



William and Mary News

Volume VII, Number 10
Tuesday, October 31, 1978

In the News

Concert Tickets

General admission tickets for the two Concert Series performances of the Ohio Ballet, Nov. 7 and 8, are now on sale at the Campus Center desk.

Tickets are \$3 for William and Mary students and employees and \$4 for the general public.

Any season ticket holders who have not made their preference of performance known to the Series office are asked to do so as soon as possible by calling ext. 4557 or 4236.

Program Postponed

"Church and State," this year's second Washington Program, will not be held November 13-15 due to scheduling conflicts. The same program will be one of two offered during the second semester.

Back from Asia

Peter Johnson of Kilmarnock, a 1977 graduate, will talk about his backpacking trip through several countries of Asia in a program entitled "Overland to Asia, the Hitchhiker's Route," Thursday evening at 7:30 p.m. in the lobby of Asia House.

The Linkup Hour

SA President Bill Mims will be the guest on Monty Griffith-Mair's "Linkup Hour," over WCWM, Sunday at 8 p.m., along with Blaine Colman, leader of the campus socialists.

As part of the program format, listeners are invited to phone in questions directly to the guests on the air by dialing 229-4068 or 253-4544.

Children's Classes

Saturday children's classes in ceramics will begin Nov. 4 from 1-4 p.m. at the Campus Center Craft Shop.

Children will be taught clay modeling and how to make wheel-thrown pottery.

For further information, please call the Craft Shop, ext. 4041.

Raffle Winners

Winners in the swimming team raffle to raise funds for a training trip to Florida over semester break included the following: Kathy Lin, Cinday Haas, Sue Struckell, Carrie Solomon, David Hamilton, Jeff Thomson and Daniel Chen.

Graves Plans Attack on Salary Problem

President Graves today issued a statement to the faculty on initiatives under way to significantly improve faculty salaries.

Graves outlines a seven-point program to aid faculty salaries with state funds and lists actions that will be taken to raise faculty salaries through private funds.

His statement follows action by the Board of Visitors

endorsing efforts on behalf of faculty salaries and a report to the Board by a faculty committee.

The full text of President Graves' statement is carried on P. 9.

The full report of the faculty committee is carried on pages 6-8.

Actions of the Board of Visitors are listed on pages 2-5.

IEAHC Gets Large Mellon Gift

The Andrew W. Mellon Foundation has given \$200,000 to the College to establish an endowment for the Institute of Early American History and Culture.

Described by Institute officials as "a significant breakthrough" for the 35 year old organization, the endowment gift will provide income for general support of the Institute's varied programs, which in recent years have faced mounting financial problems due to rapid inflation.

The gift helps meet the requirements of a special \$100,000 Challenge Grant to the Institute recently announced by the National Endowment for the Humanities. For every three dollars donated, NEH will provide one more dollar, up to a total of \$100,000.

Thad Tate, director of the Institute and professor of history at the College, said the gift from the Mellon Foundation will enable the Institute "to sustain its many programs and to strengthen the base of our operation."

The Institute, which has been co-sponsored by William and Mary and the Colonial Williamsburg Foundation since its creation in 1943, has recently begun a three-year effort to find additional private support to offset the financial crunch caused by inflation. The Mellon Foundation gift "will establish a nucleus for an endowment for the Institute," said Tate, who is still searching for additional private funds to increase the endowment and to take advantage of the full NEH Challenge Grant.

Tate also noted that the Institute recently formed an Associates group that already has nearly 200 members who have pledged to support the Institute's activities. "We've received a very encouraging response from scholars across the country," said Tate, "and we're only in the initial stages of forming this group. If we can sustain this level of enthusiasm and continue to win support from other organizations such as the Mellon Foundation, the future of the Institute should be a secure one."

Since World War II and through the celebration of America's Bicentennial, the Institute has been at the forefront of the revival of Early American studies. Currently the Institute maintains six major programs focusing on journal publication, book publication, post-doctoral research, special conferences, historical editing and a broad range of advisory and consultative work.

The Institute has become best known for its publications, which continue to win recognition as some of the most carefully edited and influential historical publications in the nation. "The William and Mary Quarterly," a journal that concentrates on studies of the Early American period, receives contributions from the country's most eminent historians.

"I think the Institute is unique among historical organizations," said Tate, who has directed the activities of the Institute since 1972. "There exist a number of centers for historical research and, of course, excellent university presses that publish scholarly books, but I don't believe there is any other group that does the combination of work that we do,

including the recruitment of major authors, research, criticism and editorial work."

The Institute is currently preparing to release two significant books that offer new ideas about the Early American period. James H. Kettner's "The Development of American Citizenship, 1607-1870," which has already been awarded the Jamestown Prize, deals with the formulation of ties to the American community rather than ties to an English king. The Institute will also publish the first English translation of Willi Paul Adams' "The First American Constitutions: Republican Ideology and the Making of the State Constitutions in the Revolutionary Era," which won the American Historical Association translation prize



The College of Arms in London would no doubt be surprised to see the unique treatment of their 1694 design for the College by Julie Secor who won herself a new 10-speed bicycle for her pumpkin artistry. The prize was offered by the Citizen's Advocacy Program, part of the Greater Williamsburg Association for Retarded Citizens. Second prize was won by Linda Beahm for an intricate spider design. Third prize went to Jeremy Hammer for a Halloween version of R2D2 of "Star Wars" fame. Lynn Lieder took a cue from another movie, "Animal House," for a "Toga" pumpkin. Fifth place winner was Susan Cory with an Indian head pumpkin. Prizes included tickets to Busch Gardens, a calendar from Scribner's, a tote bag from the bookstore and a three-layer cake from Shamrock Food Services. Honorable mention went to Jeremy Hammer for "Nostalgia," Bill Roberts, a clown; and Susan Malloy, R2D2. (Picture by Jim Rollings)

BOARD OF VISITORS ACTIONS

Faculty Compensation

Within budgeted funds available during this academic session (1978-79) the College is able to compensate its faculty at approximately 96% of the authorized salary average, established by the Governor, of \$20,925.

The highest priority for the use of revenues available in 1979-80, the next academic session, will be to increase faculty salaries to 100% of the benchmark authorized by the Governor. This will mean advancing the average salary at the College to \$22,175 for 1979-80.

Without such improvement in the salary level, the College will continue to have difficulty in retaining and rewarding its best teachers, and in attracting highly qualified new faculty. Even by achieving 100% of its authorized faculty salary average, the College will remain significantly below the salary average for comparable American universities, both public and private. AAUP data for last year (1977-78) place William and Mary faculty compensation at 20% below the average for public universities, and 35% below the average for private nonsectarian universities.

RESOLVED, That the Board of Visitors of the College of William and Mary in Virginia hereby endorses the College's goal to achieve 100% of the authorized faculty salary average for 1978-79; and,

RESOLVED, That the Board of Visitors also urges the President and his administrative officers to take all appropriate steps to achieve a more adequate level of faculty salaries so that William and Mary may become more competitive among universities of like quality and character.

McGregor Gift to Women's Athletics

AUTHORIZATION TO APPROPRIATE \$50,000 GIFT RESTRICTED TO THE SUPPORT OF THE WOMEN'S ATHLETIC PROGRAM

The Board of Trustees of the McGregor Fund recently authorized a grant of \$50,000 to the College. The purpose of the gift is set forth in a letter dated May 18, 1978, as follows:

"...McGregor Fund is pleased to inform you that its Board of Trustees has authorized a grant of \$50,000 to the College of William and Mary in Virginia in support of the Women's Athletic Program at the discretion of the President of the College."

It is felt by the Women's Athletic Director that this generous McGregor Fund gift of \$50,000 for support of women's athletics could not have been more timely. Since the passing of the Education Amendment Acts of 1972 (Title IX), William and Mary has been conscientious in its effort to equalize opportunities for men and women in athletics. Tremendous progress has been made toward this goal; however, there are still areas which need additional support in order to meet the HEW Guidelines. On July 21, 1978, when full compliance with Title IX Guidelines became mandatory, William and Mary appeared on a published list of universities considered not in full compliance. Acceptance of the McGregor gift will make a substantial contribution toward meeting all of the Title IX regulations. The need to be in full compliance with Title IX and the constant need to seek private funds to support athletics, since regulations prohibit the use of state funds for this purpose, are the most compelling reasons for accepting this gift.

Facilities and scholarships for women are the two areas of the women's program which need immediate attention if opportunities for men and women are to become proportionate. It was decided by the Women's Athletic Association staff, after approval by the President and his Vice Presidents, that top priority should be given to enlarging the facilities in Adair to include a training facility, a weight room, and additional office space for women. By using the gift in this manner, the total program would benefit from the gift, rather than a selected few individuals if the money were used for scholarships. The Women's Athletic Director has collaborated with the Vice President for College Development in gaining approval from the McGregor Fund executives to use the money for this purpose. The Executive Director of the McGregor Fund requested that any balance of funds remaining after construction costs be used to equip the facility appropriately.

Schematic plans to convert a portion of the women's locker room into a training and weight room and to enlarge office space on the first floor have been drawn up, using the dressing room as the location of the training and weight rooms, since a portion of that space has never been fully used by the students. The portion which will remain as a dressing room is more than adequate to accommodate the needs of physical education and women's athletic program.

Enlarging existing office space is essential to accommodate a staff that has increased from 6 to 21 since the building was built in 1963. The office to be expanded is a one-person office, 9' x 15', which must be enlarged to accommodate three full-time secretaries, three student assistants, desks for these six people, three office duplicating machines, filing cabinets, staff mail boxes (16), and counters as additional work spaces. There are 11 offices in Adair; nine are extremely small and can accommodate only one person, and two are larger rooms with four faculty members crowded into each. These two larger rooms were areas originally designated for equipment storage and a faculty lounge but which must now be used for faculty offices.

The estimated cost of the total project, including equipment, is approximately \$50,000. The Director of Buildings and Grounds has stated that these conversions will not increase the current maintenance or utilities costs of the building.

The Women's Athletic Director strongly feels that this is an appropriate use of the McGregor gift based on the following reasons: 1) the athletic training facility and weight training room are pressing needs for women athletes; 2) it is a facility which will benefit the total women's athletic program; 3) construction of this facility will bring the College into compliance with Title IX in the specific areas of athletic and weight training facilities; and 4) expansion of the business office will enable that department to work more efficiently and effectively toward further advancement of the total program. Based on this endorsement by his administrative officers, the President has approved this proposal, subject to the approval of the Board of Visitors.

RESOLVED, That the Board of Visitors of the College of William and Mary in Virginia gratefully accepts the generous gift of the McGregor Fund as an expendable fund restricted for the support of the Women's Athletic Program at the College; and

RESOLVED FURTHER, That, in accordance with the recommendation of the President and his administrative officers, this gift is to be used for the appropriate alterations to Adair Gymnasium and for appropriate equipment, as described above; and

RESOLVED FURTHER, That the President is authorized to seek approval from the Governor and his appropriate offices to begin construction and to complete the project as soon as practicable; and

RESOLVED FURTHER, That the President is directed to communicate this action and expression of appreciation to the Trustees and officers of the McGregor Fund.

Graduate Degree Programs

SIX-YEAR CURRICULAR PLAN

The State Council of Higher Education has established different procedures effective this year for the approval of new academic programs. The procedures are designed to give the Council a long-range view of curricular development throughout the State.

By 1 December of each even-numbered year institutions must file descriptions of programs they may wish to introduce over the next three biennia. The amount of detail required in the descriptions varies according to the category into which each program falls: A. (Programs to be instituted during the first biennium which are consistent with the institution's mission and current offerings. These programs require relatively simple documentation and will be approved with the least difficulty.); B. (All doctoral programs and master's programs in areas not previously offered by the institution which are to be instituted in the first biennium. These programs will require the most detailed descriptions and will be scrutinized very closely.); and C. (All programs to be initiated in the second and third biennia following. These require a minimum of description.)

Board of Visitors approval is required for the initial filing of a proposal. By 15 March following the initial filing the Council will act on institutional curricular plans. Within three to fifteen months of the Council's approval of a program, an institution may submit a Statement of Readiness indicating when exactly it will initiate the program. At this point the approval of the Faculty is required. The Council will authorize initiation of the program within sixty days of receipt of the Statement of Readiness.

On 15 May 1978 the Council asked the institutions for a preliminary and informal listing of programs which might be included in the Board-approved December 1 statements of intention. Based on brief discussions with department chairmen and deans, the following new degree programs were listed in May as under consideration:

Program	Degree Level	Proposed Starting Date	State Council Category
Computer Science	Ph.D.	1980	B
Anthropology (Historical Archeology)	M.A.	1980	A
Judicial Administration	M.A.	1980	A
School Psychology	Ed.D.	1980	B
American Studies	M.A.	1982	C
Economics	M.A.	1982	C
Geology	M.S.	1982	C
Psychology	Ph.D.	1984	C

Two of these programs (Ph.D. in Computer Science and M.A. in Anthropology) have already been approved by the Faculty of Arts and Sciences and by the Board of Visitors. None of the others has Faculty approval as yet. Probably some of these programs, on closer examination by the Faculty and administration, will turn out to be unworkable and will be withdrawn. There is also no certainty that the State Council, in its review this winter of the institutional lists, will approve any of the new degree programs proposed.

What now is needed is an enabling resolution from the Board of Visitors, which in effect will endorse a planning claim for William and Mary on these programs, but with the understanding that much more discussion within the College is necessary (except for the Computer Science and Anthropology proposals), before any Statements of Readiness can be submitted; and with the further understanding that the State Council may give its approval for planning and development to all, some, or none of the proposed programs. Though not required by Council procedures, such a resolution should also include the proviso that no Statement of Readiness (except for the already-approved Computer Science and Anthropology programs) will go forward without Board approval.

RESOLVED, That the Board of Visitors of the College of William and Mary approves the submission to the State Council of Higher Education, as required by Council procedures, of the above listed new degree programs as the "Six-Year Curricular Plan" for William and Mary, which, if approved for planning and development by the Council and if later determined by the Faculty, Administration, and Board to be ready for implementation, would be initiated on the dates given.

