

Financial Study Group Report Begins on P. 4

William and Mary NEWS

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and STAFF of the COLLEGE of WILLIAM and MARY

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Cutler Lecturer is John Hart Ely

The 1981-82 Cutler Lecture at the Marshall-Wythe School of Law will be given by John Hart Ely, Ralph S. Tyler, Jr., Professor of Constitutional Law at Harvard University.

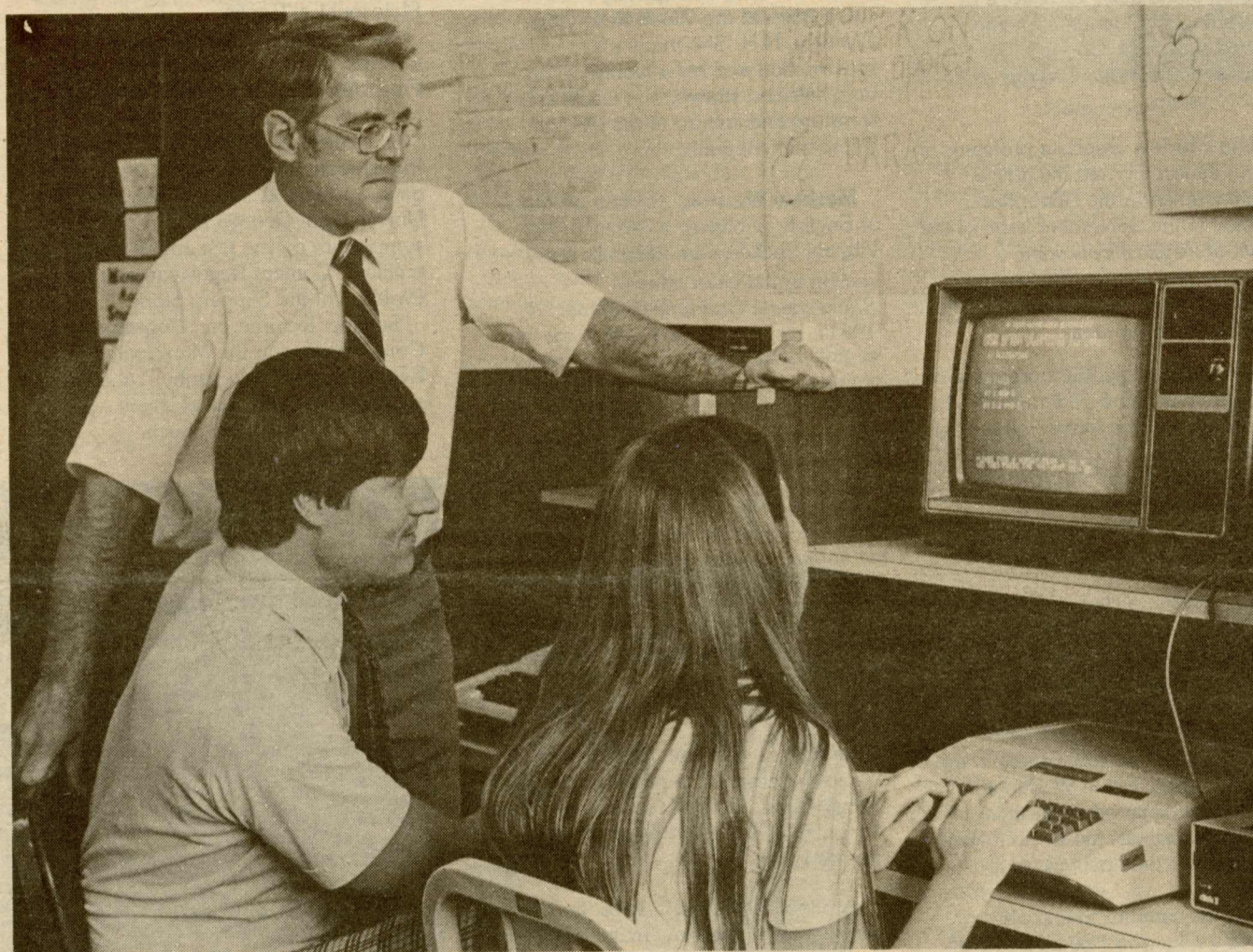
Ely will speak on "Choice of Law and the State's Interest in Protecting Its Own," at 4 p.m., Thursday, Oct. 1 at the law school.

