate on October 22, 1976, in Phi Beta Kappa Hall, between then President Gerald R. Ford and now President James E. Carter, Jr. It turned out to be, from the point of view of our university, a substantial success, in providing us with the opportunity to be of major educational and public service to the citizens of Virginia and the nation, and significantly increasing the awareness and enhancing the image of William and Mary. Great credit, of course, should go to the League of Women Voters for organizing and sponsoring this debate, but at the College level, the Officer of Information Services, under the direction of Ross Weeks, Jr., is to be commended for the superior manner in which it coordinated and directed a complex and delicate operation, with positive results.

We have received a favorable response to this and other developments in the area of public relations, public affairs and information services of the College this past year, thanks in large part to the efforts of this Office. Responsibility for communications in a state university is especially challenging, with our wide variety of constituencies. All of us share in this responsibility, but the Office of Information Services needs to be especially creative in undertaking initiatives to present our mission and priorities as a unique state university.

The 1976-77 academic year was also one of fruition for the Office of Affirmative Action. We now have sound policies, a first-rate program and well defined procedures being administered by Affirmative Action Coordinator Wesley C. Wilson, through which the College can expect to continue to make progress in this area. The strong and courageous stand of the Governor on the state-wide position on affirmative action has the full support of the administration of the College. We still have a great deal to do to reach our objectives, in regard to faculty, students and programs, but the year just passed provided evidence that we can move ahead despite substantial obstacles.

The athletic programs of the College, under the policies approved by the Board of Visitors in 1974, continued to make excellent progress in 1976-77. William and Mary has as broadly based, comprehensive and competitive an intercollegiate athletic program for men and women as any university in the country, with athletic and recreational opportunities in response to every level of skill and interest. To me this is the hallmark of a first-rate athletic program in a residential community in which athletics are an integral but still intramural part of the total educational experience.

The intramural athletic programs, closely related to the physical education programs for men and women, were also sources of enjoyment, relaxation and competition for thousands of our students, despite limited resources.

At the same time the intercollegiate teams of football and basketball, with very encouraging support from the Athletic Educational Foundation, had very solid competitive seasons in 1976-77. I hope that out of the current financial study of the athletic policy and program we shall find a way to continue to pursue the present policy

and range of athletic programs, without undue financial burdens, despite continuing and increasing high costs of the operations of both the revenue and non-revenue sports program. I see this as an important role for a state institution with a loyal alumni body and strong traditions, within the constraints of a judicious financial posture that reflects realistically our priorities and our mission.

One final area at William and Mary,

among many others, that merits special comment as I review the 1976-77 year is that of alumni relations. The College has a strong Alumni Society which receives funding for its operation from the College and still maintains its independence. It is a combination that works well. In the year just passed, thanks to the excellent work of the College Relations Committee of the Society and the strong leadership of Society President Jean Canoles Bruce,

that relationship between the College and the Society was mutually productive and supportive. Thanks also to the generosity of the Society, when College funds failed to materialize, I had an opportunity in 1976-77 to visit several cities outside Virginia as well as in the Commonwealth, where I found our alumni to be most enthusiastic and loyal toward their alma mater.

Before concluding this section I would like to comment on the two branch colleges for which the Board of Visitors has had responsibility in the past year. Christopher Newport College, which started as a junior college in 1960, under the governance of William and Mary's Board, has made major progress over the past seventeen years as a distinctive urban college in service to the Peninsula area. There has been a long tradition in Virginia of new colleges remaining under the protection of the Board of Visitors of an established university until they reached a level of maturity and self-sufficiency to go it alone. 1977 was the year for Christopher Newport College, and as of July 1 it has its own Board of Visitors with full authority for its governance. I have personally greatly enjoyed my association with Christopher Newport, and I wish it well under the able leadership of President James C. Windsor.

Richard Bland College is the only junior college within the state system. It has remained in this status since its founding in 1960, as a result of a United States Supreme Court decision in 1970 which precluded its escalation to senior status. The academic year 1976-77 proved to be an excellent one for the College, under the leadership of Dr. Clarence Maze, Jr., with a wide range of new initiatives and programs being started, to supplement the fundamental curriculum in arts and sciences and business which has prepared Richard Bland students exceedingly well for transfer to senior institutions such as William and Mary. A recent study of the future of Richard Bland, initiated by the State Council of Higher Education, confirms that there are many alternative ways in which this College may be of service to the citizens of the tri-city area and beyond. 1976-77 was the year in which Richard Bland started to take major advantage of some of these opportunities.

Finally, in this section, the 1976-77 year provided the College with the privilege, at Charter Day in February, 1977, to recognize and honor Carter Lowance, as fine an individual and as great a Virginian as I have known. Over an exceptional career he has made contributions of inestimable value to the Commonwealth, to higher education and to William and Mary.

VI

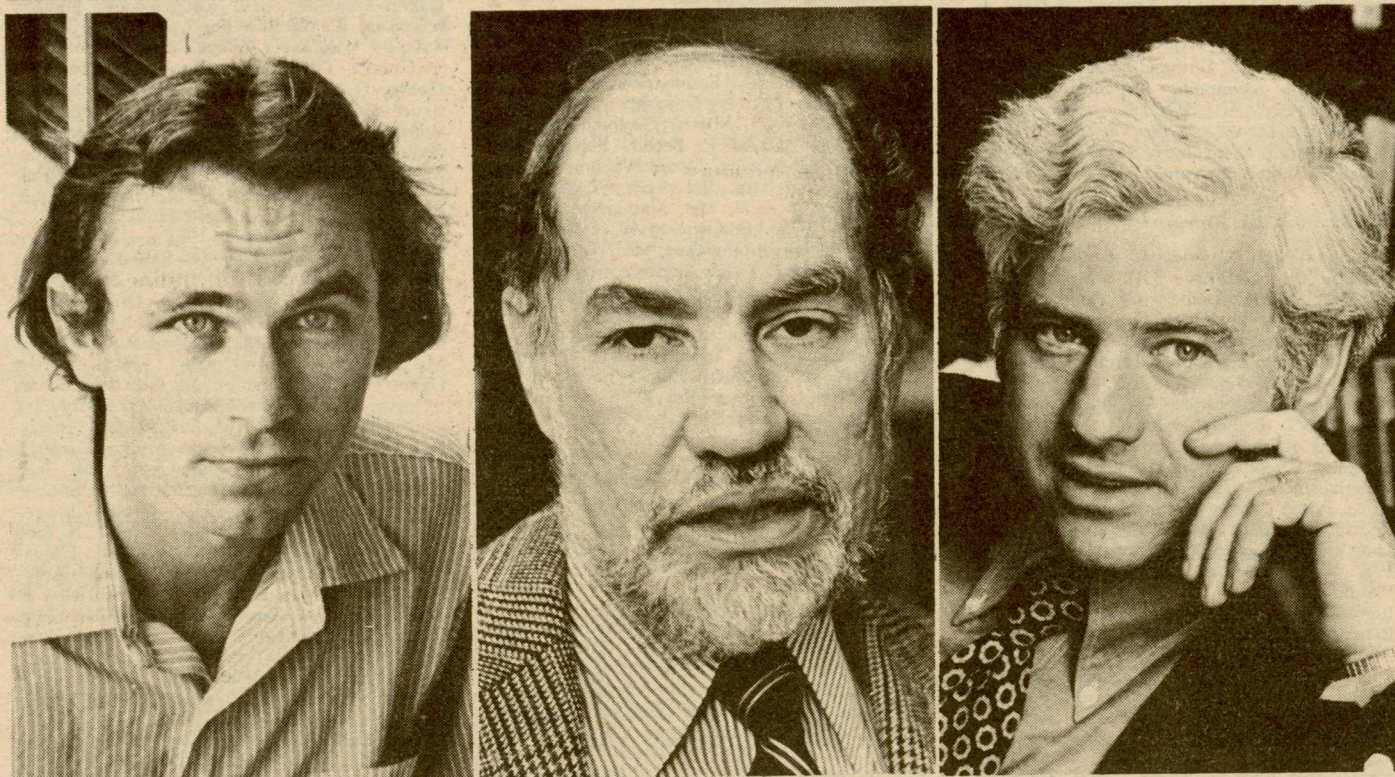
In this section of my report, I want to discuss William and Mary as a university. On December 4, 1779, under the leadership of Thomas Jefferson, then Governor of Virginia and a member of the Board of Visitors, William and Mary became a university. The Grammar and Divinity Schools were discontinued, and a professorship of anatomy and medicine and the first American chairs of law and police and modern languages were established. We shall be celebrating the 200th anniversary of these historic events in 1979.

Then in 1967, just ten years ago, by action of the College's Board of Visitors in May, and by action of the State Council of Higher Education in the latter part of the year, William and Mary achieved university status in the modern sense. At the same time the Board specified that the historic name of the "College" would remain un-



"The current curriculum has served its purpose well; but simply by virtue of its seven years of age it begs for reconsideration."