Buildings and Grounds

REPORT ON BUILDINGS AND GROUNDS CAMPUS IMPROVEMENTS AND CAPITAL OUTLAY PROJECTS

Campus Improvements:

Crim Dell Area - Campus road through this area has been closed and plans are in progress for the development of the road as a landscaped promenade. Work will progress in stages as funds become available.

Jamestown Road Parking Area - Planting plans and specifications have been completed. First phase completed; other phases of work will proceed as funds become available.

Traditional Campus Area Landscaping - Work has been completed around Jefferson Hall, Monroe Hall, Old Dominion Hall and Crim Dell Sedimentation Basin. Planting plans and specifications have been completed for Barrett Hall and Bryan Hall Complex and will be reviewed by the new Landscape Advisory Committee before final approval. Work will proceed as funds become available.

Wild Flower Refuge Amphitheatre - Working drawings for this project have been completed and bids for construction have been received. Award of the construction contract is under consideration. If sufficient funds are appropriated this project could be completed by December 1978.

Old Fraternity Lodge Area Site Work - Working drawings and specifications have been completed and work is scheduled to be performed as funds become available.

Southwest Campus Improvements (Old Common Glory Parking Lot) - Construction of these improvements is in progress; completion is scheduled for November 4, 1978, assuming good weather.

Commons Dining Hall Plaza Improvements - Schematic studies have been completed and estimates prepared. Work will be completed within the next sixty days.

Renovation of Cary Field Stadium - A study of the required renovations, including cost estimates, has been completed. The request for authority to initiate this capital outlay project is being prepared for submission to the Governor's office for approval for the planning phase. Assuming approval of the Board of Visitors at its October meeting, and approval of revenue bond financing by the Governor and at the 1979 Sessions of the General Assembly, this advanced planning schedule will permit bidding in March 1979 and completion of the exterior renovations in July 1979, field and track renovations in September 1979 and interior renovations by October 1979.

Commons Dining Hall Improvements - Improvements are being phased so as to not disrupt the operation of the dining hall. Work completed includes re-decoration and painting, new draperies, new tables and chairs. Contracts are now being awarded for the second phase to be completed in the spring of 1979, including acoustical treatment, floor covering, and room dividers. The third phase, to be carried out during the summer of 1979, will be replacement of dishwashing equipment and renovation of the waste disposal system. Future phases will include improved lighting, newly developed serving areas to increase the serving capacity, and renovation of the kitchen area to update the food service equipment. These latter phases will proceed as funds become available.

Small Hall Planetarium - Schematic plans and cost study have been prepared to show the possibility of locating the planetarium and conference area on the present open first floor deck on the north side of the building. The possibility of seeking funds for this project is being pursued by the Physics Department and the Vice President for College Development.

Wigwam Dining Area - Plans and specifications have been prepared for re-decorating and refurbishing the dining area. Bids have been received and negotiations are in progress for award of contracts for tables and chairs and draperies installation. A gift for carpeting has been received and installation should be completed within the next sixty days.

Specifications have been prepared for new dishwashing equipment and bids are being requested.

Capital Outlay Projects (1978-80)

Renovation of Chandler Hall - Project completed in August 1978.

Renovation of Taliaferro Hall - Project completed in August 1978.

Tennis Courts - The eight new tennis courts were completed in October of 1977 with a balance of funds remaining. Working drawings have been completed for development of Phase 2 which will include spectator seating on the west side of the courts and construction of concrete walks to serve the area. Also included will be benches on the east side and refuse containers adjacent to the gates. Stamba will be installed containing a brass commemorative tablet and information boards. Contracts have been awarded for the work and are scheduled for completion during the winter of 1978.

General Obligation Bond Issue:

New Law School Building, Phase II - A contract was awarded for the construction on this project in March 1978 and total completion including furnishings is scheduled for January 1980. Construction is in progress and on schedule. An additional phase of the project is being developed for the study phase of the experimental courtroom to be financed from a grant from the Law Enforcement Assistance Administration.

Renovation of Physical Plant Services Complex - Preliminary plans on this project are in progress and are scheduled for completion in November with working drawings to be completed in February 1979. Contract award for construction will be in April 1979 with construction completion in June 1980.

Special Projects:

Andrews Hall Art Gallery - A study is in progress to determine the feasibility of providing additional and effective art gallery space as a part of the Andrews Hall - Phi Beta Kappa Memorial Hall complex. This study is to result in schematic plans showing the possibilities for the Art Gallery expansion while retaining all of the necessary facilities for the Art educational program. Included in the study will be cost estimates for each phase of the work. This preliminary planning effort has been undertaken in response to the expression of interest by several donors in seeing such a facility constructed in the future.

Admissions Policy Addition

In May 1973 the Board of Visitors approved a statement on "Policies Governing The Admissions Of Undergraduate Students To The College Of William And Mary In Virginia." The statement in part reads:

The College recognizes strong bonds with its alumni. Other considerations being essentially equal, preference will be given to the applications of children of alumni of all schools of the college.

Along with these considerations, the College desires to incorporate into its community a wide variety of backgrounds, attitudes and minority groups. Diversity of geographical and economic backgrounds is sought. There is also a conscious effort to include in each class men and women with special talents and abilities or interests, whether artistic, athletic, scientific or in some other area. In some instances acceptance of such a student is based upon a special skill, subject again to the general premise that the student should be judged capable of solid academic accomplishment.

It is now proposed to add to the statement language which would indicate also a special obligation in admissions to applicants from Richard Bland College and from the Virginia Community Colleges. This proposal has the endorsement of the Admissions Policy Committee of the College as conveyed to President Graves in its recommendation of 19 October 1978.

RESOLVED, That the Board of Visitors of the College of William and Mary approves the addition of the following statement to the fifth paragraph of the extent "Policies Governing . . . Admissions":

The College also recognizes an obligation to give special consideration to applicants from Richard Bland College, and from the Virginia Community Colleges, who desire to transfer to William and Mary.

Cary Field Stadium Project

APPROVAL OF THE RENOVATION OF CARY FIELD STADIUM, ITS SUPPORTING FINANCIAL FEASIBILITY PLAN, AND AUTHORITY TO OBTAIN WORKING DRAWINGS AND INTERIM FINANCING THEREFOR

At its meeting on April 27-29, 1978, the Board of Visitors recognized the necessity of renovating Cary Field Stadium and directed the President to seek a donor for the renovation of that facility.

Further, the Board directed the President and his administrative officers to prepare a financial feasibility study attesting to the income-generating capacity related to the stadium facility as a prerequisite to the submission of a capital outlay request to the Governor and the 1979 Session of the General Assembly, both actions being necessary to qualify for a Commonwealth of Virginia tax-exempt revenue bond loan, in the event that a gift for this project does not materialize.

Finally, the Board directed the President and his administrative officers to prepare a report showing the alternatives for funding the repayment of such a loan over a 20-25 year period, including the relative financial feasibility of such alternatives.

Since the April meeting of the Board, the President and his administrative officers have sought a donor for the renovation of Cary Field Stadium without success. However, a financial feasibility plan which demonstrates the debt-service-supporting capacity of this revenue-producing capital outlay project, which is estimated to cost \$1.0 million, if undertaken within the next nine months, has been approved by the State Treasurer. This prerequisite action now makes it possible to submit this project for approval through appropriate offices of the Governor as an amendment to the 1978 Appropriations Act at the next Session of the General Assembly.

At the April meeting of the Board, three areas of support for financing the debt service for the \$1.0 million loan were presented: (1) a debt fund financed by student fees, (2) a stadium seat surcharge, and (3) gift funds developed by the Athletic Educational Foundation. Since that meeting, the Foundation has notified the President that it is unable to accept responsibility for funding any of the cost for renovating the stadium. It has been necessary, therefore, to reconsider the sources of essential support for meeting the costs of this project.

Board of Visitors Actions - Cary Field

It will be necessary to provide adequate debt coverage to finance a Series 9(C) bond issue for a period of twenty years with interest assumed at 5.5%. If the project should be required to be financed as a Series 9(D) revenue bond project, the assumed interest rate must be 6.25%. The former rate is lower because the bonds carry the full faith and credit of the State; the latter rate would result from a decision, if made by the Governor, the General Assembly, and appropriate Bond Counsel, that the loan must be treated solely as an institutional obligation of the College of William and Mary, which would require appropriate collateral from assets under the control of the Board of Visitors.

Prudent management obliges us to plan for the higher interest rate and to work to ensure approval of the lower rate. At the same time, we have been assured in writing by the State Treasurer that the project will be recommended to the Governor and the General Assembly to be included in a Series 9(C) bond issue package at the appropriate time.

We are obliged, therefore, to construct a financing plan whereby \$90,000 annually will be generated, beginning with the 1979-80 fiscal year. The financial feasibility plan approved by the State is predicated on two sources of revenue. First, a surcharge of \$1.00 per ticket for all home game seats sold, which are presently priced at \$7.00, and second, a surcharge of \$.50 per ticket for all seats sold, which are presently priced at \$4.00. It has been estimated conservatively by the Director of the Men's Athletic Association that this source would generate between \$15,000 and \$20,000 annually. It has been conservatively assumed that only \$15,000 would be generated for the purposes of the financial feasibility study.

If the Board approves this recommendation of the President, the remaining \$75,000 would be funded in the following manner. The present allocation for debt service from the Tuition and General Fee is \$63 per full-time student. The projected debt service for 1979-80 will require an allocation of \$58, a reduction of \$5. This will produce an amount of about \$26,000 available for reappropriation. The remaining \$49,000 must be generated from an increase in the debt service allocation of \$10 per student. This formula would provide a sinking fund reserve sufficient to absorb the higher rate of interest, should that decision result from negotiations with the Governor and the General Assembly.

RESOLVED, That the Board of Visitors of the College of William and Mary in Virginia hereby approves the renovation of the Cary Field Stadium as a capital outlay project at a cost not to exceed \$1.0 million, and directs the President and his administrative officers to seek authority of the General Assembly and appropriate offices of the Governor to proceed as expeditiously as practicable in order to avoid further inflation-driven cost; and

RESOLVED FURTHER, That the Board of Visitors hereby ratifies the financial feasibility plan now approved by the State Treasurer and herein described, and directs the President and his administrative officers to take the appropriate steps to implement the plan as procedural and time constraints may require; and

RESOLVED FURTHER, That the Board of Visitors authorizes the President to proceed immediately to develop working drawings for this project, the cost of which will be \$60,000, and to take the appropriate steps necessary to obtain interim financing of this amount in the most financially prudent manner provided within the following alternatives: (1) loan from the State Treasurer, (2) loan from the Inter-collegiate Athletics Reserve Fund, (3) loan from private funds of the College, or (4) loan from a bank or donor, or (5) any combination thereof or any other more attractive alternative developed.

RENOVATION OF CARY FIELD STADIUM: QUANTITATIVE COST ESTIMATES AND GENERAL CONDITIONS ANALYSIS

PROJECT BUDGET

Construction -

1. Repair, caulk and waterproof existing concrete east and west stands. Point up masonry walls and clean.	\$122,000
2. Provide new aluminum seating in existing east and west stands (8791 seats) with backrests in 5 sections of west stands (2625 seats).	83,000
3. Replace wood block supports with adjustable steel legs on north bleachers and replace wood seats (2856) and floor boards with aluminum on south bleachers.	54,500
4. Scalp sod, regrade to proper crown and re-sod existing football field.	24,500
5. Underground drainage around playing field perimeter	23,600
6. Modify and resurface track.	151,000
7. Fence perimeter of track on east side.	8,500
8. Repair and repaint scoreboard.	2,800
9. Renovate all spaces below east stands including new heating, ventilating, electrical and plumbing systems.	352,800
10. Repairs to north arcade.	9,400
11. Renovation of existing north arcade toilet facilities.	14,100
12. Miscellaneous, signage and site work.	3,800
	\$850,000
Architectural Fee	74,500
Contingencies	17,000

Equipment	3,000
Allowance for inflation at 8% per year for 9 months, from July 1978 to April 1979	55,500
TOTAL PROJECT COST	\$1,000,000

PROJECT SCHEDULE

Approval by General Assembly	March, 1979
Project criteria and schematic drawings	November, 1978
Preliminary drawings	December, 1978
Working drawings	February, 1979
Advertise for bids	March, 1979
Award Contract -	
Exterior and Interior Renovations	April, 1979
Field and Track Renovations	April, 1979
Completion -	
Exterior Renovations	July, 1979
Interior Renovations	October, 1979
Field and Track Renovations	September, 1979

Graves on Stadium Expansion

Statement on the expansion of Cary Field Stadium, made by the President on behalf of the Board of Visitors, following the Board Meeting, on Saturday, 28 October 1978.

In addition to adopting the resolution on the renovation of Cary Field Stadium (W-5), the Board of Visitors discussed in detail the possibility of enlarging the seating capacity of the stadium.

An architectural, financial and management feasibility study is being conducted to determine in what ways Cary Stadium may be expanded from the present seating capacity in order to be responsive to possible changes in NCAA division 1-A criteria and in order to provide the seating capacity needed to develop a football schedule that will provide the revenues required to support a division 1-A football program.

As a part of this feasibility study the Board is examining the projected operating costs of such an expanded stadium in relation to the anticipated revenues; it is studying the demographic aspects of potential attendance in relation to the anticipated football schedule; it is examining the important questions of traffic flow, parking and related environmental matters pertaining to the location of the stadium and the City of Williamsburg; and it is starting to explore the impact of an expanded facility on the campus and on those who live, study and work here. It is intended that all appropriate individuals and groups, including students, faculty and townspeople, will be consulted in the process of this study.

The Board has reached to date a consensus on several aspects of an enlargement of Cary Field Stadium. First, student fees will not be used for an expansion of Cary Stadium. Second, any expansion will proceed ahead in stages, to ensure that any modifications of the present facility are fully responsive to all criteria of the feasibility study. Third, the financing of an expansion will not interfere with the successful completion of the Campaign for the College and/or with the top priority of the College and the Board to improve faculty salaries. Fourth, any phase of the expansion will be based on clear evidence of a specific source of funds from a major outside donor or donors.

The Board of Visitors did not reach any conclusion nor did it take any action at this Board meeting on a possible expansion of Cary Field's seating capacity, for all aspects of the studies are still under way. The Board anticipates that the feasibility studies may be far enough along for a decision to be made on the first phase of the expansion by the December 8-9 meeting of the Board.