Ely is a graduate of Princeton University and the Yale Law School where he served as Note and Comment editor of the Yale Law Journal. He was a Fulbright Scholar at the London School of Economics, law clerk to Chief Justice Earl Warren of the United States Supreme Court, and an attorney with Defenders, Inc., of San Diego before joining the faculty of the Yale Law School in 1968. He remained at Yale until 1973, when he joined the Harvard faculty. In 1975-76 he served as General Counsel of the United States Department of Transportation, and in 1978-79 he was a Fellow of the Woodrow Wilson Center.

Ely is the author of numerous important articles on constitutional doctrine and the nature of constitutional adjudication, and his recent book, "Democracy and Distrust," published by the Harvard University Press in 1980, has been widely acclaimed as being among the most novel and important analyses of the nature and theory of judicial review. He has also made major contributions in the area of civil procedure, and his lecture Oct. 1 will reflect his interests, insights and expertise in both constitutional law and civil procedure. His lecture will be printed in the next issue of the William and Mary Law Review.

The Cutler Lectures were established in 1927 by James Gould Cutler of Rochester, N.Y., to provide for an annual lecture at the College by "an outstanding authority on the Constitution of the United States." The first series of 16 lectures, which ran from 1927 to 1944, included presentations by outstanding figures from both public life and the academic world, including Harold Laski, Max Lerner and Charles Warren.

The Lectures were revived last year under the auspices of the Marshall-Wythe School of Law, with each lecture to be published as an article in the William and Mary Law Review. The 1980-81 lecture was presented by R. Kent Greenawalt, Cardozo Professor of Jurisprudence at Columbia University School of Law.



A New Look at Study Skills

Education professors George M. Bass, Jr., and Roger Ries help student work with new computerized program. (see story p. 7)

Speakers Forum Opens With ERA Debate

Phyllis Schlafly, founder and National Chairman of STOP ERA, will debate the Equal Rights Amendment with Karen DeCrow, former National President of the National Organization for Women, at 8 p.m., Thursday, Sept. 24 in William and Mary Hall.

Faculty Reception Planned by IFC

The Inter-Fraternity Council for 1981-82 has invited faculty and staff members to a reception from 4-6 p.m., Monday, Sept. 28 in the Wren Courtyard. The reception is also open to all fraternity members.

Main purpose of the reception is to provide an opportunity for fraternity members to get to know members of the faculty and staff and to show that the IFC is serious about "changing our present image in the eyes of all those on campus," said Bob Hallman, IFC vice president.

The IFC held a workshop last spring
continued from p. 7

The debate opens the 1981-82 schedule for the Speakers Forum, a coalition of student organizations which will sponsor at least four programs throughout the year.

Individual tickets for all programs of the Speakers Forum are \$1.50 for William and Mary students; \$2 for the general public. Season tickets are \$3.50 for William and Mary students; \$6 for the general public. Tickets are available at the Campus Center and will also be on sale at the door the evenings of the programs.

Actress Anne Baxter will speak on "Fairy tales are not just for children," Saturday, Oct. 3. A debate on gun control, Nov. 12, will feature Michael K. Beard, executive director, National Coalition to Ban Handguns, and Paul Clois Stone, media coordinator and official spokesperson, Institute for Legislative Action, National Rifle Association of America. Plans are underway for at least one more program during the school year.

The Speakers Forum is composed of representatives of the Student Association, the Student Bar Association, the Black Students Organization, and an at-large representative from among graduate students at the College.

A Plea from Dean Jarmon

There are three blind students on campus this fall who frequently will be crossing Jamestown Road, Richmond Road, and other campus roads to get to classes and the Campus Center. We ask that motorists in the College community obey the posted speed limits and remember that Virginia State Law requires that motorists stop for pedestrians in crosswalks. Please be considerate of these students and stop when one of them is crossing the street. Thank you for your assistance.

Newsmakers

Alan E. Fuchs, professor of philosophy, recently attended the Xth World Congress for Philosophy of Law, which was held in Mexico City, Mexico, from July 28-Aug. 8. Prof. Fuchs delivered a paper entitled "Taking Absolute Rights Seriously," in which he defended an absolute interpretation of certain First Amendment rights. The meeting was attended by 600 scholars from 43 countries, including Sr. Jose Lopez Portillo, President of the United States of Mexico.

Fuchs' paper has been printed in *Memoria del X Congreso Mundial Ordinario de Filosofia del Derecho y Filosofia Social*, Vol. II.