"Faculty salaries are, I believe, our most imperative and critical institutional problem. In an economy with steady inflation we cannot afford further deterioration in overall salary scales."

changed. The undergraduate program remained the central core of William and Mary's mission. But the College's new status reflected the growth of graduate programs in arts and sciences, graduate programs in the professional schools and increasing emphasis on research and relationships with scholarly and scientific organizations.

The statement of mission for the College, approved most recently by the State Council of Higher Education in 1974, takes careful note of this university status. The three programs, leading to the Doctor of Philosophy degree in History, Marine Science and Physics, and the 14 master's programs in Arts and Sciences; the growing MBA program in the School of Business Administration; the healthy master's programs and the three programs leading to the Doctor of Education degree in the School of Education; and the heavily oversubscribed program for the Doctor of Jurisprudence degree in the Marshall-Wythe School of Law, all speak to this point. It is interesting to observe that William and Mary has a larger proportion of its students studying for advanced degrees than any university within the state system, with the exception of the University of Virginia. And we run a close second to the University in this

comparison.

As we celebrate in 1977 the College's tenth anniversary of modern status as a university, it is useful, I believe, to remind ourselves and others that these graduate programs and schools are an integral and important part of our total mission. Our undergraduate program in Arts and Sciences which is at the historical center of the College's purpose and which continues to be the central and largest part of our whole, its curriculum and its instruction, benefits enormously from the presence of the advanced learning and research that go on here. Through our graduate and professional programs, which are carefully selected to reflect and build upon our historical and geographical strengths, William and Mary makes a major contribution, in service and in scholarship, to Virginia and the country.

Sometimes the word "College" can be misleading. We are proud of our heritage and history, and this is rightfully William and Mary's name for all generations. At the same time today, at the start of the third century of our country, and the 285th year of this institution, we are a modern and vital university that has an exciting future as well as an honored past.

If we are to succeed in strengthen-

ing our position as a unique state university, then it is vitally important that all of our constituencies understand our mission. Our success in attracting financial resources, both public and private, to carry out William and Mary's mission, and in maintaining our currently strong appeal among the best qualified prospective students in the years ahead, will depend to a large extent on how well we communicate our strengths, our quality, and our vitality to our constituent groups and the public at large.

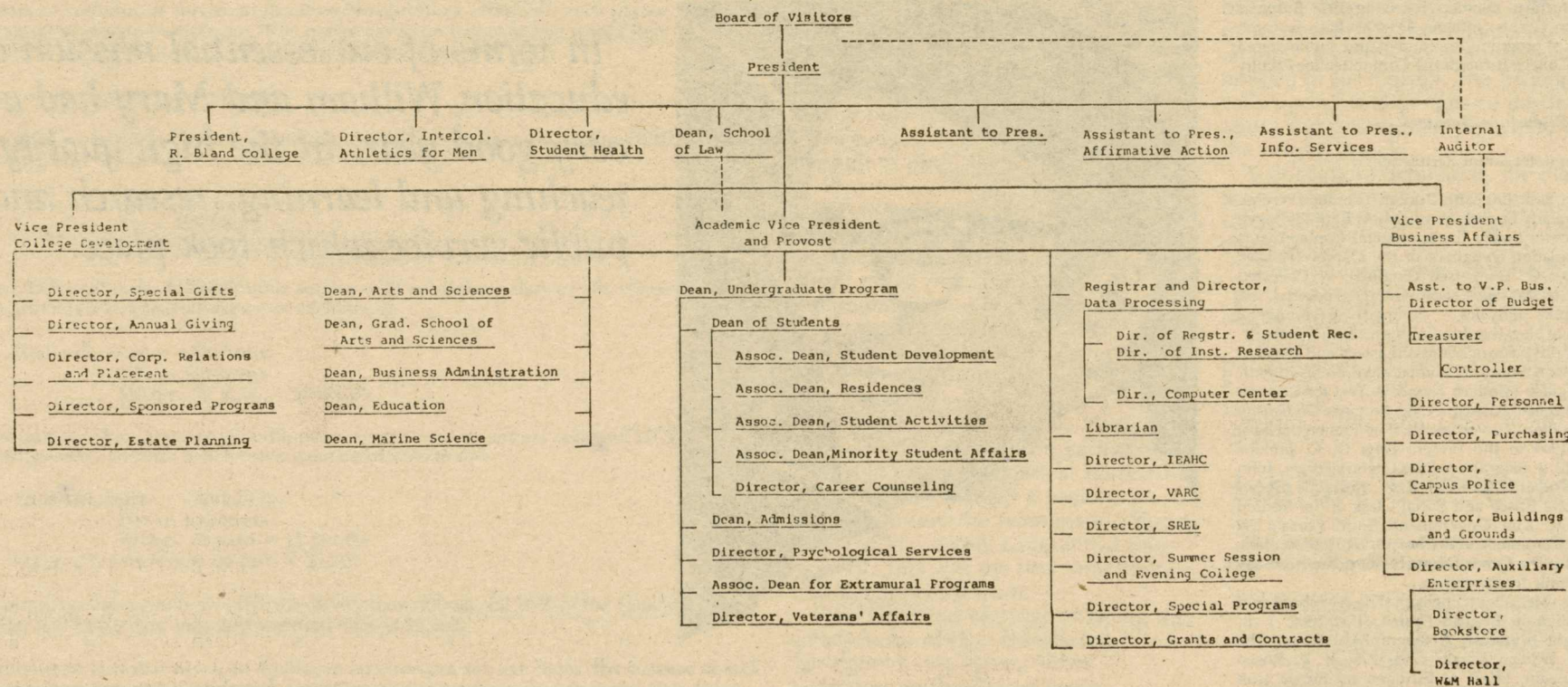
VII

In closing this report, I wish to pay my respects and express my thanks to all of the members of this College community. We, like many others in higher education in Virginia, have endured a year that has been, at times, difficult and disheartening. We thoroughly dislike doing less than we know we can and should, for lack of sufficient resources. The dedication, loyalty and professional skill that the members of the College community have continued to bring to bear upon the educational objectives of William and Mary, despite these adversities, are indeed gratifying. I shall do my best to find, in 1977-78, the resources that

they deserve and desire, to continue to move the College forward. I am also confident that the financial position of the Commonwealth is improving and will continue to do so, and that we can anticipate, over time our full share of the financial support which the resources of Virginia can provide.

I am personally optimistic and confident about the future of higher education, in its public and private sources of financial support and in its crucial role in Virginia and in the nation, but at the moment the times are difficult. In such times the role of the Board of Visitors becomes increasingly crucial. The rest of the College community has a right to look to you for educational leadership as well as financial and administrative leadership. Your adherence to and reaffirmation of this community's educational mission, in all the decisions that you make as the governing board of William and Mary, can make an enormous difference to all the rest of us. I am grateful to you for your continuing support and leadership.

Thomas A. Graves, Jr.
November 1977
President



ADDENDUM

The Addendum is a record of some of the significant occurrences and facts of the period between July 1, 1976, and June 30, 1977.

Faculty Necrology

The College community noted, with sadness, respect and affection the following deaths among members of the faculty during the 1976-77 academic year: James David Carter, Jr., Associate Professor of Modern Languages, Emeritus; Harold Lees Fowler, Professor of History, Emeritus; Albert E. Haak, Professor of Theatre and Speech, Emeritus; Lawrence C. Leonard, Lecturer in Mathematics, Emeritus; and Thomas E. Thorne, Professor of Fine Arts, Emeritus.

Faculty Retirements

The following members of the faculty retired at the conclusion of the 1976-77 academic session: C. Harper Anderson, Lecturer in Law, Emeritus; Frank B. Evans, III, Professor of English, Emeritus; Albert E. Haak, Professor of Theatre and Speech, Emeritus; Edward M. Riley, Lecturer in History, Emeritus; and Roger D. Sherman, Professor of Theatre and Speech, Emeritus.

Faculty Promotions

The following faculty members were promoted by the Board of Visitors during the academic year just passed:

Associate Professor to Professor:

William Bullock, Jr., School of Education; Stephen C. Clement, Department of Geology; R. Merritt Cox, Department of Modern Languages; Lewis A. Foster, Jr., Department of Philosophy; George W. Grayson, Department of Government; Gerald H. Johnson, Department of Geology; Edward A. Remler, Department of Physics; Thomas F. Sheppard, Department of History; Timothy J. Sullivan, Marshall-Wythe School of Law, (effective 1 July 1977); Walter L. Williams, Jr., Marshall-Wythe School of Law; John H. Willis, Jr., Department of English.

Assistant Professor to Associate Professor:

Eric L. Bradley, Department of Biology; Carl E. Carlson, Department of Physics; Miles L. Chappell, Department of Fine Arts; Carl P. Daw, Jr., Department of English; John B. Delos, Department of Physics; Pieter T. Elgers, School of Business Administration; Judith Ewell, Department of History; Howard M. Fraser, Department of Modern Languages; Margaret W. Freeman, Department of Music; William E. Garland, Jr., School of Education.