By-laws Amendment

ARTICLE II, Section 5. PRESIDENT OF THE BRANCH COLLEGE

The President of the branch college of the College of William and Mary shall have the same authority and responsibility for his/her branch college as the President of the College does in Article II, Section 1, and *he/she shall be directly responsible to the Board of Visitors.* (DELETE REMAINDER OF SECTION 5.)

ARTICLE III, Section 3. INSTRUCTIONAL OFFICERS

The Dean of the Faculty of Arts and Sciences or the Dean of a School or the Dean of *Academic Affairs* of the branch college, . . .

The Dean of the Faculty of Arts and Sciences, the Dean of a School, except as otherwise provided, shall advise with the . . .

Section 4. APPOINTMENTS

All members of the faculties of the College of William and Mary in Virginia and the branch college shall be appointed and their salaries fixed annually by the Board of Visitors under recommendation of the Presidents, who shall have conferred regarding such recommendations with the Vice President or Dean for Academic Affairs, except as otherwise provided.

ARTICLE IV, Section 1. CURRICULA

Courses of study in The College of William and Mary in Virginia and in the branch college shall be developed by the respective faculties, with due regard to intra-institutional relationships, the mission of the colleges, the role of the colleges in the Virginia System of Higher Education, and the fiscal capabilities of the colleges, and when approved by the President of William and Mary on advice of the Vice President for Academic Affairs, except as otherwise provided, in the case of William and Mary, and *when approved* by the President of the branch college, they shall be published as the academic curricula of the college.

Board of Visitors Actions

Bland Mission Statement

Founded by an Act of the General Assembly in 1960, Richard Bland College was created as a branch of The College of William and Mary in Virginia. Its location just south of Petersburg is ideally suited to serve both the urban areas of Petersburg, Hopewell, Colonial Heights, Fort Lee, and the rural area represented by the surrounding counties of Southside Virginia.

Major changes in the mission of the College have not occurred since the first students were admitted in the fall of 1961. From time to time the Board of Visitors has reaffirmed its commitment to and responsibility for the governance of Richard Bland College as a branch of The College of William and Mary. The Visiting Committee of the Southern Association of Colleges and Schools has recently recommended that the mission be reaffirmed by the Board of Visitors and that it be fully accepted by the Council of Higher Education.

THEREFORE BE IT RESOLVED, that the Board of Visitors reaffirms the mission of Richard Bland College to be as follows:

"Richard Bland College, a branch college of The College of William and Mary in Virginia, has as its primary mission the offering of transfer associate degree programs in liberal arts, business administration, and other career programs appropriate for a junior college. The College also recognizes its role and responsibility in community education, public service, and cultural activities."

BE IT FURTHER RESOLVED, that a copy of this resolution be transmitted to the Council of Higher Education, with the request that this mission be fully accepted by the Council, as suggested by the Visiting Committee of the Southern Association of Colleges and Schools.



Cast members (l-r) Becky Ritter, Catherine Maxey, Susy Furey and Kathy Barton rehearse a scene from "The Effect of Gamma Rays on Man-In-The-Moon Marigolds," which the Backdrop Club will present Nov. 2, 3 and 4 in Phi Beta Kappa Hall.

Backdrop Readies Zindel Play

The Backdrop Club at the College will present Paul Zindel's play, "The Effect of Gamma Rays on Man-In-The-Moon Marigolds," Nov. 2, 3 and 4 in Phi Beta Kappa Hall at 8:15 p.m.

Tickets are \$2.50 each and are on sale at the theatre box office in Phi Beta Kappa Hall, daily from 3 - 5 p.m., and evenings of performance from 7 - 8:15 p.m.

The mother, Beatrice, is played by Kathy Barton, who was a member of the casts of "Guys and Dolls" and "Damn Yankees." The part of Ruth will be played by Susan Furey; Nanny by Catherine Maxey; and Tillie by Becky Ritter. Janice Vickery is played by Alicia Wollerton.

The producer is Karen Tolson and the director Terri McMahon. Costumes have been designed by Susan Beckett and lighting by Katherine Graham. Set designer is Fred Lindstrom; technical directors are Luis Falcon and Mike

Duffey; business manager, Karen Simmons, and publicity, Christine Kurtz.

The part of Peter the Rabbit is played by a handsome white lapin named Snowfoot.

Notices

PRE-MEDS--Friday, Nov. 3, there will be a discussion of Health Professions and Scholarship programs that are offered by the United States Army. Capt. Thomas Woltman, an AMEDD Personnel Counselor, will be here at 1 p.m. in Old Rogers Hall, Room 200. More information on this discussion may be obtained from Prof. Coleman, Ext. 4665, or from Capt. Pratt, Ext. 4366.

DAVISON'S PROGRAM--Reserve November 8 from 3 - 5 p.m. for a program sponsored by Davison's Department Store of Atlanta, Georgia, a subsidiary of R. H. Macy's Company.

By-laws Amendment

WHEREAS the Code of Virginia, Title 23, Chapter 5, Section 39-49.1, provides:

CONSTITUENT COLLEGES: ADMINISTRATION, BY-LAWS, TITLES, ETC. - (a) The College of William and Mary in Virginia, in Williamsburg and the Richard Bland College, in Petersburg, shall be subject to the supervision, management and control of the Board of Visitors of the College of William and Mary in Virginia. Such colleges shall be separate from each other and each college shall report directly to the Board of Visitors through the president in the case of the College of William and Mary in Virginia, and as the Board of Visitors may direct in case of the other college, and

WHEREAS the Visiting Committee of the Southern Association of Colleges and Schools suggests that the administrative relationship between the President of Richard Bland College and the President of the College of William and Mary be clarified, and

WHEREAS the Presidents of Richard Bland College and the College of William and Mary recommend that the President of Richard Bland College report directly to the Board of Visitors, now therefore

BE IT RESOLVED that the Board of Visitors hereby amends its by-laws to reflect this relationship.

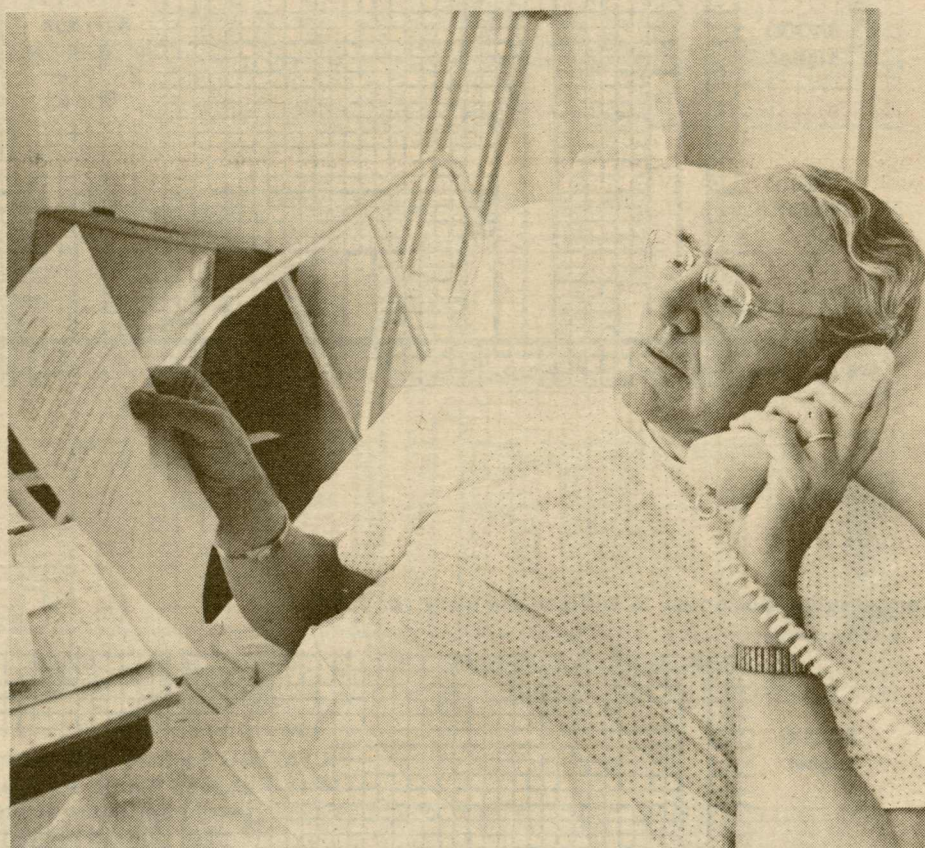
Degree Program Change

DISCONTINUANCE OF ASSOCIATE IN FINE ARTS DEGREE PROGRAM

Whereas, the number of students enrolled in and completing the program leading to the Associate in Fine Arts Degree does not justify the continuance of this program, and

Whereas, the faculty and administration recommends the discontinuance of the program, now therefore

BE IT RESOLVED, the Board of Visitors approves the discontinuance of the Associate in Fine Arts Degree program at Richard Bland College, effective at the end of the spring semester, 1980.



Dr. Traywick works from a hospital bed.

Traywick Has R/x For Teaching

Quite a few people drag themselves into the office when they have a bad cold, a headache or an upset stomach, but few people would attempt to stay on the job while laid up in the hospital with a broken back.

Leland E. Traywick, chancellor professor in the School of Business Administration and director of the College's Bureau of Business Research, has been teaching his graduate class via telephone for the past two weeks from his bed in Williamsburg Community Hospital.

Traywick was incapacitated several weeks ago by what he thought was spastic vertebra, a condition which causes severe back pain. After several days at home with no improvement,

Traywick's doctor put him in the hospital and x-ray examination uncovered a hairline fracture in one vertebra. In other words, his back was broken.

Spread before Traywick where most people have pills, get well cards and a glass of water with a flexible straw, there were lesson plans, computer print-outs, text books and a businessman's coloring book which a friend sent for a laugh.

"They say that there's a fair chance I'll get out of here this week-end, but I'm determined to keep going regardless. To me it's like being in jail or something--I can hardly wait to leave," says Traywick.

A Report to the Board of Visitors by the Faculty Liaison Committee

Faculty Salaries at William and Mary

The Documentation

The Problem

Faculty salaries and compensation at William and Mary are low. They are low by any measurement or comparison one makes, whether by comparison to national averages of similarly classified institutions, whether by comparison to averages of the 21 nation-wide peer group institutions, chosen for William and Mary by the State, or whether by comparison to the averages of the four other Ph.D. degree granting institutions in Virginia, two of which comprise William and Mary's in-state peer group. Moreover, the financial position of the College faculty is deteriorating at an alarming rate as measured by the Real Disposable Income for the average William and Mary faculty member compared to national averages. The facts are simple and unpleasant. College faculty members are severely underpaid, and their financial condition is worsening with every year. The result is a crisis in faculty morale which may result in a severe erosion of the educational quality of the College unless checked by a strong and rapid increase in salaries to reach acceptable national levels.

The report which follows will document these assertions about the salary and compensation comparisons. It will also suggest several ways to improve salaries, and will conclude with a statement of a goal which the Liaison Committee believes will bring faculty salaries to an acceptable level, one which is reasonably commensurate with the quality of the institution.

- Salaries and compensation at William and Mary by rank are considerably below those of the four other Virginia Ph.D. granting institutions. UVA and VPI are chosen for comparison because they are the public institutions in Virginia most comparable to W&M in quality and maturity; VCU and ODU are considered in-state peers of W&M by the State. (See Charts I-A and I-B.)
- Salaries and compensation by rank are considerably below the national average for all public institutions in Category I as defined by the AAUP. (See Charts I-A and I-B.)
- Salaries and compensation by rank are considerably below the average for the 21 nationwide "peer" group institutions chosen for William and Mary by the State. (See Charts, II, I-A, I-B.)
- The Real Disposable Income (income after taxes corrected for inflation) for typical William and Mary faculty member has *decreased* 6% in the last five years, while it has *increased* 11% for the average American. (See Chart III.)

William and Mary's average faculty salaries by rank are compared in chart I-A with those averages for the four Virginia Ph.D. degree granting institutions, with the averages of the 21 nation-wide peer group institutions, and with the national averages for public institutions in Category I as defined by the AAUP. Chart I-B contains the same comparisons based on total compensation (salary plus fringe benefits). Several conclusions can be drawn from these charts.

First, faculty salaries and compensation averages at William and Mary are below those of VCU and ODU, the College's in-state peer group. It is particularly demoralizing to the faculty to recognize that its averages are below those of two institutions so dissimilar to the College and which owe their existence to William and Mary.

Second, the salary and compensation differentials between William and Mary and UVA and VPI are especially pronounced. It seems to most faculty that salary and compensation levels at the College ought to approximate those of UVA and VPI. (Note that salary and compensation averages shown in Chart I are exclusive of medical or health service figures.)

Third, William and Mary's salary and compensation averages are well below those of the Category I public institutions indicated on the right of Chart I. For all faculty recruitment and retention purposes, it is the national AAUP averages that are important. William and Mary's rating, by rank, is at the bottom of Category I institutions, a condition which has serious consequences for the College's ability to recruit and retain faculty of high quality. A glance at Chart I-B reveals that only UVA has compensation averages which substantially exceed their salary averages. This is due to UVA's extensive endowment for supplementing faculty salaries. UVA also enjoys a long-term exemption from recent state-wide prohibitions against the use of private funds for fringe benefits. The most meaningful gauge of financial well-being in a profession is one based on total compensation, not salaries alone.

If William and Mary's compensation averages approximated the national average for Category I institutions, the College would be ranked in a way which more nearly reflects its quality and the professional excellence of its faculty.

Fourth, William and Mary's average salaries and compensation by rank compare unfavorably to the averages of the 21 out-of-state institutions comprising the College's peer group. (See Chart I for the averages of the 21 peer group, and see Charts II A-F for comparisons with each of the 21 institutions.) This is the group, and these are the averages which the College can apply toward faculty

salaries. It should be obvious, from the list of 21 institutions, that only a few of them are remotely comparable to William and Mary, and it must be recognized that the group is merely an expedient listing of relatively small state-supported institutions. Even so, it is extremely disturbing to realize that in 1977-78 College salary and compensation averages were still below the averages of these 21 oddly inappropriate institutions. It may not be fully appreciated how low the averages are at William and Mary because of the practice of using benchmark figures. The benchmark figure for the College is determined by computing the overall average salary for all ranks of the 21 out-of-state peer group institutions, and it is this figure which is compared with the average salary for all ranks at William and Mary. Furthermore, according to present practice, State funds cannot be used to raise the average William and Mary salary beyond the benchmark.