A book review by **Elaine M. Themo**, associate professor of sociology, was published in the July, 1981 issue of *Anthropological Quarterly*. Themo reviewed William J. Goode's *The Celebration of Heroes: Prestige as a Control System*.

Sylvia Shirley, associate professor of physical education, had the article, "Acclimatization in the Adirondacks," published in the September issue of the *Journal of Physical Education, Recreation and Dance*. This writing describes a winter camping course she teaches over spring break.

Bruce Roberts, assistant professor of economics, has had a paper accepted for publication in the journal *History of Political Economy*. The paper, written with Richard D. Wolff and Antonio Callari, is entitled "Marx's (not Ricardo's) Transformation Problem: A Radical Reconceptualization."

This past May, a class action suit by New York City and 38 states, for whom **Leonard Shifrin**, professor of economics, served as economic consultant and expert witness in the preparation and presentation of the case, was concluded successfully in the Federal District Court in Washington, D.C. The suit centered on restraint of trade charges against the Bristol-Myers Company over the antibiotic drug ampicillin.

During the summer Shifrin also prepared a paper on "Social Costs of Alcohol Abuse in the United States," for presentation at an international conference on "Economic Aspects of the Use and Misuse of Alcohol," to be held this November at the University of Essex, Colchester, England.

Lawrence Wiseman, professor of biology, participated in the annual meeting of the Society for Developmental Biology at the University of Colorado in Boulder in June. Wiseman and **John Strickler**, a former honor student in the biology department and now in medical school in Charlottesville, recently published: "Desmosome Frequency: Experimental Alteration May Correlate with Differential Cell Adhesion," *JOURNAL OF CELL SCIENCE* 49:217-223 (1981).

David Kranbuehl, associate professor of chemistry, published a paper in the August 1981 issue of the *American Chemical Society's* publication *Polymer Preprints*. The paper was co-authored by **Sue Delos**, Research Associate in Chemistry, **Jane Smedley** ('81) and **Michael Buchanan** ('81). Kranbuehl gave a talk on this topic at a Symposium on Characterization of Thermosetting Resins at the American Chemical Society meeting in New York in August.

John H. Oakley, assistant professor of classical studies, recently published an article entitled "A Squat Lekythos in the Manner of the Meidias Painter" in the Winter issue of *The Arts in Virginia*.

Oakley also presented a lecture "Athens Past and Present: A Sojourner's Love Affair" on Sept. 8th to the Mediterranean Society of America in Richmond.

"The Safe Neighborhood Hypothesis of Junk DNA" by **Bruce Grant**, associate professor of biology, appeared in a recent issue of *The Journal of Theoretical Biology* (90:149-150).

Elsa Diduk, professor of modern languages, recently participated in an international interdisciplinary symposium at the World Fellowship, Conway, N.H. She made a presentation and led a workshop on materials and strategies in teaching the literature and culture of the German Democratic Republic.

Mathew Winston, assistant professor of English, published a review of the Virginia Shakespeare Festival's 1980 season in the latest issue of *Shakespeare Quarterly* (Summer 1981). He also wrote an essay for the Virginia Shakespeare Festival souvenir program on the three plays produced by the VSF in 1981: *Julius Caesar*, *The Two Gentlemen of Verona*, and *The Tempest*.

Three papers were presented by members of the geology department at the annual meeting of the Virginia Academy of Science in Norfolk.

Bruce K. Goodwin, professor of geology, presented a paper on "Some Stratigraphic Details of the Otterdale Sandstone in the Richmond Basin."

Gerald H. Johnson, professor of geology, presented a paper entitled "Preliminary Sufficial Geology of the Virginia Coastal Plain South of the James River."

A paper by **Karen L. Bice**, an undergraduate geology major who graduated in May, entitled "Petrology of an Anorthosite near Montpelier, Virginia," received an award from the Geology Section of the Academy for being the best paper presented at the section meeting by an undergraduate student. Karen is now doing graduate studies in Geology at Vanderbilt University. Her paper was sponsored by **Stephen C. Clement**, professor of geology.

Eric L. Bradley and **C. Richard Terman**, professors of biology have co-authored the following publications: "A comparison of the adrenal histology, reproductive condition and serum corticosterone concentrations of Prairie Deermice in captivity. Published in *Journal of Mammalogy*, vol. 62, pages 353-361; and "Studies on the nature of reproductive inhibition in animals from laboratory populations of Prairie Deermice: Serum LH and FSH concentrations." Published in *Comparative Biochemistry and Physiology*, Vol. 68A, pages 563-570.