Ronald N. Giese, School of Education; Paul Helfrich, Department of Fine Arts; Gary A. Kreps, Department of Sociology; Maria R. Palmaz, Department of Modern Languages; Kenneth G. Petzinger, Department of Physics; Paul K. Stockmeyer, Department of Mathematics; James J. Thompson, Jr., Department of History; Jack D. Van Horn, Department of Religion; H. Cam Walker, Department of History; Lawrence L. Wiseman, Department of Biology; Vickie A. Babenko, Department of Modern Languages.

Instructor to Assistant Professor:

Marlene K. Jack, Department of Fine Arts; Ann M. Reed, Department of English.

Faculty Research

Listed below are those faculty members who were awarded 1976-77 Faculty Research Assignments, enabling them to devote one full semester on the listed projects; following that group is the list of faculty members receiving 1977 Summer Research Grants, totaling \$35,000. Both research assistance programs are funded and administered by the College through the Committee for Faculty Research.

Faculty Research Assignments:

1977 Semester Grant Recipients:

D. L. Ball (English): Puritan Conduct Writing and the Early English Novel; M. A. Byrd (Biology): Influence of Stable Environmental Contaminants on Population Dynamics of the Osprey (*Pandion haliaetus*); C. Dolmetsch (English): A Collected Edition of the Plays of St. George Tucker; L. D. Doverspike (Physics - declined): Experimental Studies of Negative-Ion Collisions; L. A. Foster, Jr. (Philosophy): Foundations of Eastern and Western Thought: A Study in Comparative Philosophy; J. B. Funigiello (Modern Lang.): A Text for Conversational Italian Based on Luigi Barzini's *Gli Italiani*; M. Hamilton (Government): The French Socialist Party: 1969 to the Present Day; D. C. Jenkins (English): A Biography of the Literary Forger, John Payne Collier (1789-1883); R. W. Kernodle (Sociology): Life Space and Social Class of the Retired Elderly; C. Kim (Government): South Korea's UN Policy: Continuity and Change; R. P. Maccubbin (English): The Comic Drama of Sheridan: An Essay in Dramatic Interpretation.

C. M. McCulley (English): The Merchant and His Milieu in English Drama, 1590-1800; J. L. McKnight (Physics): A Biographical Essay: The Life of William Small, 1734-1775; E. F. Rosen (Psychology): Effect of Estrogen on Single Unit Response in Awake, Freely Moving Female Rats; G. Rublein (Mathematics): A Study of the Alge-

braic Theory of Multi-State Linear Systems; L. G. Schiffrin (Economics): The Warner-Lambert/Parke, Davis Merger Case: An Economic and Legal Interpretation; C. R. Terman (Biology): Why Don't Animals in Asymptotic Populations Mature Reproductively?; A. J. Ward (Government): The Westminster Model and the Varieties of British Government: A Comparative Study of Australian, British, Canadian, Irish and New Zealand Politics.

1977 Summer Grant Recipients:

R. Archibald (Economics): A Study of the Demand for Gasoline - 1972-1974; D. L. Ball (English): Daniel Defoe's Development as a Novelist in his Early Puritan Conduct Writings; W. D. Barnes (Fine Arts): Experimentation in Composite Drawing: Traditional Graphic Media Combined with the Photograph; E. Belgium (Philosophy): Theory and Practice: Aristotle on *Akrasia*; R. E. L. Black (Biology): Ultrastructure and Biochemistry of Encystment and Dormancy in Lower Animals; C. N. Canning (History): Japanese Imperialism in China during World War I; H. M. Fraser (Modern Lang.): Decadentism, Diaz Rodriguez, and A. Rebois; J. B. Funigiello (Mod. Lang.), P. J. Funigiello (History): E.U.R., 1939-1942: Fascist Ideology, Architecture, and Town Planning; F. H. deB. Harris (Economics-declined): Rigorous Benefit Measures of a Selected Public Expenditure Program; J. F. Harris (Philosophy): Abduction and the New Riddle of Induction; D. G. Hartley (Psychology): Picture-word Interference Effects; T. L. Heacox (English): *States of Being* (poems); M. K. Jack (Fine Arts): The Use of Oil Reduction and Colored Glazes as a Development of Raku Firing Technique; G. H. McArthur (History): A Russian Philosopher N. I. Novikov and the Problems of the Enlightenment in Catherine's Russia; R. W. Miller (Mathematics): Direct Products of C-flat Modules; T. A. Reinhart (Anthropology): Archaeological Investigations at the College Creek Site; S. G. Roby (Dance): Choreographic Work: Mixed Media; G. B. Savage (English): Milton and Allegory: Book IX of *Paradise Lost*; E. J. Schaefer (Law): Judicial Use of Antitrust Theory to Decide Anti-trust Cases.

J. L. Scott (Biology): Ultrastructure of Cell Division in the Marine Algae *Polysiphonia* and *Ceramium*; O. B. Southard III (English - declined): Noah Webster: A New Perspective; J. G. Strauss (Economics): Import Functions in Granada; H. Tiefel (Religion): A Testing of Christian Ethics: The Rise of National Socialism and German Protestantism; N. Watson (Psychology-declined): Construction of a Videotape Measure of Breach of Empathy; P. Wiggins (English): *The Orlando Furioso* through Galileo's Telescope; J. H. Willis, Jr. (English): T. S. Eliot and The Auden Generation.

NEW ENDOWMENTS

New endowments (including gifts of personality) were established during 1976-77 by alumni, parents, and friends. These gifts will be of perpetual benefit to students of the College. They are listed below by donor's name, the endowment fund designation, and the purpose for which the income will be used.

The list omits the many generous additions which have been made to previously established endowments, for which the College is indeed grateful.

For the Year Ending June 30, 1977 (FY-1977)

Bequests

E. B. Broadwater - E. B. Broadwater Fund (Library Books on Virginia History); James Glen Driver - Otto Lowe Scholarship & Scrap Chandler Scholarship; Ruth B. Epperson - William Bradford Newcomb Scholarship Fund.

Outright Gifts (Cash/Securities)

Mr. Carl W. Anderson - General Endowment; Anheuser Busch Foundation - Tennis Courts; Anonymous - General Endowment; Mr. Joseph E. Baker - Board of Visitors Endowment; Dr. Eugene Samuel Barclay II - Martha Elizabeth Barksdale Scholarship; Richard C. Bechtel Foundation - McDonald Scholarship; Darrel Weldon Bender - Law Building; Mrs. Rosemarie W. Bettinson - General Endowment; Mrs. Margaret Foreman Blundon - General Endowment; W. H. Bowditch - Board of Visitors Endowment; Mr. Edward Ernest Brickell - Board of Visitors Endowment; Mr. Rawls Byrd - Ruby and Rawls Byrd Fund (Library); Sister Caedmon OSA - Special Campaign.

Mr. James Y. Callar - Dudley Woodbridge Professorship; Mrs. Dorothy and Mr. James Campbell, Jr. - Garrett Dalton Scholarship; Mr. Roy Randolph Charles - Roy R. Charles Fund & General Endowment; Mrs. Pam Pauly Chinniss - Board of Visitors Endowment; Mrs. G. Glenwood Clark - Wildflower Refuge; Mrs. Edith H. Shackman Clarke - Martha E. Barksdale Scholarship; Class of 1976 - Swem Audio Visual; Mr. C. Raymond Cooper - Martha E. Barksdale; Mrs. Elizabeth Robinson Cowne - Garrett Dalton Scholarship; Mrs. Malin Craig - Martha E. Barksdale Scholarship; Mrs. Jan Charbonnet Crocker - Martha E. Barksdale Scholarship.

Madeleine M. Dalton - Garrett Dalton Scholarship; Tecumseh Squanto Dalton - Garrett Dalton Scholarship; Ted Dalton - Garrett Dalton Scholarship; Mr. Frederick Deane, Jr. - Board of Visitors Endowment; Mr. Thomas P. Duncan - Tricentennial Fund; Miss Elizabeth Eades - General Endowment; Mr. Louis Ellenson - Ellenson Fund (Law); Ms. T. Estelle Fight - W. P. Mitchell Memorial Scholarship; Mr. J. Curtis Fuller - Garrett Dalton Scholarship; Mr. W. Brooks George - Elizabeth S. George Fellowship; Mr. Wayne F. and Mrs. Marjorie Retzke Gibbs - Gibbs Accounting Prize; Girl Scout Troop 328 - Wildflower Refuge; Mr. Gilbert L. Granger - Lambda Chi Alpha Memorial Scholarship; Dr. Thomas A. Graves, Jr. - Board of Trustees Endowment; Mr. Philip B. Hamilton - Board of Trustees Endowment; Hon. John P. Harper - Judge Linwood B. Tabb Scholarship; Mr. F. B. Harrington - General Endowment; Mrs. Raymond L. Haynie - Raymond L. Haynie Fund; Mrs. Shirley Haabestad Hollen - Martha E. Barksdale Endowment (Scholarship); Mr. H. C. Hofheimer - H. C. Hofheimer Fund; Mr. William S. Hubbard - Board of Visitors Endowment; Mr. E. Ralph James - General Endowment; Mr. Emil O. Johnson - Karen Johnson Memorial Scholarship; Mr. John R. Lee Johnson - John R. Lee Johnson Graduate English Fellowship - Garrett Dalton Fund; Mr. Drewry Jones - J. G. Driver Scholarship; Mr. Herbert V. Kelly - William Herbert Kelly Fund; Mr. Gilbert and Mrs. Jean S. Kinnamon - Sheridan Kinnamon Scholarship; Ms. Mary D. Lavin - Wildflower Refuge; Carter O. Lowance - Board of Trustees Endowment.