Such a procedure works to the disadvantage of William and Mary. This is best explained by an example. The salary or compensation averages by rank for the University of North Carolina-Greensboro (#1 on Chart II) are all greater than those for William and Mary, yet their overall salary average is less than ours. This is because UNC has more faculty at lower rank than we do; they have, for example, 25.3% instructors while we have only 1.2% of our faculty at the rank of instructor. A rapidly growing or relatively new institution will tend to have a preponderance of instructors or assistant professors, while senior institutions of quality, like William and Mary, which have recruited and promoted over a long period of time now have a stable and highly experienced faculty with more members at higher rank. The effect of the uneven distribution of rank within the 21 institutions is to skew the benchmark average downward to the unfair disadvantage of William and Mary.

Fifth, the Real Disposable Income for a typical College Faculty member when compared to the national average (see Chart III) illustrates the serious financial plight of William and Mary's faculty. From those faculty who actually calculated their RDIs last spring, it is apparent that faculty members who during 1972-77 were near the beginning of their careers and in a period of promotion with

Salaries Compared to William and Mary for 1977-78.

CHART I

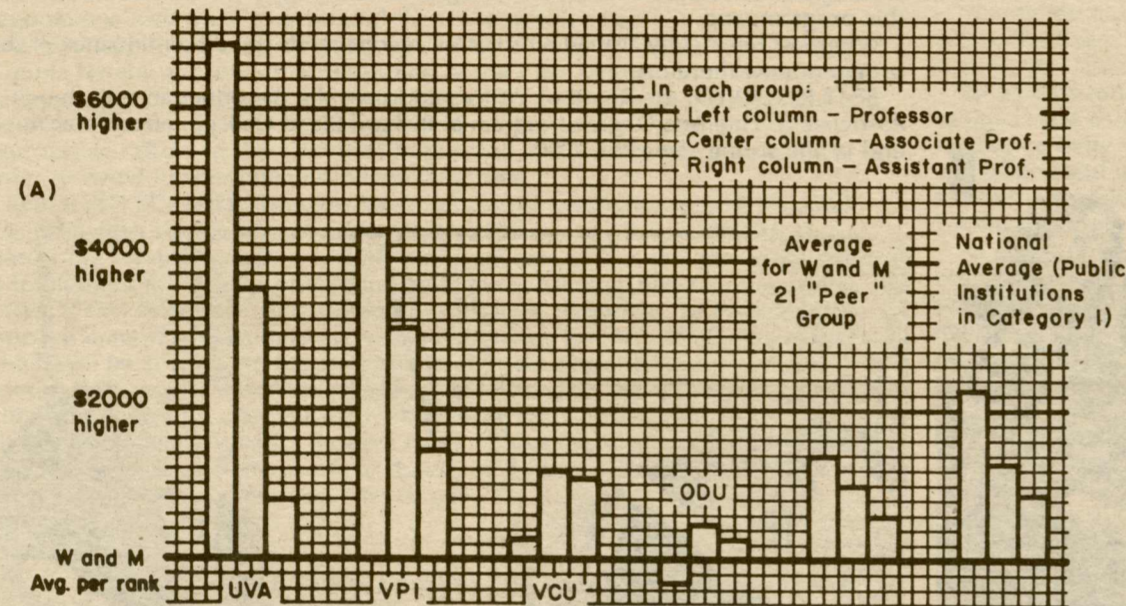
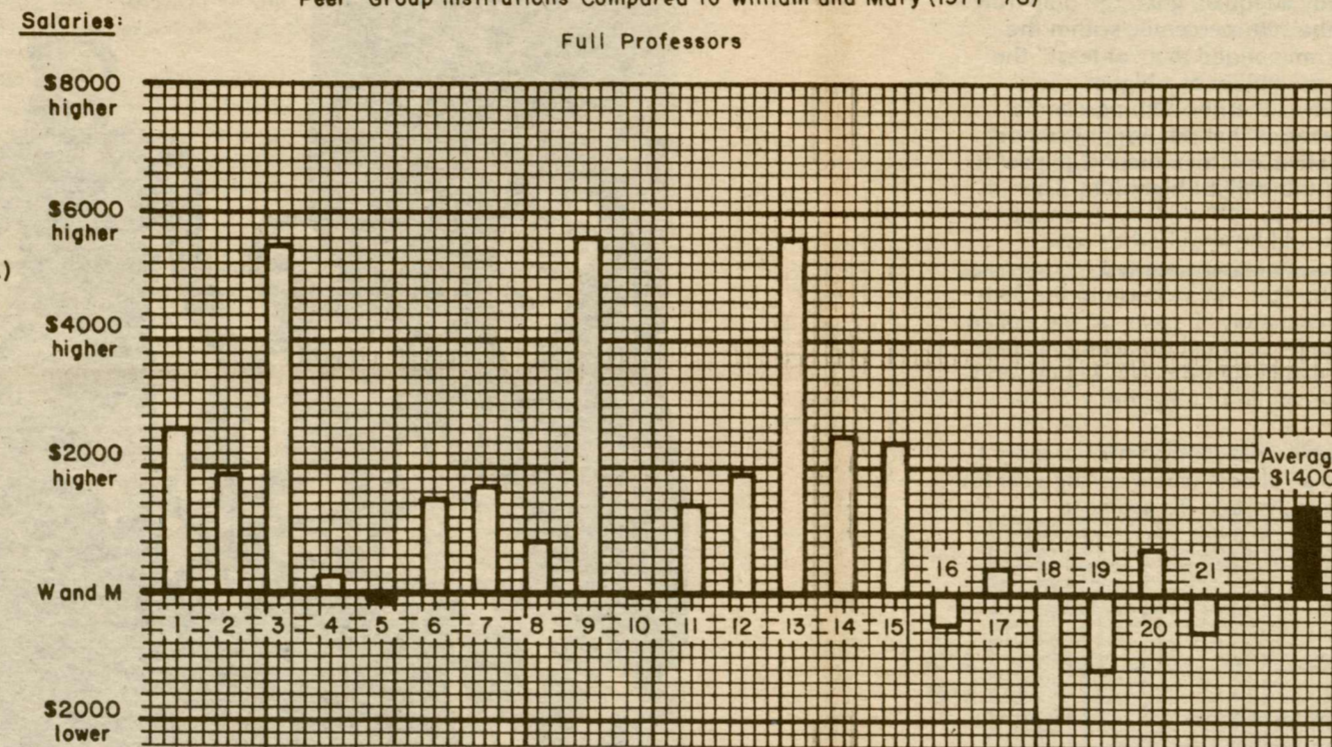
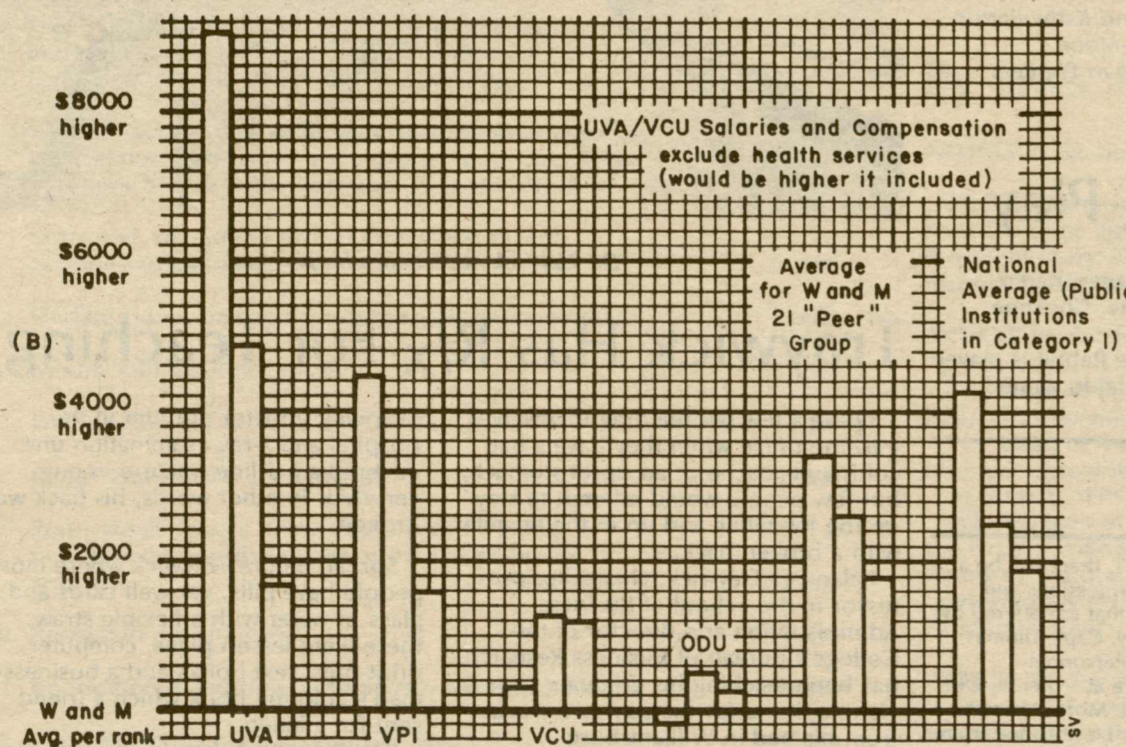


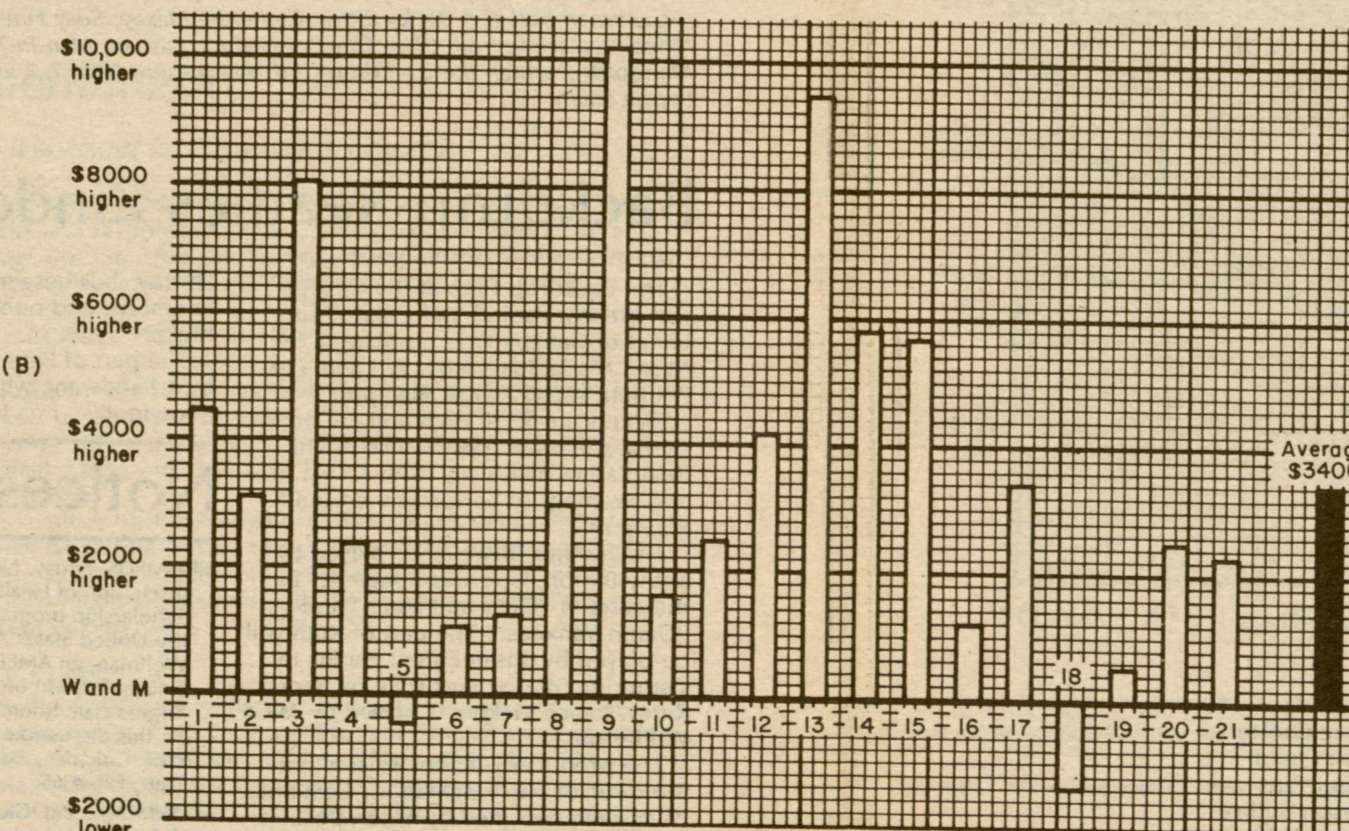
CHART II
"Peer" Group Institutions Compared to William and Mary (1977-78)
Full Professors



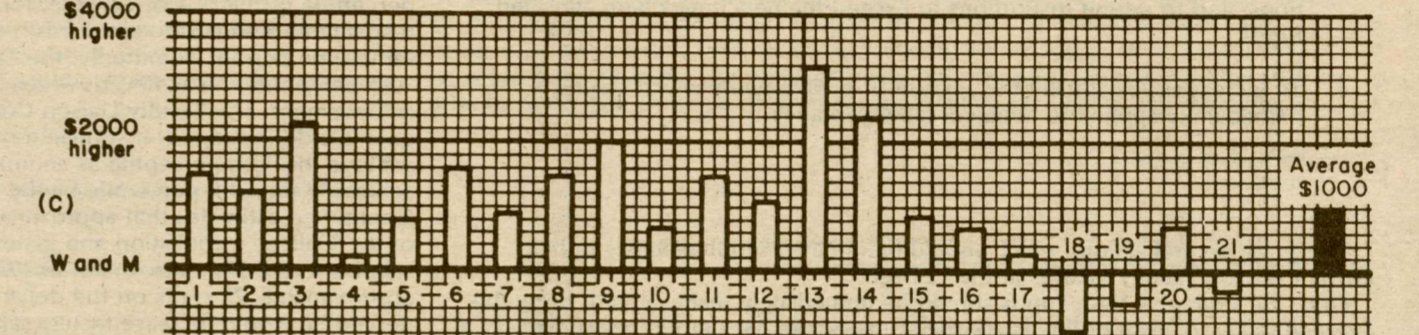
Compensation Compared to William and Mary for 1977-78.



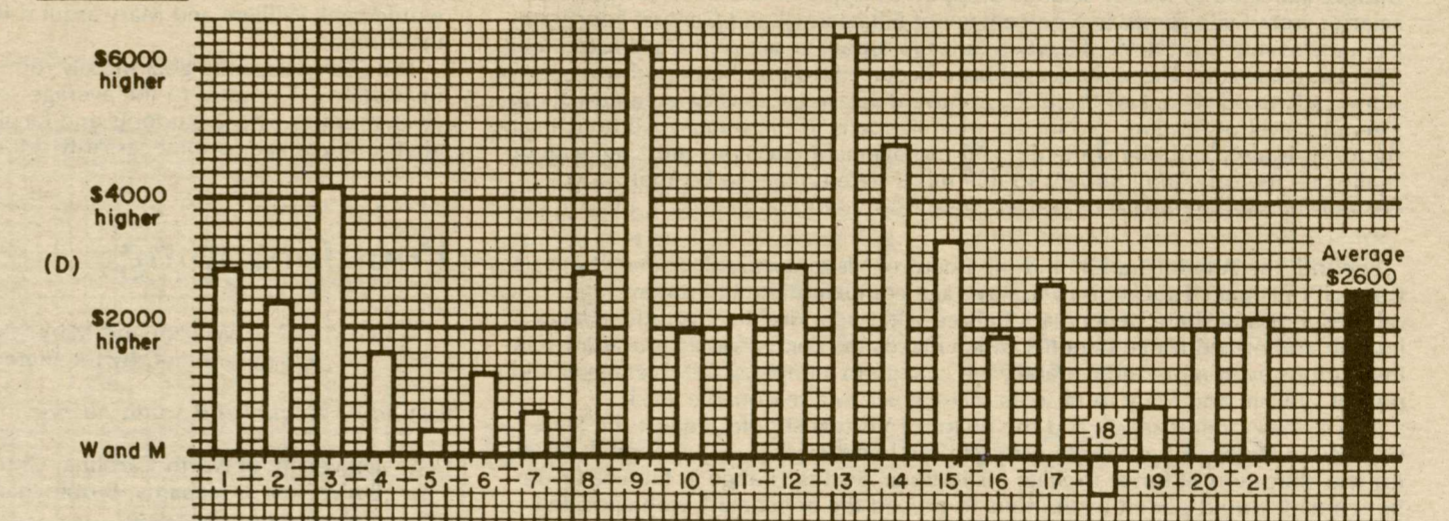
Compensation:



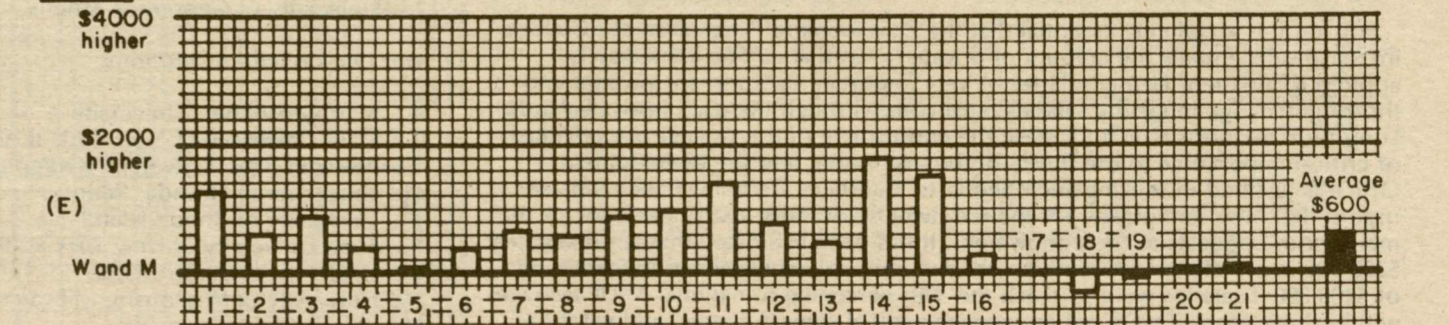
Salaries: Associate Professors



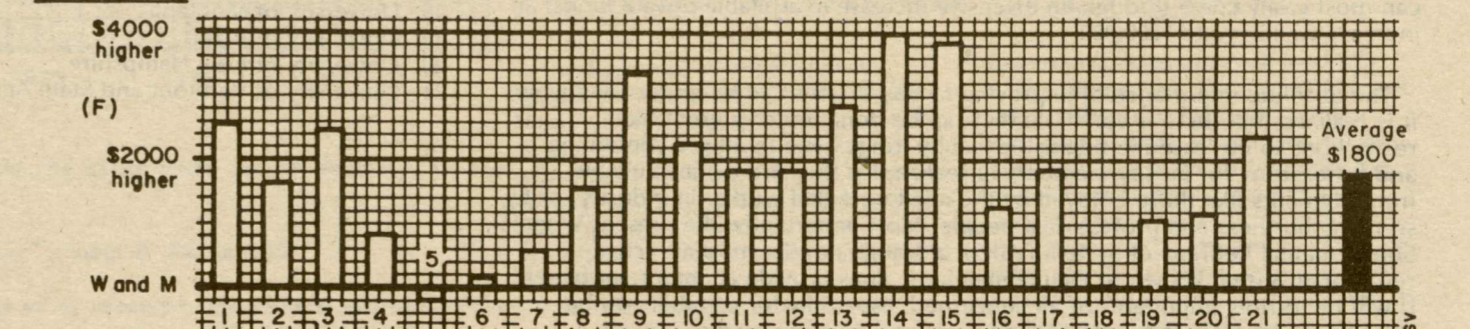
Compensation:



Salaries: Assistant Professors



Compensation:



above salary raises had a decrease of 1-2% in their RDI. Those who in these years were at the middle of their career or beyond had a decrease of around 14% in their RDI. In the same five-year period, the average per capita RDI in the nation increased 11%. The national RDI average is rising about 2% per year, while William and Mary faculty realize an annual rate of decrease. Furthermore, the national 2% per year rise in RDI applies to the population average, so that the typical wage earner who is advancing through a career is doing even better. The grim conclusion to be drawn from this information is that if the present salary condition at the College does not change, the average new faculty member can expect that his or her RDI in the first few years will be higher than at any other time at William and Mary.

The Recommendations

The Faculty Liaison Committee recommends to the Board of Visitors and the Administration the following:

1. To reallocate State funds to bring the average to 100% of the benchmark;
2. To request the State Council of Higher Education to establish benchmarks based on compensation, not salaries;
3. To request the State Council of Higher Education to establish the benchmark as a guide, not a ceiling, for the allocation of Funds to State institutions, and to permit institutions to exceed the benchmark with allocated funds;
4. To increase substantially the amount of private funds which can be immediately applied to augment faculty salaries.

There are several actions which should be initiated simultaneously to help correct the low faculty salaries at the College.

First, the College's State Funds should be immediately reallocated to bring the average salary to 100% of the established out-of-state peer group benchmark. There is evidence that during the period 1972-78 the percentage of the College budget allocated to faculty salaries dropped by approximately 11.3% (faculty salaries from State funds as a percentage of Educational and General Funds) or perhaps as much as 14.4% (faculty salaries as a percentage of the estimated total operating budget). These decreases have occurred during the period when non-academic divisions of the College have displayed a considerable growth in size and level of funding. No matter what happens to the established benchmark figure, it is apparent that some difficult management decisions must be made to reallocate the operating budget so that more state funds can be applied to correct the severe imbalance of faculty salaries.

Second, the Administration and the Board of Visitors should request the State Council of Higher Education to use average compensation and not average salaries in establishing benchmark figures. Although Virginia institutions have little in authorized fringe benefits which makes the comparison with out-of-state institutions even more unfavorable, the change to compensation average would permit William and Mary to raise its salary goals to a reasonable level.

Third, the Administration and the Board of Visitors should request the State Council of Higher Education to establish the benchmark as a guide, not a ceiling, for the allocation of funds to State institutions. Such a change in the use of the benchmark would permit institutions to exceed the benchmark with allocated State funds if internal rebudgeting were possible. An institution might be able, through careful planning and the exercise of economy, to realize an important reallocation of funds to faculty salaries.

Fourth, it is absolutely essential that the Development Program of the College increase substantially the amount of private funds that can be immediately applied to augment faculty salaries. A very important factor in any prompt and thorough change in faculty salaries must come through the use of private funds. Long-term bequests which increase the endowment of the College are obviously of critical importance to the future of the institution, and the Development Office is justified in seeking such bequests. But there are immediate needs so urgent that they cannot wait for the ten, twenty, or thirty years necessary for the maturity of bequests to the endowment. It has been estimated that approximately \$200,000 in private funds would be needed to supplement increased State funds of \$400,000 if salaries were to reach the 30th percentile of national AAUP averages within three years. This is not an inconsequential sum of money, and yet it can only be the beginning. True relief from the crushing financial plight of the faculty can most easily come through an extensive increase in available private funds, an increase well beyond \$200,000.

The absolute importance of improving faculty salaries can be understood when it is realized that there is very little that can be done under present State restrictions to increase the negligible faculty fringe benefits. It is a continuing and bitter irony for faculty members to realize that they are denied suitable fringe benefits like those enjoyed by the most unskilled worker in industry, or by so many business and professional people. Most importantly, the present Virginia Supplemental Retirement System (VSRS), although not the most attractive retirement system known to faculty members, does provide an important benefit. It will be terribly important for all concerned, especially for members of the Board of Visitors, to fight attempts now under discussion by the General Assembly to reduce the present VSRS benefits.

The Goal

To undertake to raise faculty compensation to the 30th percentile of AAUP Category I institutions immediately, and to the 50th percentile by the beginning of the 1982-84 biennium.

The College Task Force Committee has recently recommended to the Planning and Priorities Committee a series of five priorities, all of which relate in one way or another to faculty salaries. The first and most important priority is the recommendation "that the Planning and Priorities Committee establish as a specific goal to increase faculty compensation for William and Mary, by AAUP criteria, from the present ranking to at least the 30th percentile in Category 'I'." (Emphasis added). Presently the College average is well below the 20th percentile, which means that it ranks in the bottom fifth of all Category I institutions. An increase to the 30th percentile would mean that the College had raised itself above the bottom fifth, but that its averages were still below those of 70% of the other Category I institutions. The suggestion is made by the Task Force Committee that the goal be attained by the beginning of the 1982-84 biennium.

There is much in these statements and in the subsequent four priorities, to praise. The clear establishment of a top priority for faculty salaries, the declaration of a specific goal and a defined time table, a goal measured by compensation (not salaries) and by AAUP standards (not peer groups), all these are admirable. That the President has endorsed these goals and has committed himself to achieving them is even more heartening.

Most faculty members believe, however, that the goal of reaching the 30th percentile by 1982-84 is too little, too late. The only adequate goal, the only truly respectable standard to aim for is, they believe, the 50th percentile within the same time period. Admittedly, the Task Force recommended that "at least" the 30th percentile, be achieved, which includes the possibility of a higher achievement. The Faculty Liaison Committee believes that the 30th percentile goal is a desirable, but insufficient one. It recommends that the Administration achieve the 30th percentile as an immediate objective and then extend its goal to achieving the 50th percentile by the beginning of the 1982-84 biennium. The Committee estimates that approximately one million in 1977 dollars, or about 5% of the College's education and general budget, would be required to raise salaries to the 50th percentile. In 1977-78, faculty salaries represented approximately 25 cents on the dollar in the total budget. An increase to the 50th percentile would increase faculty salaries to approximately 30 cents on the dollar. To put it in another way, if the fraction of the budget devoted to faculty salaries had been maintained at the 1972-73 level, salaries would be from 11% higher, and would rank William and Mary around the 47th percentile of Category I institutions.

The 50th percentile goal merely represents the national average for Category I institutions. To aspire to the average seems to be an almost embarrassing goal for an institution whose students and faculty are above average. To aspire to anything less seems unnecessarily self-defeating.

Peer Grouping

William and Mary "Peer" Group Institutions
as determined by the State Council on Higher Education

East South Central and South Atlantic Institutions:

1. University of North Carolina, Greensboro
2. University of Alabama, Birmingham
3. University of Delaware
4. University of Louisville, Kentucky
5. Clemson University (South Carolina)
6. University of South Carolina (main campus)
7. University of Georgia at Athens

Other Out-of-State Institutions:

8. Northern Illinois University
9. State University of New York at Albany
10. Portland State University (Oregon)
11. University of Nevada, Reno
12. University of Rhode Island
13. State University of New York at Binghamton
14. University of Akron, Ohio
15. University of Wisconsin, Milwaukee
16. Illinois State University
17. Indiana-Purdue University at Indianapolis
18. University of Montana
19. University of Idaho
20. University of New Hampshire
21. University of Vermont and State Agricultural College

Franz Gross
John Quinn
Roger Ries
Vinson Sutlive
Arthur White
Jack Willis

Report to the Faculty on Initiatives Underway To Improve Faculty Salaries

This is to summarize some of the remarks I made at a meeting of the Faculty on October 17, 1978, regarding the initiatives now underway to improve faculty salaries.

Within the context of the five resolutions adopted by the Planning and Priorities Committee and endorsed by me the following steps are among those being taken.