Mr. Otto Lowe - Board of Trustees Endowment; L. H. Lucker - Martha E. Barksdale Scholarship; Mrs. John P. Lynch - J. Davis Memorial Scholarship; Mr. Thomas J. Lynch - Garrett Dalton Scholarship; Miss Eleanor Mabry - Martha E. Barksdale Scholarship; Mr. Walter G. Mason - Walter G. Mason Chair of Religion; Ms. Anastasia L. McAvoy - Friends of the College Endowment; Ms. Marilyn S. Melchor - James Melchor Endowment (Geology); Mr. John F. Morton - General Endowment; Mrs. Anna Belle Nimmo - Nimmo Scholarship Endowment; Mr. Vernon L. Nunn - Garrett Dalton Scholarship - Board of Trustees Endowment; Mrs. Mary Parker Old - Garrett Dalton Scholarship - General Endowment; Miss Anne Dobie Peebles - Board of Visitors; Physical Education Majors Club - Martha E. Barksdale Scholarship; Mr. John Garland Pollard - Board of Trustees; Mr. R. Bradshaw Pully - Alumni Society Endowment; Mrs. Mary Ann Repass - Garrett

Dalton Fund; Mr. Saul Rosen - Karen Johnson Memorial Scholarship Fund; Mrs. Mary Boyd Ryland - Wildflower Refuge; Mr. John Randolph St. George - Garrett Dalton Fund Scholarship; Dr. George D. Sands - Board of Visitors; Mrs. Ann Bruce Saunders - General Endowment; Mr. William H. Savage - E. C. Taylor Savage Fund (Scholarship); Scollin & Hart P.C. - Alumni Memorial Scholarship; Dr. Stuart and Mrs. Patricia Sell - Martha E. Barksdale Scholarship; Mr. Joel S. Shapiro - Shapiro Scholarship Fund.

Mr. Edward I. Shifman - Shifman Endowment (Scholarship); Dr. James Asa Shield - Board of Trustees Endowment; Mr. Thomas A. Shields - (Law) Woodbridge Endowment; Dr. Simon M. Shubitz - Shubitz Scholarship Endowment; Dr. Carolyn B. Sinclair - M. E. Barksdale Scholarship; Mr. J. Swanson & Mrs. Jessie L. Smith - Garrett Dalton Fund (Scholarship); Mrs. Grover T. Somers - Grover T. & S. Somers Scholarship; Soroptimist Club of Williamsburg - M. E. Barksdale Scholarship; Ms. Myra Lynn Stephenson - Edna H. Turrentine Scholarship Endowment; Mrs. Jean George Sykes - W. F. George Scholarship Endowment; Szabo Food Service Inc. - General Endowment; Hon. Linwood B. Tabb - Judge L. B. Tabb Scholarship Endowment; Mr. Raymond L. Taylor - Wildflower Refuge; Mr. Thomas W. Thompson - Board of Trustees Endowment; Mrs. Helen B. Truesdell - M. E. Barksdale Fund (Scholarship); Mrs. Volina Robertson Turner - General Endowment; Nancy Carroll Turrentine - Edna H. Turrentine Scholarship; Ms. Harjielt M. Walton - M. E. Barksdale Scholarship; Western Electric Fund - General Endowment; Mrs. Helen Smith White - Garrett Dalton Fund Scholarship; Williamsburg Council of Garden Clubs - Wildflower Refuge; J. Edward Zollinger - Garrett Dalton Scholarship.

Constance M. K. Applebee - Martha Barksdale Fund; Herbert S. Barksdale - Martha Barksdale Fund; J. Bruce Bredin - J. Bruce Bredin Faculty Leaves; Charles F. McElwain - General Endowment; Thomas G. Pullen, Jr. - Thomas G. Pullen Manuscript Fund; Edith C. Sheridan - Sheridan-Kinnamon Fund.

Outright Gifts (Real Property)

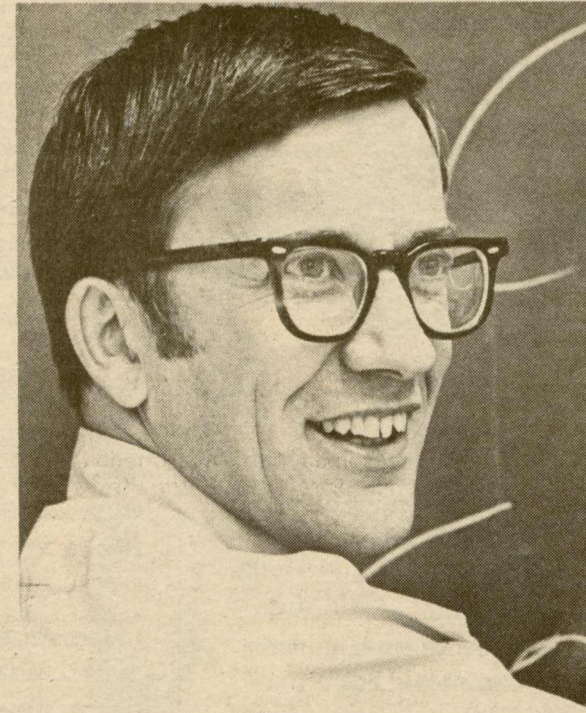
Grace Blank - Williamsburg Residence; Beryl Parker - Williamsburg Residence; Gladys Guy - Williamsburg Residence; Walter J. and Betty C. Zable - Walter Zable Fund (Scholarship).

Outright Gifts (Other Property)

W. M. Addison - Painting (College Collection); Mr. and Mrs. Page B. Clagett - Prints and Engraving (College Collection); Virginia Dixon - Wood Mortar (College Collection); Mrs. E. E. Falk - Silver Plateau (College Collection); Hugh Haynie - Portrait and Cartoon (College Collection); Mrs. Kenneth Hurst-Brown - Painting (College Collection); Ralph Lamberson - Painting (College Collection); The 56 Livery Companies of the City of London - Painting (College Collection); Gertrude Perrin - Silk Screen Prints (College Collection); David Silvette - Print (College Collection); Ray Snellings - Rug (College Collection); Mr. and Mrs. D. Christopher Taylor - Painting (College Collection); Bancroft Thorne - Painting (College Collection); Thomas E. Thorne - Paintings (College Collection); Mr. Roger Wilson - Painting (College Collection).

Trusts Administered by Others:

James Gould Cutler Trust - James Gould Fund (Endowment Professorship); Lettie Pate Evans Foundation - Lettie Pate Evans Fund (Professorship/Scholarships); Leona Mason Trust - Leona Mason Fund (Scholarship); Herman C. Watson Trust - Herman C. and Carrie W. Watson Memorial Fund (Scholarship).



"In terms of our essential mission of education William and Mary had a very good year, in the high quality of teaching and learning, research and public service which took place."

Congressional Staff Members Serve as Speakers

Washington Program Focuses on Human Rights

The Human Rights Policy of the United States, which has been much in the news lately, has been selected as the theme for the fifth edition of the Washington Program, scheduled for Nov. 14-16 in Washington, D.C.

Selected students will meet with White House and Congressional staff members and representatives from several foreign embassies to learn more about the human rights question from a variety of viewpoints.

Upon their arrival in Washington, students will be versed in the historical and political roots of the human rights

policy by Dr. Robert Borosage of the Institute for Policy Studies, and Dr. Richard Flathman of Johns Hopkins University, author of a recent book on human rights.

Students will meet with Allard Lowenstein, special representative for political affairs in the United Nations and a member of the White House staff, to discuss the role of presidential leadership in the human rights policy, and meet with representatives of the human rights division of the State Department.

Mark E. Moran, foreign affairs adviser on the staff of Senator Frank Church of Idaho, will give students a Congressional viewpoint on the matter.

Dr. Berthold von Pfitzen, a counselor at the Embassy of the German Federal Republic, will be one of the embassy representatives who will give students a look at the human rights question from the standpoint of a foreign government. Other embassy appointments are being planned.

The program this year is being directed by Joseph P. Healey, Associate Dean for Extramural Programs, in conjunction with a steering committee headed by W. S. Sadler, Dean of

Students. It is supported in part by the Parents Fund of the Campaign for the College.

Students participating in this session of the program are Cathy M. Allen; Vincent Terrell Boyd; David McDowell Brown; Clayton Clemens; Michael P.

Foradas; Carol Freedman; Arthur Gluckman; Mary Kathryn Harasek; Stan M. Haynes; Kathy Kammerling; Ray P. Lupold, III; William C. Mims; Deirdre Mullane; Elizabeth L. Page; Meg Regan; James Arnold Segall; Nancy Shelton; Claire Walton; Karen Lee Wilson; and John Allen Wise.