First, in regard to the allocation and use of State funds:

- A. An effort is being made to bring faculty salaries paid with State funds up to 100% of the authorized salary average as soon as possible by:
 - i. Reducing T&R administrative positions and classified positions in the administration down to guidelines, thus releasing those State funds for faculty salaries, in 1979-80.
 - ii. Moving wherever reasonable and appropriate E&G administrative positions (T&R and classified) to auxiliary enterprises, thus freeing up those State funds for faculty salaries, in 1979-80.
 - iii. Combining and thus reducing administrative positions where reasonably possible and appropriate, thus reducing administrative expenses and freeing up those funds for faculty salaries. (e.g. Two positions which have been recently vacated in the Development Office are not being filled by new individuals: instead, the functions involved are being covered by combining positions with individuals already employed, thus making available approximately \$28,000 annually.)
 - iv. Examining all administrative positions and functions to determine whether they are essential, efficiently performed, cost effective and contributing to the mission of the College.
 - v. Seeking through an amendment to the 1978 Appropriations Act unappropriated non-general fund revenues generated by students enrolled in 1978-79 and 1979-80 (projected) beyond those on which appropriations were based.
 - vi. Seeking through an amendment to the 1978 Appropriations Act those unappropriated non-general fund revenues for 1979-80 resulting from the application of the 70-30 guideline.
 - vii. Seeking to obtain an exemption from the 70-30 guideline in regard to the tuition for out-of-state students.
- B. An effort is being made to change the authorized salary average from an upper limit to a budgeting guideline.
- C. An effort is being made to modify the present peer group approach, by

- focusing on compensation rather than salary, by changing the criteria for the selection of peer institutions.
- D. Efforts are being made to encourage General Assembly action on programs that will improve faculty fringe benefits.

Second, in regard to the allocation and use of private funds:

- A. An effort is being made to move, where reasonable and appropriate, annual income from private endowment funds to the support of faculty salary supplements by:
 - i. Reviewing all endowment funds under the Board of Visitors and Endowment Board that are not restricted by the donors.
 - ii. Seeking Board approval, through appropriate resolutions, in the commitment or reallocation of those funds which can be reasonably moved. (e.g. The Board of Trustees of the Endowment Association, at its meeting on October 6, voted to commit the income from a recent unrestricted gift to endowment of \$1,600,000, to the support of faculty salaries, thus making available about \$70,000 annually for faculty salary supplement, not before available.)
 - iii. Continuing to search for new unrestricted endowment funds that can benefit faculty salaries.
 - iv. Reviewing, in cooperation with the Board of the Society of the Alumni, how to maximize the amount of alumni contributions to the William and Mary Fund which are available to support the College's academic priorities.
- B. An Advisory Sub-committee on private funds has been established, so that the administration will have faculty inputs into the policies regarding allocation of private funds.

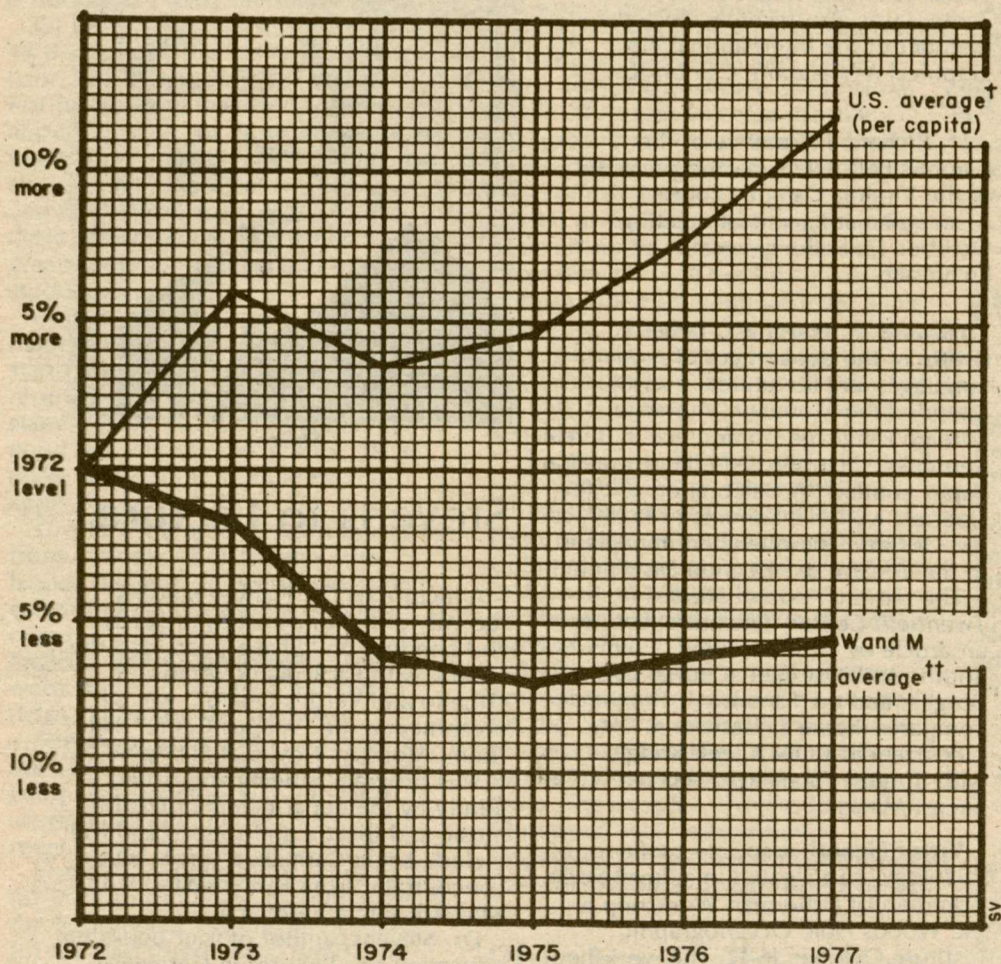
It is our intention, in implementing the five resolutions adopted by the Planning and Priorities Committee, to move forward and make sufficient progress this fall so as to have a significant effect on the 1979-80 budget and thus on 1979-70 salaries.

The involvement and support of the faculty in these efforts in the months immediately ahead are most welcome and will be greatly appreciated by all of us in the administration. Dr. Healy and I hope that any faculty members who have specific suggestions and ideas in regard to activities or initiatives within the campus or in Richmond will be in contact with either one of us at the earliest possible date. I believe that through a carefully coordinated approach we shall be able to make real progress in salaries supplements for 1979-80 and thereafter.

Thomas A. Graves, Jr.
President

CHART III

Real Disposable Income* for the 5-year period 1972-77



Miller To Give Recital

The music department will present in recital Kathleen A. Miller, soprano, and Catherine E. Hartsog, flutist, on Sunday, November 5, at 4 p.m. in Phi Beta Kappa Hall.

Miss Miller, a native of Allentown, Pa. and student of Frances Palmer Breeze, will be accompanied by Laurinda L. Nicholson. She will sing selections by Paladihle, Lalo and Puccini, and will end with Malcolm Williamson's "From A Child's Garden." Miss Hartsog, Hockessin, Delaware and a student of Burton Kester, will be

accompanied by Valarie Stulce. Her presentations will include works by Enesco, Hul and the Concerto in D for flute and piano by Haydn.

Zang Gets Grant

Thomas A. Zang, assistant professor of mathematics and computer science, will be director of research into the dynamics of collisionless systems under a grant of \$12,066 which has been received from NASA/Langley Research Center.

Bussell Collection on Loan

R. Bruce Bussell '51, who recently retired as a naval aviator and is now living in Maryland, and his wife Katherine, have loaned the department of anthropology a unique collection of documents, letters, photographs, and diaries which give insight into the life and culture of Liberia half a century ago.

The collection consists of the personal papers of Bussell's parents, Mr. and Mrs. Conrad T. Bussell of Irvington, Va. Mr. and Mrs. Bussell were stationed in Liberia during the

1920's when Mr. Bussell was Supervisor of Customs in that country.

According to Nathan Altshuler, who obtained the collection for study, the Bussells knew Dr. and Mrs. George Way Harley during their stay in Liberia. Since the department obtained an extensive collection of artifacts from the Harleys in 1965, which are now housed in the African Room in Washington Hall, the Bussell documents are a particularly valuable addition to the departmental collection of Liberian materials.

Indian Seminar Set in D.C.

The Republic of India's newly-appointed Ambassador to the U.S.A., Nani A. Palkhivala, will give a seminar on issues affecting India, the third world, and the U.S. before a select group of faculty, administrators, and anthropology students on Nov. 6, at the Chancery of the Indian Embassy in Washington D.C.

Mario D. Zamora, professor of anthropology and Joseph Healey, Associate Dean of Students for

Extramural Programs, will lead this year's delegation. The group will visit the Smithsonian Institution in the morning and will return later in the evening. This is the fifth year of the mini-Washington program in anthropology where students meet and exchange views with Ambassadors of third world countries. Previous trips included the embassies of Pakistan, the Philippines, Indonesia, India, and Sri Lanka.

* The Real Disposable Income, or RDI, is the income after taxes (social security, federal and state) corrected for inflation.

† Source: "1978 Economic Report of the President", table B-22, p. 283.

†† Average Wand M faculty member had a family of 4, received the Wand M average salary of \$13,500 in 1971-72, received the average increment for continuing faculty members, and took the standard income tax deductions.

English professor researches

The Other Side of Twain

Most people remember Mark Twain as the author of American masterpieces like "Tom Sawyer" and "Huckleberry Finn," and as a brilliant humorist whose magnetism has been recreated by actor Hal Holbrook. What they don't know is that Twain was also an embittered and troubled man who felt in later years that God had singled him out for torment, and that no one understood what he was trying to say.

"There were two men in that skin," says Carl Dolmetsch, professor of English. "There was Samuel Clemens, publisher, and Mark Twain, author. It's one of the most pronounced cases of literary schizophrenia I know, although all writers are affected by it."

According to Dolmetsch, Twain perfected the technique of selling an image to the public. "American society tends to turn people in any field, particularly entertainment and the arts, into celebrities," he says. "To protect themselves, these celebrities engage in schizophrenia, developing public and private personalities."

Twain, who was adored by his public in a way that modern authors can only envy, craved attention. "He wore his famous white linen suits summer and winter because it drew attention," Dolmetsch adds. "Striding down Fifth Avenue in a winter snowstorm wearing a white linen suit, he was bound to get it."

Twain's hankering for acclaim was matched by his hankering for wealth. "And at the same time," Dolmetsch says, "he was convinced that money was the root of all evil and people were corrupted by it."

Because of the tension created by two conflicting personalities, Twain was constantly experiencing an identity crisis. "Some of his letters are signed 'Sam' and some are signed 'Mark'--he wasn't sure at times who he was," says Dolmetsch. Another noted author affected by "literary schizophrenia" was poet Robert Frost. "He captured an image of an old Vermont farmer full of folksy wisdom, fond of plowing and mingling with the landscape," Dolmetsch comments. "He was really a very different person and spent only three years on his farm, during vacations. The private Robert Frost was careful not to let the mask fall. He was not that pleasant, and had quirks and bad traits."

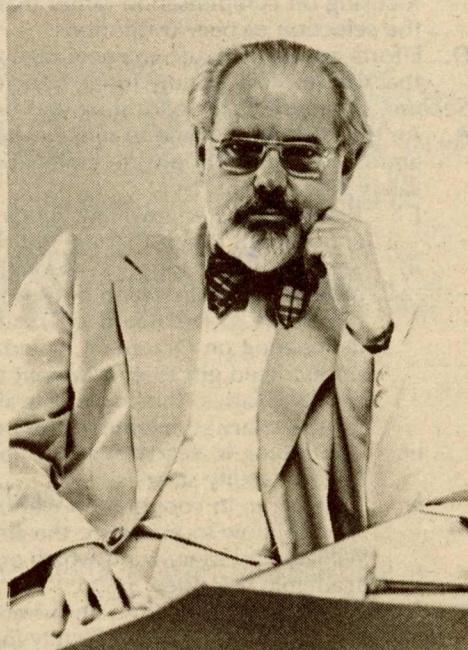
Although Twain did let his bitterness show through in some of his writing, Dolmetsch says that he "pandered to public tastes and then became angry with himself afterwards for selling out."

As Twain grew older, graveside humor and pessimism began showing up in his work. He even predicted that American society would collapse by 1950.

Dolmetsch says that the general condition of society and Twain's own personal misfortunes influenced his dire predictions. "As Twain grew older, he saw that social problems were not being solved, and lashed out at people for this." At the height of his career, Twain went bankrupt, and his family was affected by illness and death.

One of Twain's daughters died, another was diagnosed with epilepsy, and still another became rebellious. Twain's wife Olivia died, ending what Dolmetsch describes as "romance and devotion almost unparalleled in the literary world."

Referring to his wife, Twain once said, "She not only edited my works, she edited me." Olivia Clemens was able to reform her husband's use of obscene language in his books, if not his speech. She humored him in his lifestyle, which included staying up until three, four or five o'clock in the morning playing pool. Most surprising of all, Dolmetsch says, she accepted



Dolmetsch

his drinking and even joined him herself to keep his drinking habit from getting worse.

An ironic twist to Twain's life was his own inability to see that "Huckleberry Finn" would be considered his masterpiece. "He was unaware of it," Dolmetsch says. "All Twain knew was that it was hard work for him to write it -- it took nine years. He'd put the manuscript aside, but he always came back to it."

Although Dolmetsch is realistic about the dark side of Mark Twain, he maintains that Twain is the great American writer. "No one else before or since has matched his achievements, not because he was a genius like Chaucer or Shakespeare, but because Twain was an embodiment of everything that this country is or aspires to be. He wouldn't have belonged to any other time or country -- Twain is terribly, typically American."

While there are many paradoxes about Twain's life, there is one in Dolmetsch's as well. Although he has been interested in Mark Twain all his life and has studied the man and his work for almost 30 years, Dolmetsch has not yet published a single word on the subject. "I've never been satisfied," says Dolmetsch, who has retraced Twain's steps everywhere except India. "When you write about him, you write about American history and society, because Twain spoke for his world."

IEAHC Award

Continued from P. 1

for best book on the revolution by a foreign scholar. Because the book is written by a German, it includes a fresh and detailed look at the first constitutional debates.

Although interest in the Early American period among the general public has "leveled off" since the Bicentennial celebration, Tate said that submissions to the Institute's publishing program have been coming in at a rapid pace. "I think we've seen the end of the Bicentennial flurry over the American Revolution, and now we're seeing a considerable stirring of interest in the post-revolutionary period and the social history of Early America."

"Activity in the field is really quite vigorous, and many authors are having difficulty in getting their works published because of the financial problems faced by university presses," said Tate. The University of North Carolina Press handles design, production and distribution for all books published by the Institute.

Newsmakers

David H. Jones, professor of philosophy, presented a paper entitled "The Moral Reasons Why Freewill Is a Pseudo-Problem" at the annual meeting of the Virginia Philosophic Association held at Washington and Lee College, October 19-20.

Robert B. Bloom, associate professor of education, has been named as a consultant to the Conference Staff of the White House Conference on Families. Bloom has been asked to provide the Staff with a perspective of the family needs and problems attendant to having a disabled/handicapped family member.

"Discipline: Another Face of Moral Reasoning?" by Bloom, has been accepted for publication in a forthcoming issue of the *College Student Journal*. Bloom's research cites a link between cognitive moral reasoning and attitudes toward discipline. More highly developed ethical thinkers prefer humanistic-democratic ways of disciplining children; whereas custodial-authoritarian methods are preferred by less principled moral reasoners.

In addition, Bloom and **William F. Losito**, associate professor of education, have been invited by the Virginia House of Delegates Committee on Education to participate in their conference on Citizenship/Morals/Ethical Education in Virginia.

Anthropology professor **Mario D. Zamora's** paper, entitled "Themes and Trends in Philippine Social Change: The Anthropology of Higher Education," was published in an issue of the *Journal of Economic Development and Social Change in Asia and the Pacific*, University Education Press, Republic of Singapore. Zamora's review of Ellen Kay Trimberger's *Revolution from Above: Military Bureaucrats and Development in Japan, Turkey, Egypt, and Peru* will appear in *The Annals of the American Academy of Political and Social Science*, Philadelphia, Pa. Zamora was also recently elected a member of the International Biographical Association, Cambridge, England.

Lt. Richard S. Cumbee of the Campus Police was elected president of the Virginia Campus Police Association at its annual meeting October 13, at the University of Richmond.

Howard M. Fraser and **James E. Griffin** of the department of modern languages and literatures recently attended the Mountain Interstate Foreign Language Conference in Berea, Kentucky, October 12-14. Fraser read a paper entitled "A Celebration of Life: Gabriela Mistral's Sonnets to Ruth," as did Griffin, "The Alienated Immigrant in the Theatre of Armando Discepolo."

The current issue of *Studies in Twentieth Century Literature* features an article by Fraser entitled "Points South: Ambrose Bierce, Jorge Luis Borges, and the Fantastic." The article compares Bierce's classic tale, "An Occurrence at Owl Creek Bridge," with Borges' "El milagro secreto" ("The Secret Miracle").

Victor Liguori, associate professor of sociology, participated in a Small-Scale Commercial Fisherman Workshop at the Woods Hole Oceanographic Institute October 16-17. The workshop focused on characteristics and special problems shared by small-scale fishermen from Texas to Maine. Liguori and Larry Sims of the Maryland Waterman's Association represented Chesapeake Bay fishermen.

Henry E. Mallue, Jr., associate professor of business administration, presented a paper entitled "Searching

for Valid Constitutional Legislative Apportionment: *Mallue v. Department of State*, No. 78-1347 (Fla. 2d Cir. Ct. Aug. 2, 1978)" at the annual meeting of the Southeastern Regional Business Law Association October 27, in Asheville, N.C.

Trudier Harris, assistant professor of English, attended the annual meeting of the American Folklore Society in Salt Lake City, Utah, from October 12-15. She presented a paper on ritual language in novels by Ralph Ellison and William Melvin Kelley. She also chaired the session on Folklore and Literature.

Professor **James Axtell**, department of history, delivered a paper entitled "Last Rights: The Acculturation of Native Funerals in Colonial North America" to the annual Conference on Iroquois Research on Oct. 13 in Rensselaerville, N.Y.

Professor **Dale Hoak**, history, delivered a paper entitled "Rehabilitating the Duke of Northumberland: Politics and Political Control 1549-1553" to the second annual session of the Mid-Atlantic Renaissance and Reformation Seminar held at the University of Virginia, Oct. 7. Hoak and six other scholars in the region founded the Mid-Atlantic Renaissance and Reformation study group at William and Mary in March.

Ronald St. Onge, associate professor of modern languages, has published an essay, "Pour une esthetique de l'exotisme moderne: le cas Apollinaire," in *Ethique et esthetique dans la litterature francaise du XXe siecle*. The collection of essays on twentieth-century French literature was edited by M. Cagnon and published in the Stanford University French and Italian Studies series.



Stevens

Stevens to Lecture

A lecture by Dr. Frances Stevens, recently of the universities of Leeds and London, on "Shakespeare and the Opera, with Particular Reference to Othello and Verdi's Otello," will be presented in the Campus Center Ballroom, Monday, Nov. 6 at 8:15 p.m.

This program is being sponsored jointly by the departments of English, music and theatre and speech and will include Laura Carman, a senior music concentrator from Farmingdale, N.Y., who will sing a Verdi aria.

Dr. Stevens, author of four books on education and lecturer in Germany, South Africa and Australia, as well as the United States, has developed her lecture from a program she gave in 1977 for the Opera Club in Britain, an organization of friends of the English National Opera.

Arrangements for the program are being made by Cecil M. McCulley of the English Department.

Students Get High Scores On Law Board Exams

Students working toward a career in law can expect a high measure of success, judging from the performance of recent graduates on law school admission tests.

Bruce D. Rigelman, assistant professor of government and pre-law advisor, has surveyed students in the past two graduating classes and found they did very well on the Law School Admission Test and in getting into law schools.

Rigelman has heard from 50 of the 77 students from the class of 1977 whom he believes applied to law schools. All but seven were accepted by at least one of the law schools to which they applied. The 86 percent success rate for the group increases to 93 percent for those applicants with better than a 2.6 grade point average. Of the 13 applicants reporting with a GPA below 3.0, 64 percent were admitted to at least one law school.

Students reported admission to a total of 46 different law schools, including the University of Virginia, Harvard, Yale, Columbia, Georgetown, George Washington, Penn, Cornell, Michigan, Duke and Northwestern.

From the 1978 class, Rigelman has heard from 52 of the 113 who probably applied, 92 percent of whom were successful in gaining admittance to some law school. Thirteen of the 52 report acceptance to the Marshall-Wythe School of Law at the College.

Rigelman cautions about making generalizations based on these early returns, since it appears that the better a student has done the more likely he or she is to respond promptly to the survey. Rigelman has heard from 14 of the 17 students who had scores of 700 or better on the LSAT and only 12 of 47 who had scores lower than 600. "It is somewhat heartening to note," he adds, "that among the 10 of those 12 students who chose to apply to law school, eight were successful."

Of the 114 members of the class of 1978 who took the LSAT, 17, or 15 percent, had scores of 700 or higher. Nationally, Rigelman believes, only about 2 percent of those who take the test have scores this high. Thirty-nine students had scores of 650 or higher and 68 had scores of 600 or higher. Only 18 had scores lower than 500. The mean score for William and Mary students was 611.

In general, Rigelman says, a student must score "at least 500 on the LSAT to stand a good chance of getting into a reputable law school; at least 600 to stand a good chance of getting into a good law school; and at least 700 to make it worth the trouble even to apply to Harvard."

The 1978 law school applicants came from a variety of disciplines. The largest number, 43, were government concentrators; 23 were economics majors; 13, history; 12, business; 11, English; and 10, philosophy. The rest were scattered among a number of fields, including the sciences.

The mean score of 611 received by the 1978 William and Mary graduates compares favorably with the mean score nationally on the LSAT, which in recent years has been about 550.

The LSAT college mean score (LCM) for William and Mary, as computed by the Educational Testing Service (ETS) for the past three years, is 605. The LCM for a typical, large state university, Rigelman guesses, would be around 550. The LCM for a typical Ivy League university, he estimates, would probably be around 650. He believes that William and Mary's LCM is at least as high as that of any, and considerably higher than that for most other institutions of higher learning in Virginia.

When the ETS prepares the transcript summary it sends to all the law schools to which a student applies, it includes both the LCM for the student's undergraduate institution and the mean grade point average for all students who have applied to law school from that institution in the past three years. The mean undergraduate GPA for law school applicants nationally for the most recent three-year period is 3.04. The mean GPA for all William and Mary applicants in the same period was 2.84.

"The fact that William and Mary has a high LCM and has evidently had less grade inflation than many schools does benefit our students in applying to law school," said Rigelman. "Law schools often gauge the quality of an undergraduate institution by how high its admission and grading standards are, and they do tend to favor students from the more competitive schools."

Choir to Sing With Como

The choir is currently rehearsing for its role in the Perry Como Christmas Special, which this year will come from Williamsburg.

Appearing with Como in the hour-long variety program will be Diana Canova, from the ABC comedy serial "Soap," and the renowned concert violinist Eugene Fodor, who has appeared on campus in the Concert Series. Miss America, Kylene Barker, from Galax, Va., will also make an appearance on the show. Special guest star will be John Wayne.

Because the choir's robes were not considered light enough for the TV cameras, the choir will wear Bruton Parish choir robes for the filming. They will sing "Oh How Lovely Is The Evening," while walking from the Wren Building to the church and, once there, will sing a medley of Christmas carols. The choir will also provide a background for "Ave Maria," which Como uses as his signature tune at the close of the show.

Men of the choir may sing a medley of taven songs but Frank Lendrim, choir director, will not be sure of this portion of the program until the choir rehearses with Ray Charles, musical director for the show, on Saturday. Recording will be done on Sunday but no date has been set for the filming sessions.

The program is tentatively scheduled to air on ABC-TV on December 13.

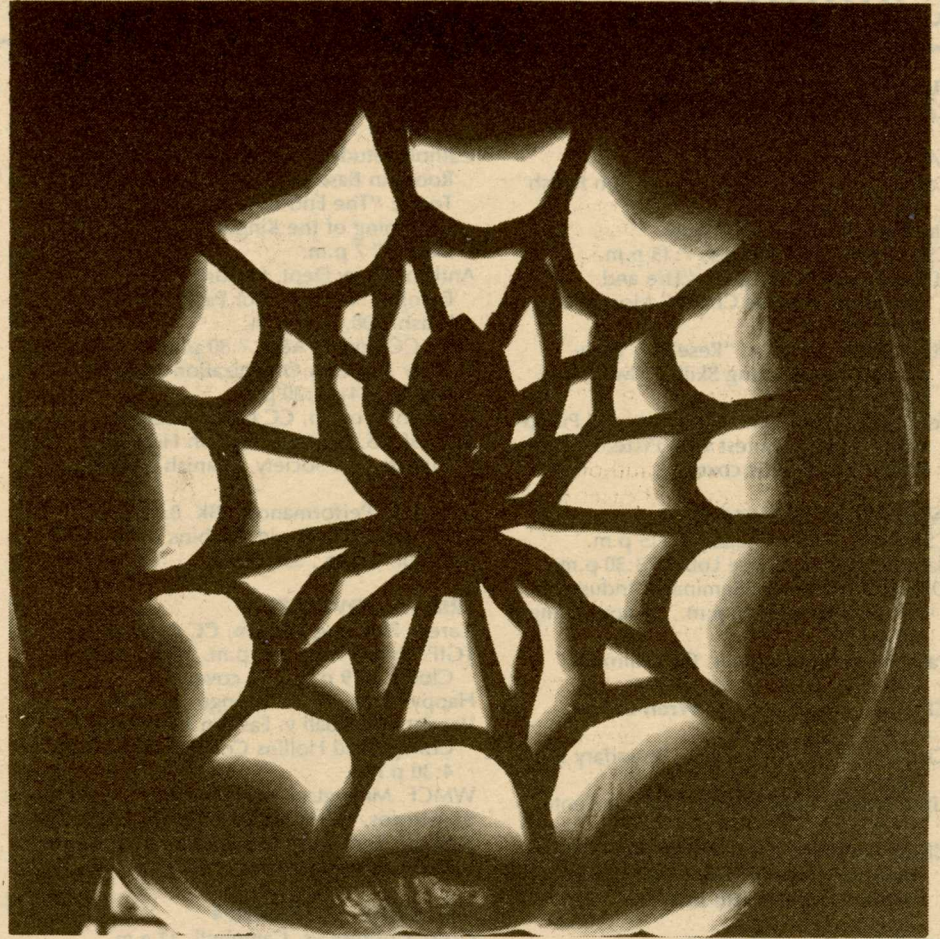
The show will feature the 18th century environment and costumes of Colonial Williamsburg and several CW craftsmen, musicians, and costumed personnel will participate in the production.

A selection of the annual Historic Area Christmas events will be enacted for the cameras, including decoration of specified buildings, traditional games and period musical presentations. The popular "Twelve Days of Christmas" will be rewritten to emphasize the various crafts and wares that are exhibited in the Historic Area.

Physics Colloquium

J. I. Budnick, University of Connecticut, will be guest speaker at the physics colloquium Thursday afternoon at 4 p.m. in Small, room 109. He will take as his topic "NMR in Ferromagnets."

Coffee will be served at 3:30 p.m. in the conference room.



Linda Beahm's pumpkin, second place winner.

Official Memoranda

To: Members of the College Community
From: William J. Carter
Subject: **Amended Foreign Travel Policy**

According to a letter from J. Wade Gilley, Secretary of Education for the Commonwealth of Virginia, travel regulations pertaining to the foreign travel policy of the State have been amended, as follows:

Effective October 18, 1978, travel to and from the Commonwealth of Puerto Rico and Canada should not be considered out-of-country travel.

Further details of this amended foreign travel policy will be furnished at such time as they are received in this office, but, for the time being, the above provides basic information on the subject.

Accordingly, out-of-country travel request forms will not be required for authorized business travel between the College and the two countries noted.

This information represents an addition to, and a clarification of, Section 3.4 of the Departmental Users' Manual which was distributed on May 3, 1978. Accordingly, this memorandum should be placed in that Manual, and a notation made on the sheet headed "Summary Record of Interdepartmental Communications" which immediately follows Section 3.4.1, Page 1, and which precedes Section 3.4.2, Page 1.