Exhibits

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

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

PRIZEWINNING BOOKS--Outstanding books published in 1976 in the South and Midwest will be on display in conjunction with a meeting on campus of the Ferguson Seminar in Publishing, Zollinger Museum, Swem Library, Nov. 3-30. Open weekdays, 8 a.m.-4:45 p.m.; Saturdays, 9 a.m.-12:45 p.m.

ETCHINGS BY PETER MILTON: The Jolly Corner--from works created by Milton to accompany the fiction of Henry James, 19th century American novelist. On loan from the Virginia Museum, Nov. 7-18. Andrews Foyer. Open daily.

RADICAL REALISM--an exhibition of lithographs on loan from the Virginia Museum, Nov. 7-18. Andrews Foyer. Open daily.

PHOTOGRAPHY IN THE FINE ARTS--A group of color and black-and-white photographs selected from the Photography in the Fine Arts Collection of the Virginia Museum by eleven leading museum directors. Campus Center, open daily. On exhibit Nov. 14-28.

WORKS ON PAPER--Drawings by contemporary artist Stephen Greene. Andrews Gallery, open weekdays, 10 a.m.-4 p.m. Nov. 7-Dec. 2.

Employment

CLERK C--\$6720 year, Swem Library Cataloging Dept. Deadline Nov. 16.

CLERK TYPIST C--\$6720, School of Business Admin., Deadline, Nov. 17.

LIBRARY ASSISTANT A--\$8400 Law Library, Deadline, Nov. 16.

POLICE DISPATCHER--\$2.60 per hour, unclassified position, Campus Police Office, Deadline Nov. 16.

PLUMBER STEAMFITTER FOREMAN--\$10,512 per year, Buildings and Grounds, Deadline Nov. 21.

LOCKSMITH--\$4.22 per hour, temporary position, Buildings and Grounds, Deadline, Nov. 21.

Personnel Bulletin

To: The College Community
From: I. H. Robitshek

Revision of State Personnel Rule Regarding Sick Leave

The Governor recently announced a new sick leave policy for classified employees effective November 1, 1977. This policy provides for the payment of 25% of the accumulated sick leave balance at the time of separation from State service for employees who have five or more years of continuous service at the time of separation. However, such payment may not exceed \$2500 to any one employee. This policy has been incorporated within Rule 10.13 of The Rules for the Administration of the Virginia Personnel Act.

Examples of this type of payment are:

Custodial worker has 7 years of continuous service with an annual salary of \$6144 (\$2.95 per hr.), and has a sick leave balance of 420 hours.

Total sick leave = 420 hours
25% = 105 hours
105 hrs. @ \$2.95 = \$309.75

Clerk D has 22 years of continuous service with an annual salary of \$10,512 (\$5.05 per hr.) and has a sick leave balance of 1320 hours.

Total sick leave = 1320 hours
25% = 330 hours
330 hrs. @ \$5.05 = \$1,666.50

Accountant C has 20 years of continuous service with an annual salary of \$17,900 (\$8.61 per hr.) and has a sick leave balance of 1200 hours.

Total sick leave = 1200 hours
25% = 300 hours
300 hrs. @ \$8.61 = \$2,583.00
Maximum which may be paid = \$2,500

It is emphasized that payment under this policy may not exceed 25% of the total accrued sick leave, and **in no case may any payment exceed \$2,500.**

It is emphasized also that when an employee receives pay for sick leave, **the balance of sick leave lapses and cannot be reinstated**, even though the employee is reinstated from layoff or reemployed within 3 calendar months following separation.

Committee Seeks New Solution to Parking Woes

Although the shortage of parking spaces available for those living or working on campus is far from critical, there are "serious inconveniences," says Transportation Control Board chairman Lewis A. Foster Jr., and his committee is looking for a solution to the problem.

Foster, associate professor of philosophy, was named chairman of the committee last fall.

"There are over 3,000 parking spaces on campus--more than enough to take care of parking needs," Foster points out. The problem with the available spaces is that the majority are on the new campus and at the extremes of the campus.

While the current system is adequate, Foster said, "in light of the increasing number of cars on campus and other changing conditions, we also want to develop some alternatives."

One alternative the committee is researching is a system of zoned parking on campus, whereby people would be assigned parking spaces based on where they live or work.

If the College does switch to zoned parking, Foster said, a shuttle bus system could be a valuable asset in transporting people from the parking lots to various points on campus.

With that possibility in mind, the committee has taken a new look at the present campus bus system, and

members like what they've found.

"I thought it was just a shuttle system to James Blair Terrace," said Foster. "But it's much more thorough and complex than that."

"We have a really fine bus service," he said. "It runs every 20 minutes during the day, it thoroughly covers the campus, and it even gives service to points such as the public library and shopping center, which are off campus but vital to students."

Foster and other committee members welcome suggestions from the campus community for alleviating the parking shortage. In the meantime, Foster says, "we're encouraging people to walk."

W&M Theatre To Host Theatre X Group

Theatre X, a visiting professional troupe, will present "The Wreck: A Romance," at 8:15 p.m., Monday, Nov. 21, in Phi Beta Kappa Memorial Hall as part of the 1977-78 William and Mary Theatre season.

Founded in Milwaukee, Theatre X is one of the many experimental groups to come out of the sixties. It relies mainly upon the raw materials of the theatre, the actors themselves and the bare stage.

"The Wreck" is a two-act fantasy conceived and developed by the Theatre X Company and written by one of the actors, John Schneider. Mark van Haeke, a Milwaukee composer, wrote the musical score. The first performance was Dec. 31, 1976 in Milwaukee.

In the play, ghosts drag themselves out of a shipwreck to drive a dreaming fisherman into a "spiritual stock-taking," a search for something he can believe in for himself. The fisherman calls upon his alter-egos to daydream about the possibilities presented by the nearby wreck.

According to Schneider, the play is a tender love story, but there is a comic sense which breaks through in nearly every scene.

One critic described Theatre X as "genuinely creative and different, defiantly individual."

Tickets for "The Wreck" may be purchased or reserved at the theatre Box Office. Hours are 3:00-5:30 Monday-Friday and 7:00-8:15 Nov. 16-19 and 21.

Library Schedule

The library schedule will be modified as follows during the Thanksgiving season:

Wednesday, Nov. 23--8 a.m.-5 p.m.
Thursday, Nov. 24--CLOSED
Friday, Nov. 25--CLOSED
Saturday, Nov. 26--9 a.m.-6 p.m.
Sunday, Nov. 27--1 p.m. to midnight

Junior Debaters Win at Madison

William and Mary's junior varsity debaters gave a good account of themselves at the James Madison University tournament this weekend.

The team of John Gerner, Richmond, and Monty Estis, Marple Newtown, Pa., both sophomores, compiled a 5-3 record in the preliminaries. They beat Shepherd College in the octofinals and advanced to the quarterfinals, where they lost to George Washington University on a split decision from the three judges. Their record was good enough to place them ninth in a field of 50.

The other junior varsity team of David Jenkins, Newport News, and Steve Christianson, Marinett, Wis., didn't do as well. They were 1-7 in the preliminaries, not a good enough score to get them into the finals.

In the varsity division, acting debate coach Susan McHugh teamed a promising freshman with a seasoned veteran. Mike Hardcastle of Denton, Texas, and Laura Dunlap of Staunton earned a 4-4 record in the preliminaries. Hardcastle is a freshman, Dunlap a senior.

McHugh said the team made a good showing in a highly competitive tournament. This was the first time the two had debated as a team.

Next weekend McHugh is taking the varsity team of Don Henderson, Springfield, and Nancy Short, Hampton, to the Dixie Classic Tournament at Wake Forest University.

Davis Develops "Pioneering Spirit"

VIMS Grows, Prospers Over Four Decades

Back in the 1930's a William and Mary biology professor, Donald W. Davis, waged what was virtually a one-man campaign to convince the legislature to sponsor a marine science program in Virginia. Davis was the godfather of VIMS, the Virginia Institute of Marine Science at Gloucester Point, which is today one of the outstanding facilities for coastal and estuarine research and education in the country.

Around 1940, when the first signs of water pollution appeared and parasites began to infiltrate the oyster beds, Davis finally found the support he needed. Watermen, scientists and legislators agreed that Virginia needed a laboratory to solve current problems and to head off future problems.

Over the years Davis' pioneering spirit took root. VIMS has been quietly growing, taking on new proportions, new responsibilities, new challenges and drawing in creative people.

The Institute has a proven track record for providing the vital information necessary to solve today's complex environmental problems, ranging from oil spills to hurricane destruction. But just as importantly, VIMS has developed an extensive, forward thinking educational program that combines study on the William and Mary and Institute campuses with field work in Virginia's coastal waterways.

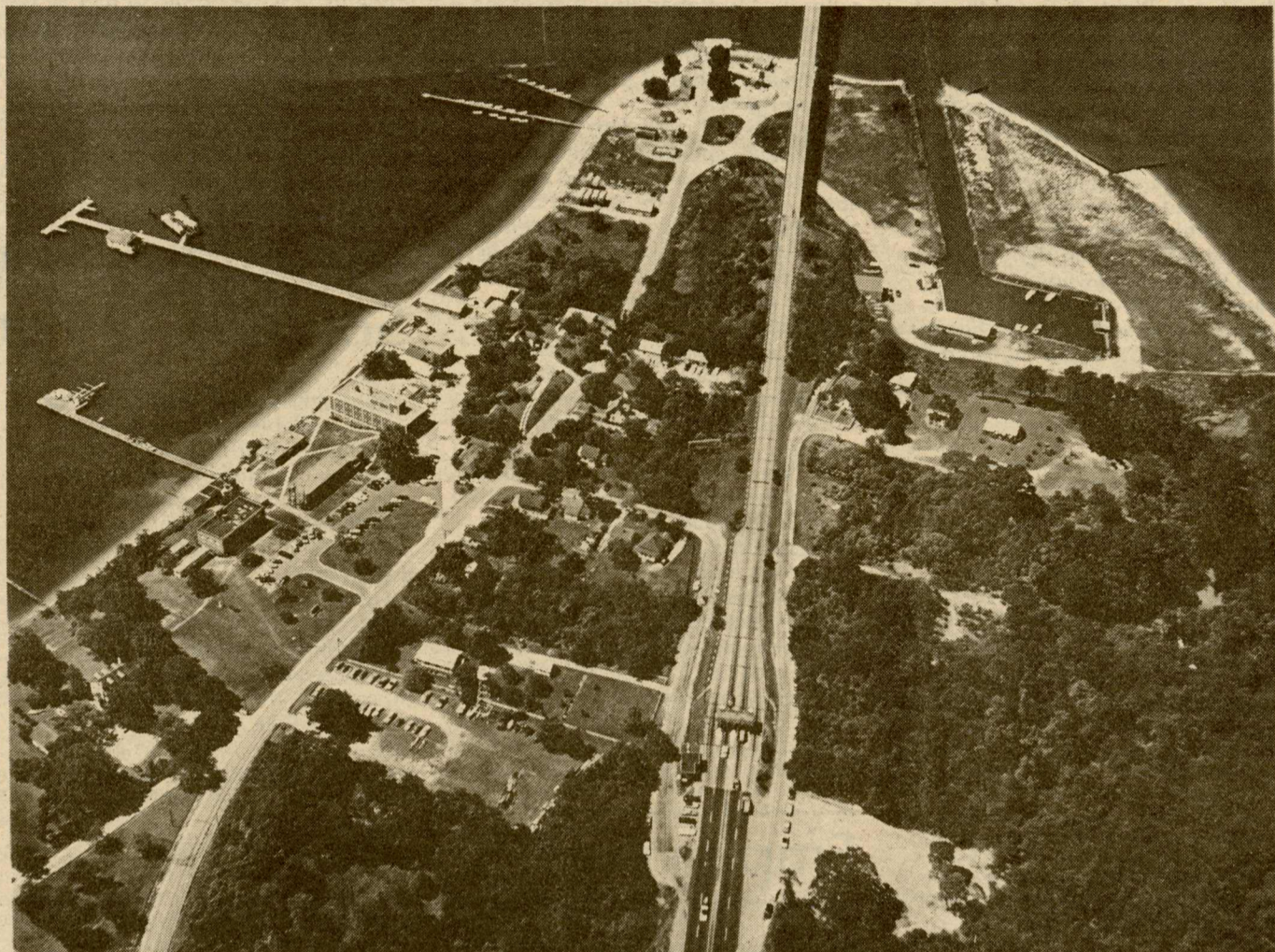
According to William J. Hargis, Jr., director of the Institute and Dean of the School of Marine Science at William and Mary, VIMS graduates are "involved at the highest levels of boards and commissions across the country in almost every branch of the federal government. Our students are generally in demand, primarily because our programs emphasize the practical as well as the academic side of coastal and estuarine oceanography."

For the first few years of its existence, the laboratory at VIMS had a small staff, housed entirely on the William and Mary campus, and later in a temporary building at Yorktown. From 1940-50 five students enrolled in the graduate program to assist Professor Davis and other biology department members with their research.

During the Fifties the laboratory began to flourish. By moving across the river to Gloucester Point, the professors found new room to expand both their research and their classes. The trend continued into the Sixties and, as the problems of polluted waterways and dying seafood increased, so did the need for more research directed at finding answers to these and other environmental questions.

Meanwhile, the laboratory's program was elevated to full department status at William and Mary and a concerted effort was made to supplement the study of marine science with courses in other academic departments on campus. In 1962 under the forceful leadership of Hargis, the laboratory changed its name to the Virginia Institute of Marine Science and petitioned the State Council of Higher Education with a plan to become a full-fledged School of Marine Science offering the state's only doctoral degree in the field.

Because William and Mary was at that time not authorized to offer Ph.D. degrees, the Institute arranged to offer a doctorate through the University of Virginia. Recently the Institute dissolved its affiliation with the University and currently offers its doctoral program through William and Mary.



A bird's eye view of VIMS, located at Gloucester Point.

William and Mary began offering doctorates in Marine Science in 1964.

Students in the Marine Science graduate program can concentrate in any one of a number of areas. Recently the School of Marine Science joined forces with the Marshall-Wythe School of Law and the School of Business Administration at William and Mary to offer a concentration in marine affairs. "There is a very real demand for these students in the state and federal government," said Hargis. "There exists a growing need for marine science generalists who know how to talk with public officials and work together with them to solve our environmental problems."

More interaction with the William and Mary campus may in fact be the primary goal Hargis has established for the near future. "We need to use more of the on-campus faculty to expand both our formal and informal course offerings, and to promote our new marine affairs program," said Hargis. "We also want the School of Marine Science to provide more educational services both at the Institute and on the William and Mary campus."

Hargis likes to refer to VIMS as "The Virginia Experiment." "We feel we have a truly unique arrangement here that combines education, research and advisory service. I regard all of these functions to be extremely necessary both to the Commonwealth and to the nation," he said.

In 1962 the Institute was offered complete independence, an opportunity to separate its School of Marine Science from William and Mary. "We turned it down because it just didn't make sense," said Hargis. "We have always believed it is more effective to be a part of William and Mary's ongoing university program."

Hargis also points to the mutual benefits from shared staff and facilities. Dollar for dollar, VIMS ranks as one of the least expensive marine science programs in the nation, according to

Hargis, primarily because it serves the dual purpose of research and education.

"I know I'm biased, but from my experience, I've always found that the Institute has a very strong national and international reputation, and it didn't happen overnight—we've built it up over the years," said Hargis.

Hargis, 54, is a tough environmentalist. He recently received the Virginia Wildlife Federation's Conservationist of the Year Award. When he took over in 1959, the Institute had 20 employees and a budget of just under \$200,000. Today the state appropriates about \$2 million to supplement the \$6 million in grants, contracts and donations from federal, state and private sources.

There are approximately 100 students enrolled in the School of Marine Science and about 300 apply for the 50 openings available each year. Hargis heads up a staff of around 500 people including more than 100 professional scientists, engineers and 135

technicians.

The task the scientists at VIMS tackle is a tremendous one—they're called upon to investigate approximately 20,000 square miles of tidal waters regularly used by Virginians for maritime commerce and recreation. Increasing demands have placed a premium on scientific knowledge and technological advances, on timely advice, and on sound public and private management policies.

Of the future Hargis is optimistic. With attention given to the Outer Continental Shelf as a possible source of new energy, raw materials and food products, the resources of VIMS will continue to be tapped for counsel and direction on this and other coastal phenomena.

"There's no question about it," said Hargis, "we're right in there, interacting with people who have problems, right where we need to be. We're definitely where the action is."

Theatre Historian To Lecture

Theatre historian and translator Eugene K. Bristow will present a lecture on the Russian playwright Anton Chekhov and attend a premiere performance of his new translation of Chekhov's play "Uncle Vanya", produced by the William and Mary Theatre.

Bristow's lecture is entitled, "Time, Dissonance and Change: The Flow of Life in Anton Chekhov's Plays." He will be speaking at 4 p.m. Friday, Nov. 18, in the Botetourt Theatre on the ground floor of Swem Library. The lecture is free and open to the public.

"Uncle Vanya" is one of four Chekhov plays translated by Bristow which will be published early next year. Bristow hopes his translations will spark renewed interest in producing Chekhov's major plays.

According to Bruce McConachie,

assistant professor of theatre and speech and director of "Uncle Vanya," Bristow's translation "brings out the comic values of the play superbly. He has also preserved the uniquely Russian qualities of the play, yet done it in a language which suggests late nineteenth-century English speech," McConachie adds.

The departments of Theatre and Modern Languages are sponsoring Bristow's visit, which is supported by a grant from the Lectures Committee of the College. Bristow teaches in the Department of Theatre and Drama at Indiana University in Bloomington.