Places Open in Ski Class

Chris Jackson of Women's Physical Education has ten places still open in the skiing course set for Jan. 5-14 at St. Jovite, Quebec.

The course for credit includes four hours of lessons each day. The package deal includes bus transportation, lodging at one of two hotels, three meals per day and one night in Montreal. Both beginners and advanced skiers are eligible. The class will have unlimited use of the lifts at

Sugar Peak, just 100 yards from Gray Rocks Inn. The other hotel, The Birches, is one half mile from the Inn with free transportation provided.

This is the only skiing course that will be offered this year, said Jackson. The spring trip has been cancelled because it conflicts with the national swimming championships.

Interested skiers should contact Jackson at Adair 102, ext. 4360.

Jacobs Schedules Lecture

Dr. Ruth Jacobs, University Professor in Sociology at Boston University, will be on campus Nov. 8 under the joint sponsorship of the Visiting Scholars Program and the department of sociology.

She will lecture to Professor Kernodle's class on Marriage and the Family at 10 a.m. in Room 220 Morton Hall, at which time her subject will be "Re-engagement and Re-employment after Retirement."

In the afternoon she will conduct an informal session on "Life After

Graduation--30 Ways to Get a Job." This will be held in the Sociology Department Lounge (Morton Hall 237) from 3 - 4:30 p.m. That evening Dr. Jacobs will give a public lecture on "What Kind of Older Person Will You Be?" in the Little Theater of the Campus Center at 8 p.m.

Interested persons in the College community are invited to attend any or all of these sessions.

Kernodle and Professor David Aday of the sociology department will be responsible for moderating these events.

Calendar

TUESDAY, OCTOBER 31

Career Planning Workshop, CC Sit 'n Bull, 3 p.m.
SAC, CC Theatre, 4 p.m.
Canterbury Choir Rehearsal, Bruton Parish House, 6 p.m.
Pan Hel, CC Room D, 7 p.m.
CSA Mass, Wren Chapel, 7:15 p.m.
LDS Institute of Religion, "Life and Teachings of Jesus Christ," Morton 202, 7:30 p.m.
Study Skills Seminar, "Research Techniques/Note-Making Skills," Swem G-1, 8 p.m.
Folk Night with Karen Mulvaney and Pumping Carving Contest with Prize, Hoi Polloi, 9 p.m., 25¢ cover.

WEDNESDAY, NOVEMBER 1

CSA Mass, Wren Chapel, 12:15 p.m.
Baratin, French House Lobby, 3:30 p.m.
Office of Placement Seminar: "Industry-Quaker Oats," 3:30 p.m., by appointment only.
Pan Hel Lasagna Dinner, CC Ballroom, 4:30 p.m.
Christian Prayer Service, Wren Chapel, 6 p.m.
Circle K, Circle K Office, S. Boundary St., 7 p.m.
Little Health Talks, Student Health Center, 7 p.m.
Chess, Hoi Polloi, 9 p.m., \$1 cover, 50¢ cover for those in Halloween costumes, costume contest with prize.

THURSDAY, NOVEMBER 2

Office of Placement Seminar, "The Interview," Morton 220, 3:30 p.m.
Films on Art/Artist, "Edouard Manet — the First Revolutionary Artist," (40 mins.) Andrews 101, 4:30 p.m., sponsored by Dept. of Fine Arts.
Canterbury, Wren Chapel, 5:30 p.m.
Christian Science Organization, CC Room D, 6:30 p.m.
"A Night of Javanese Dance," Asia House, 7 p.m.

BSO, CC Theatre, 7 p.m.
Chemistry Club Magic Show, Small 113, 7 p.m.
Catholic Student Association Meeting, CSA Room in Basement of St. Bede's Church, Topic: "The End of the World -- or the Beginning of the Kingdom? What's After Death?" 7 p.m.
Anthropology Dept. Lecture, "Research in Europe," by Professor Patricia Crowe, Wash. 100, 7:30 p.m.
FCA, CC Rooms A&B, 7:30 p.m.
History Students Organization Meeting, Morton 341, 7:30 p.m.
Women's Forum, CC Gold, 7:30 p.m.
TERTULIAS, get together on Hispanic Culture and Society, Spanish House, 8 p.m.
Backdrop Performance, PBK, 8:15 p.m.
Folk Night with David Robbins & Co., Hoi Polloi, 9 p.m., 25¢ cover.

FRIDAY, NOVEMBER 3

Career Planning Session, CC Gold, 3 p.m.
TGIF: Prime Time at 4 p.m., and "Beat the Clock" at 9 p.m., no cover.
Happy Hour, ROTC Lounge, 4-7 p.m.
Varsity Volleyball v. Eastern Mennonite College and Hollins College, Adair Gym, 4:30 p.m.
WMCF, Millington Aud., 5 p.m.
SA Movies, W&M Hall, 7:30 p.m.
Sabbath Services, Temple Beth El, 7:30 p.m.
Backdrop Performances, PBK, 8:15 p.m.

SATURDAY, NOVEMBER 4

Cross Country vs. Campbell, 11 a.m.
Football vs. Citadel, Cary Field, 2 p.m.
Asia House Film, Andrews 101, 6 p.m.
United Skiers, Millington Aud., 7 p.m.
Backdrop Performance, PBK, 8:15 p.m.

SUNDAY, NOVEMBER 5

Episcopal Services at Bruton Parish Church, 8, 9:30 and 11 a.m.
Hillel Deli Brunch for Marcie Golden, Temple Beth El, 11 a.m.
CSA Mass, St. Bede's Parish Center, 5 p.m.

Choral Evensong with the Canterbury Choir, Bruton Parish Church, 5:30 p.m.
Canterbury Dinner at the Bruton Parish House, 6:30 p.m.
LDSSA, Mill. Aud., 7 p.m.
WMCF, CC Sit 'n Bull, 8 p.m.

MONDAY, NOVEMBER 6

Christian Coalition for Social Concern, CC Gold, 5:30 p.m.
Alpha Phi Omega, CC Room D, 7 p.m.
College Republicans, CC Sit 'n Bull, 7 p.m.
Sci Fi Club, CC Room C, 7 p.m.
Coed Badminton Club, Adair Gym, 7:10 p.m.
History Department Film, Botetourt Theatre, 7:30 p.m.
Pre-Med Club, Millington Auditorium, 7:30 p.m.
Lecture by Dr. Steven, "Shakespeare and the Opera," CC Theatre, 8 p.m.
Monday Night Football, Washington and Baltimore, Hoi Polloi, 8:30 p.m., no cover.

TUESDAY, NOVEMBER 7

Career Planning Workshop, CC Sit 'n Bull, 3 p.m.
Baratin, French House Lobby, 3:30 p.m.
SAC Meeting, CC Theatre, 4 p.m.
Canterbury Choir Rehearsal, Bruton Parish House, 6 p.m.
Donald Woods Lecture, CC Ballroom, 7 p.m.
Pan Hel, CC Room D, 7 p.m.
CSA Mass, Wren Chapel, 7:15 p.m.
LDS Institute of Religion, "Life and Teachings of Jesus Christ," Morton 202, 7:30 p.m.
Navigators, CC Green, 7:30 p.m.
W&M Socialists, CC Room C, 7:30 p.m.
W&M Writers Club, Wren 313, 7:30 p.m.
Study Skills Program, Swem G-1, "Effective Use of Library Resources," 8 p.m.
Concert Series, Ohio Ballet, PBK, 8:15 p.m.
Folk Night with Bill Mulroney, Hoi Polloi, 9 p.m., 25¢ cover.

WEDNESDAY, NOVEMBER 8

Career Planning Workshop, CC Sit 'n Bull, 3 p.m.
Anthropology Club, Wash. 101, 7 p.m., Refreshments and a film will follow the meeting.
Circle K, Circle K Office, S. Boundary St., 7 p.m.
Little Health Talks, Topic: "The Self-Examination -- What's Normal," Student Health Center, 7 p.m.
Lecture, Sociology Dept., Visiting Scholar Ruth Jacobs, CC Theatre, 8 p.m.
Concert Series, Ohio Ballet, PBK, 8:15 p.m.

Exhibits

ANDREWS GALLERY

Until Nov. 3 - RaVae Marsh - Watercolors and Drawings

Opening Nov. 6--William and Mary annual Fine Arts Faculty Exhibit. Works in varying media and techniques including ceramics, drawing, painting, and sculpture.

ANDREWS FOYER

Until Nov. 4 - 19th Century Prints: Album of Virginia. A group of 25 hand-colored lithographs from the Virginia Museum Collection by German printmaker Edward Beyer.

Next exhibit opens Nov. 27.

BOTETOURT GALLERY

No exhibit until December.

Classifieds

FOR SALE

One NISHIKI INTERNATIONAL 10-speed bike, 28" frame. Orange, excellent condition. \$100. One STETIENNE 10-speed bike, 28" frame. Yellow, excellent condition. \$70. Both 1 1/2 yrs. old, not used alot. Child seat available \$10. Call 253-4224 between 8 and 5. After 5 call 596-8754. Ask for Barbara. (11/14)

74 MAZDA RX2, good condition, AC, Michelin radials, new engine under warranty, 58,000 mi. Call 220-2835. (11/7)

GARDENER'S DELIGHT: for sale by owner. Over 2 acres, LR, slate foyer, formal DR, FR w/tp, 3 BR, Library (or 4 BR), 2 1/2 baths, kitchen. A/C. Also large attached sun-room/greenhouse. 2 car garage. Fruit trees, arbor and other features. No agents please. 304 Elmwood Lane. Call Maccubbin at 564-9495, evenings and weekends. \$84,000 firm. (11/7)

1972 MALIBU 350 — Automatic w/console. Radio, heater, equipped for air. 4 new tires. Kept in garage day and night. Super clean. 84,000 loving miles. 15 mi. per gal. city. 1 qt. oil per 1,500 miles. \$1,700 or best reasonable offer. A truly fine automobile. Call 229-7545. (11/7)

BLACK LEATHER SPORT JACKET size 40; worn 3 times. Cost \$230 new, sell for \$110. 2 E.P.I. car speakers never used \$37 each. Call 229-6600, ext. 210. (11/7)

SKIPWITH FARMS RANCH HOUSE. Ideal for family seeking prime location at reasonable price. 4 BR, 1 1/2 bath, LR/large raised-hearth fireplace, separate DR, kitchen w/pantry, FR w/fireplace, 2 car garage, large wooded lot. By owner \$57,900. Call 229-2791. (11/7)

1972 Capri 2000 CC, air condition, Sun roof, radial tires, runs well. Call Walter at 229-6641 after 5 p.m. (10/31)

LOST

"PILOT" prescription glasses. If found please contact Paul Gloth at 152 Madison, ext. 4209. Reward. (11/14)

SILVER NECKLACE with a unicorn and small key on the chain. Lost 10/7. Reward. Call Paul at ext. 4288. (10/31)

35 mm f 3.5 Canon FD lens with front and back caps; 58 mm lens cap in black lens case. If found please call collect, Martha L. Gay, (301) 498-9418. Reward offered.

2 RINGS. One turquoise; one pearl. Reward offered. Call Edleen at ext. 4506. (11/7)

GOLD SCARAB BRACELET (links with colored stones between) in vicinity of Old Rogers Hall. \$25 reward if returned. Call Julie Littlefield in the Development Office at 253-4653. (11/7)

FOUND

WOMEN'S GLASSES in Millington Aud. Call ext. 4234 or stop by Millington 234 (Psych. Dept.) (11/14)

CALCULATOR found on JBT bus Wed. 10/18/78 at 8:30 p.m. Call 220-1169 to identify. (11/7)

GIRLS HIGH SCHOOL RING found in the Commons Monday night at dinner. Call 4308 to identify and ask for Mike. (10/31)

BLACK KITTEN--found night of Oct. 14 between Campus Center and Tyler Hall. Call 229-2241. (11/7)

FOR RENT

TOWNHOUSE available for rest of semester. Furnished, two bedrooms, 1 1/2 baths; washer and dryer. \$295. per month plus utilities. Call 229-1157 and ask for David McKinney.

WANTED

YOUTH FURNITURE--dresser, chest and chairs for a 2 year old. Call 595-5663 after 6:00 p.m. (10/31)

FEMALE ROOMMATE to share a house located 2 miles from campus near 199, 5 intersection. Rent including utilities is \$150. Smokers need not apply. Call 229-0729. (10/31)

MISC.

FREE--KITTENS, three male, one female. 6 weeks old, litter trained, wormed and defleaed. Adorable pets. Also, mother cat who is exceptionally good with children. Call 229-8217 after 5:30 p.m. and weekends. (10/31)

Official Memoranda

From: W. T. Allen, Director, Purchases and Stores
Subject: **Warehouse Inventory Schedule**

The following warehouse stores inventory schedule is issued for the information of all personnel:

Nov. 20, 21 and 22
Jan. 23, 24 and 25
Feb. 20, 21 and 22

Mar. 26, 27, 28 and 29
Apr. 24, 25 and 26

Class 74 - Office Supplies
Class 68 - Janitorial Supplies
Class 52 - Electrical Supplies and
Class 43 - Paint Supplies
Class 44 - Plumbing Supplies
Class 45 - Building Supplies

The above differs from previous procedures wherein the warehouse was closed for inventory the last two weeks in June. The warehouse will not be closed during the 1978-79 fiscal year but ISSUES WILL NOT BE MADE ON THE ABOVE DATES FOR THE PARTICULAR CLASS BEING COUNTED. Please anticipate your needs accordingly.

Employment

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

CAMPUS POLICE OFFICER--\$10,032 per year. High School education plus two years experience involving public contact. College may substitute for experience on an equal time basis. Campus Police Office. Deadline 11/1.
DATA ENTRY OPERATOR A--\$7,344 per year. High School graduate with 6 months experience as a keypunch operator. The Computer Center. Deadline 11/3.
CLERK TYPIST B--unclassified, part time, 30-35 hours per week for 35 weeks (corresponding to school schedule). \$3.09 per hour. High School plus one year clerical experience or college. Men's P.E. Department. Deadline, 11/3.

CLERK STENOGRAPHER C--\$7,680 per year. High School with two years clerical experience or college. Government Department. Deadline, 11/8.