Also included in Bristow's visit will be a tour of the College's theatre facilities and a reception at the Russian House following the performance of "Uncle Vanya."

McConachie Coordinates Efforts

Directors Combine Talents in "Vanya"

Sets, costumes and lighting for "Uncle Vanya," which will be presented by the William and Mary Theatre Nov. 16 through 19, present special challenges for the directors and designers.

To follow the action of Anton Chekhov's classic drama, scene designer Jerry Bledsoe is putting both the interior and exterior of a farmhouse on a Russian estate at the turn of the century on stage.

Developing what he terms an "in-substantial collage of architectural and decorative details," Bledsoe will allow the audience to see the yard and porch, sitting rooms, conservatory, workroom and adjacent hallway, all at the same time. Not only does this technique avoid unnecessary scene changes, it also permits the action to flow smoothly from one area to another.

"Audiences will see rooms through rooms," said Bledsoe. "They will see inside the house from the outside but also they will see the outside again through the walls. The effect will be an impression of the entire estate within the limited space of our proscenium."

Costuming for the play is being designed by Bambi-Jean Stoll, who joined the William and Mary faculty this year. Stoll has previously costumed two other Chekhov plays and brings to the William and Mary Theatre teaching and costuming experience at Hunter College, the University of South Florida, and the New Jersey Shakespeare Festival.

"Uncle Vanya" is about an irascible professor with a beautiful young wife who upsets the lives of all the other characters in the play. They include a sensitive country doctor, a young woman who loves him, and an aging romantic idealist who is in love with the professor's wife.

To emphasize the love many of the characters feel for one another, designer Stoll is creating costumes that convey a feeling of softness and warmth, working with colors that are "quiet and harmonious." The styles of the period included the graceful lines of the frock coat and long gowns.

One of the challenges lighting designer Christopher Boll faces is the number of time and season changes demanded. The action of the play begins on a muggy summer day, continues through an evening thunderstorm, then moves to the next day, ending at dusk. "I'm lighting four mini-shows," said Boll. "The whole stage

Initiation Scheduled Dec. 5

Phi Beta Kappa Taps 34 Students

Thirty-four members of the class of 1978 have been tapped for membership in Phi Beta Kappa.

New members will be initiated December 5 at the annual meeting of the Alpha of Virginia chapter on campus. December 5th also marks the 201st anniversary of the founding of Phi Beta Kappa by William and Mary students in 1776.

Initiates, their majors and hometowns are as follows: Douglas Edward Barton, computer science/music, Springfield; Blair Warren Boone, English/philosophy, Rocky Mount; Elizabeth Galloway Butler, economics, Parkesburg, Pa.; James Johnson Butler, geology, Houston, Tex.; Reid Stewart Compton, biology, Vienna; Randall William Culp, chemistry, Lancaster, Pa.; Luann Decunzo, anthropology, Hawthorne, N.J.; Karl Timothy Fielding, economics, Somerville, N.J.;



Designers J. H. Bledsoe and Bambi-Jeanne Stoll discuss ideas for the scenery and costumes of "Uncle Vanya." The William and Mary Theatre presents this poignant comedy by Russia's greatest playwright Nov. 16-19. For ticket information, call 253-4272.

will be lit throughout the production with subtle variations in intensity from one scene to the next." To do this Boll is using almost all the equipment in the theatre.

The efforts of all three designers are being coordinated by the director of the play, Bruce A. McConachie.

Featured in the title role of Uncle Vanya is Richard Bannin of Hewlett, N.Y., who plays a comically self-pitying manager of a country estate in late nineteenth-century Russia. Laurie Smith from Fairfax is his sympathetic

niece, Sonya.

Margaret L. Vincent and L. Curry Worsham, both of Richmond, will portray Helena and Dr. Astrov in the play. These characters become romantically involved when the doctor mistakes Helena's concerns for Sonya for an invitation to an affair.

Dominating the other characters in "Uncle Vanya" is Professor Serebrayakov, played by Steven Culp from Virginia Beach. Serebrayakov proposes to sell the estate that has provided the livelihood of Uncle Vanya and Sonya

for many years.

Also in the cast are Mary Kate Leckey, from Richmond, and Hardwick Spencer, of Chatham. Maria Vasilevna, mother of the professor's first wife, and Telegin, a guitar-strumming free-loader living at the country house. Irene C. Maher of Hampton and Spess Neblett of Richmond play Marina and Yefim, two peasants.

Tickets for "Uncle Vanya" are on sale now at the William and Mary Theatre box office in Phi Beta Kappa Hall.

Michael Peter Foradas, government/philosophy, Canton, Ohio; and Jonathan Foreman, biology, The Plains.

Also Eileen Dolores Friel, physics, Fairfax; Leslie Alice Fry, French, Somerville, N.J.; Mark Joseph Grygier, biology, Silver Spring, Md.; Barbara Ellen Haase, anthropology/fine arts, Richmond; David Lyle Herndon, physics, Blacksburg; Mary Jean Theresa Kelly, government/Spanish, Richmond; Karen Ann King, economics, Arlington; Nancy Ann Marker, biology, Clark, N.J.; John Marshall Martin, III, economics/geology, Alexandria; David Crispin Merkel, inter-disciplinary, Blacksburg; Stephen Martyn Oades, mathematics/economics, St. Austell, Cornwall, England; Carol Reese Parker, psychology, Chester; and Cynthia Lynne Saunders, French, Lexington.

And Doris Judith Scheffel, chemistry, Whiting, N.J.; Robert Alan Schou-

macher, mathematics/chemistry, Vienna; Lucinda Lee Seawell, biology, Newtown Square, Pa.; Storm Ronald Simenson, inter-disciplinary, Helsinki, Finland; Maryanne Sorensen, biology, Wildwood Crest, N.J.; Bette Susan Stock, chemistry, West Caldwell, N.J.;

John Glenwood Strickler, Jr., biology, Roanoke; Carl Edward Tack, III, Glen Ellyn, Ill.; Michael Francis Urbanski, government, Newport News; Michael James White, economics, Brick Town, N.J.; and Eric John Wicklund, computer science/physics, Wheaton, Md.

CAMU Schedules Service

Elward Ellis, campus minister, Norfolk State College, will be guest speaker at the annual ecumenical Thanksgiving service at Bruton Parish Church, Nov. 20 at 5:30 p.m., which is being planned by students from nine churches under the sponsorship of CAMU.

Music will be provided by student groups and the evensong choir of

Bruton Parish under the direction of Frank Lendrim.

Supper after the service will be served at the Parish House. There is a charge of \$1 to help defray costs.

This year's offering will be given to the Bread for the World's Hungry fund.

Jeff Tarkenton is planning chairman for the service; Della Kirby is food coordinator.

Calendar

WEDNESDAY, NOVEMBER 16

Office of Placement: Upjohn Company and G.C. Murphy. Make appointment in Morton 104.
Faculty Luncheon Group, CC Room D, 12 noon
Kaffee Klatch, German House, 3 p.m. Public invited.
Conversation Hour, French House, 3:30 p.m. Coffee and cookies, public invited.
Fine Arts film: "Gauguin in Tahiti - The Search for Paradise," Andrews 201, 4 and 7 p.m.
Glee Club, CC Sit 'n Bull Room, 6 p.m.
Circle K meeting, Circle K House on S. Boundary St., 7 p.m.
Anthropology Club: slides and lecture on fieldwork with maritime peoples by sociology professor Dr. Victor Liguori, Washington 100; 7 p.m.
Bird Study Group, Andrews 101, 7:30 p.m.
Project PLUS Forum: "Castro's Cuba: A Debate," George Grayson and Wayne Smith, Millington Auditorium, 7:30 p.m.
Latter Day Saints, CC Gold Room, 7:30 p.m.
Athletic Policy Committee Meeting, Morton 237, 7:30 p.m.
W&M Theatre: "Uncle Vanya," PBK Auditorium, 8:15 p.m.
Hoi Polloi: Day Student Night with Martin Welling Band, 9 p.m. \$1 cover.

THURSDAY, NOVEMBER 17

Corporation, Blue Bell, Inc., and Comptek Research. Make appt. in Morton 104.
Transportation Appeals Council, Swem Conference Room, 4:30 p.m.
Christian Science Organization, CC Gold Room, 5 p.m.
Episcopal Holy Communion, Wren Chapel, 5:30 p.m.
Karate Club, Adair 203-204, 5:30 p.m.
BALSA, CC Gold Room, 6 p.m.
College Republicans, CC Room D, 6:30 p.m.
Ferguson Publishing Seminar, CC Ballroom, 7 p.m.
Seminar in Applied Chemistry: Dr. Marshall H. Edgell (U.N.C., Chapel Hill), "Genetic Engineering and Social Decision Formation," Millington Auditorium, 7:30 p.m.
Asia House program, Asia House lobby, 7:30 p.m.
Spanish House Tertulia, 8 p.m. Public invited.
German House film, 8 p.m. Public invited. Admission free.
W&M Theatre: "Uncle Vanya," PBK Auditorium, 8:15 p.m.
Hoi Polloi: Ken Jordan on guitar, 9 p.m. 25¢ cover.

FRIDAY, NOVEMBER 18

Office of Placement: Computer Science Corporation, New York University Graduate School of Business, Giant Open Air Markets, Union Carbide and Fidelity American Bank. Make appt. in Morton 104.
Ferguson Publishing Seminar, Campus Center, 8 a.m.-5 p.m.
Athletic Policy Committee Meeting, Morton 237, 1 p.m.
Seminar in Applied Chemistry: Dr. Marshall H. Edgell, "Gene Isolation by Recombinant DNA Technology," Millington Auditorium, 3 p.m.
Hoi Polloi: Prime Time, 4-6 p.m. Tunes by Tubes, 9 p.m.
BSO Cabaret, CC Theatre, 10 p.m.

WMCF, CC Rooms A&B, 6 p.m.
Folk Dancing, Adair Gym, 7 p.m.
S.A. Film Series: Assorted Comedy Shorts, W&M Hall, 7:30 p.m.
Navigators, CC Rooms A&B, 8 p.m.
W&M Theatre: "Uncle Vanya," PBK Auditorium, 8:15 p.m. Admission \$2.

SATURDAY, NOVEMBER 19

Football: University of Richmond, Cary Field, 1:30 p.m.
German Folk Dancing, German House, 8 p.m. Public invited.
W&M Theatre: "Uncle Vanya," PBK Auditorium, 8:15 p.m. Admission \$2.
Hoi Polloi: Coup de Grass Band, 9 p.m. 75¢ cover.

SUNDAY, NOVEMBER 20

Fencing, Adair Gym, 11 a.m.-7 p.m.
History Honor Society, Wren Great Hall, 4 p.m.
Government Honorary Society, CC Sit 'n Bull Room, 5 p.m.
BSU dinner and program, Baptist Student Union on S. Boundary St., 5 p.m.
Catholic Student Association, St. Bede's Parish Center, 5:30 p.m.
Ecumenical Thanksgiving Service, Bruton Parish Church, 5:30 p.m.
International Circle Seminar Series: Dean Jack Edwards, "American Courts and Policy Making," International Circle Cottage on S. Boundary St., 7 p.m.
Folk Dancing, Adair Gym, 7 p.m.
Sunday Concert: Governor's Palace Orchestra and soloist, PBK Auditorium, 8:15 p.m.

MONDAY, NOVEMBER 21

Introductory Career Planning Session, James Blair 208, 2 p.m. Call Ext. 4427 to sign up.
Badminton Club, Adair Gym, 7 p.m.
SciFi Club, CC Room C, 7 p.m.
BSO, CC Theatre, 7 p.m.
Theatre X: "The Wreck: A Romance," PBK Auditorium, 7:30 p.m. Admission \$3.
Russian Club, Andrews 101, 8 p.m. Lecture, "Case of Anastasia, Grand Duchess or Not," by Prince Friedrich of Saxe-altenburg. Public invited.
Hoi Polloi games night, 9 p.m.

TUESDAY, NOVEMBER 22

Office of Placement: Ferguson Enterprises. Make appt. in Morton 104.
Conversation Hour, French House, 3:30 p.m. Coffee and cookies, public invited.
Thesis Seminar presentation, Barbara S. Warren, Research Dept., National Audubon Society, Millington 117, 4 p.m.
Karate Club, Adair 202, 5:30 p.m.
Glee Club, CC Sit 'n Bull Room, 6 p.m.
Orthodox Youth Fellowship, Wren Chapel, 6 p.m.
Catholic Student Association, Wren Chapel, 7 p.m.
Women's Basketball: Hampton Institute, Adair Gym, 7 p.m.
Hoi Polloi: Good Humor Band, 9 p.m. \$1 cover.
S.A. Thanksgiving Party with Bill Deal and the Rondells, W&M Hall, 9 p.m. \$1 admission. Mixers provided.

WEDNESDAY, NOVEMBER 23

Faculty Luncheon Group, CC Room D, 12 noon.
Thanksgiving vacation begins, 1 p.m.

THURSDAY, November 24-SUNDAY, November 27, Thanksgiving Recess.



Walter J. Ong, S.J., an internationally known scholar in Renaissance and contemporary culture and president-elect of the Modern Language Association, will give a public lecture Thursday, Nov. 17, to open the 1977 Ferguson Seminar in Publishing. Father Ong will speak at 8:15 p.m. Thursday in the Campus Center Ballroom. He has taken as his topic "Reading, Technology, and the Nature of Man."

Classifieds

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 baby-sitting services, can not be accepted.

There is no charge for listing found items.

FOR SALE

1967 VOLKSWAGEN CONVERTIBLE. Runs well - \$500 or best offer. Phone 229-5009. (11/22)

MUST SELL: miscellaneous articles: sofa, good condition, needs slipcover; 2 chairs, like new; small formica and metal desk; \$55 for all, or can be sold separately. Call 229-3757. (11/22)

1973 DODGE POLARA CUSTOM, 4 door sedan, power steering and brakes, automatic transmission, vinyl top, cloth interior, new tires and battery. Low Mileage; excellent condition. \$1700 or best offer. Call 229-8590 after 6 p.m. (11/15)

A BSR-McDONALD turntable in good condition, 2 yrs. old. Includes ABC-KBE stereo cartridge. Retail \$88--will sell for \$30 or best offer. Call Wayne at 229-5260 on weeknights before 10 p.m. (11/15)

1966 FURY 2 dr. HT. 318 engine, mechanically excellent, body sound, no rust. AT, PS, radio, 5 radials. 18 mpg, \$400 negotiable. Also five 14-inch whitewalls, \$5-\$10, according to tread wear. Please leave message for Steve at 220-0260. (11/15)

1973 SUBARU DL - 4 door sedan; 4 speed; front wheel drive; radio; AC; H; vinyl interior; carpeting; 25 mpg in town; 34 hwy; very good condition. Call 220-2862, (11/29).

COSCO PLAYPEN, new mat. \$15.00; Gerry Backpack Child Carrier, \$6.00; Sears Bicycle Child Carrier, \$5.00. All in good condition; Call 229-5294. (11/29)

1969 JEEP COMMANDO, two new tires. Man's red Coaster bike, like new. Phone 229-2197 after 5:15. (11/29)

MUST SELL 1973 Super Beetle, motor very good condition. Body Good. \$1400/Best offer. Call 253-0038 or 220-3533 after 5:30 p.m. (11/29)

BICYCLE, Women's 10-speed, Iverson, 1976 model, very good condition, basket, reflectors, \$65.00. Call 253-4720 after 5 p.m. or stop by Yates 133. (11/29)

SEARS PORTABLE Electric Typewriter, pica type. Used approximately four months. \$100. Call 253-4486. (11/29)

WANTED

FEMALE ROOMMATE to share 2 bedroom apartment at Stratford Hall beginning now or next semester. \$95/month plus half utilities. Call 220-2861. (11/15)

NEED ROOMMATE to share 2 bedroom townhouse 1 mile from Campus. Cost is half of \$215 and electricity. Available immediately. Call John at 229-2943. (11/15)

WANTED TO BUY: HOUSEBOAT. In reasonable condition. Call 253-4709 during the day and leave a message for Dave or Roger. (11/22)

PERSONS who see auras to help with honors project in paranormal psychology. Privacy ensured; guaranteed interesting. Call Sue O'Connor at 253-4422. (11/29)

EXPERIENCED manuscript typist, part-time position. Write Southside Historical Sites, Inc., P.O. Box 1975, Williamsburg, Va. 23185 or call 253-4341. (11/29)

WOMAN to live with elderly woman in James Terrace. Cook two meals and do light housekeeping in exchange for private room and board. Start immediately. Call 229-5639. (11/29)

A ROOM in an apartment or house for next semester. Quiet female senior with car. Call Leslie, 220-3628. (11/29)

LOST

LADIES WATCH. Black cord band, silver setting. Lost around the Morton, Ludwell area. Reward offered. Call Karen at 220-0074. (11/22)

BROWN FRAME GLASSES in brown case on Friday Nov. 4, perhaps near Bryan Complex or Graduate Student Center. Call Bob collect at 1-932-4025 or Jim at 220-3335. (11/29)

FOUND

Girl's glasses found after Homecoming football game on street by Alumni House. To identify call Judy Howard, Ext. 4200. (11/22)

MEN'S WATCH found near Lake Matoaka 10/25. Call Don at 4534 to identify. (11/15)

WOMEN'S PRESCRIPTION GLASSES with case. Found in Millington Aud. on 10/20. Call Diane at ext. 4266 to identify. (11/15)

GLASSES, gold wire rims in brown leatherette case. Claim in English Dept. office, Room 110, Old Chemistry Building, or call dept. secretary Elena Jensen at ext. 4370 or 4436. (11/15)

CASSETTE TAPE recording of Grievous Angel found on Nov. 8. Can be claimed at the Center for Psychological Services. (11/29)

WOMEN'S WATCH, found Nov. 9 on North side of Wren Building; Call Julia at Ext. 4428 to identify. (11/29)