William E. Rice, associate professor of business administration, had a published review of "Classroom Resources," in the *Journal of Marketing*, Fall, 1981. He gave a speech entitled "Advertising is Not a

Four Letter Word," Sept. 3 for the Peninsula Home Builders Association.

Rice wrote a Test bank for Contemporary Marketing which was published by Dryden Press earlier this year. His text "Marketer's Survival Manual," is under review by Holt Rinehart and Winston.

An article by **Fred Schauer**, professor of law entitled "Can Rights Be Abused?" was published in the July issue of *The Philosophical Quarterly*. His article "Categories and the First Amendment: A Play in Three Acts," appeared in the Spring, 1981 issue of the *Vanderbilt Law Review*. His book review of A. John Simmons' "Moral Principles and Political Obligations," was published in the July issue of *Philosophical Books*.

This spring Schauer gave several lectures. He gave three lectures at the Free University of Berlin on the subjects of "Coherence in Legal Philosophy," "Constitutional Theory," and "Capital Punishment and American Law." He gave a lecture at the Law School of the University of Georgia as part of a symposium on the first amendment entitled "Content Regulation and the Problem of the Slippery Slope."

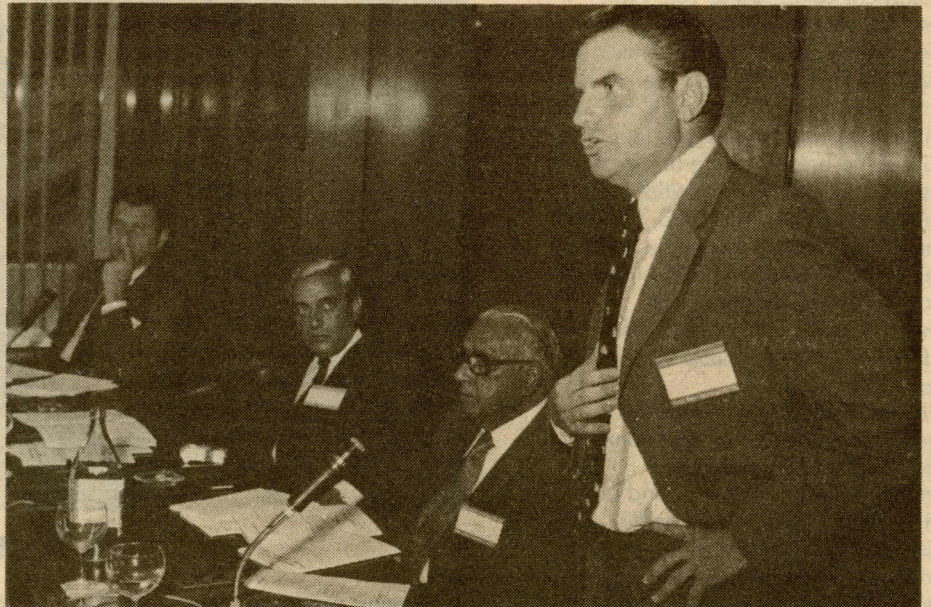
Schauer lectured on "Constitutional Considerations in the Municipal Regulation of Pornography," at a symposium on municipal law in Charleston, W. Va. in March.

William F. Losito and **Ronald N. Giese**, School of Education, have essays included in a recently published book, *Religion and Morality in American Schooling*, (University Press of America, 1981). Losito's essay is entitled "Resolving the Dilemma of Religious and Humanistic Moral Education"; Giese's contribution is "Evolution vs. Creationism: A Debate Between Two World Views".

An article entitled "Optimal Allocation of Recoverable Items," by **Margaret K. Schaefer**, assistant professor of mathematics and computer science, will appear in the January 1982 issue of *Decision Sciences*.

Schaefer will also present a paper entitled "Optimal Allocation of Repairable Spares Considering Spares Pool Set-up Costs" at the annual meeting of the Southeast Chapter of the Institute for Management Science in Atlanta, October 7-9. The paper, co-authored by **John H. Drew**, associate professor of mathematics and computer science, will be published in the proceedings of the meeting.

J. Ward Jones, professor of classical studies, has had an article entitled, "A Twelfth Century Interpretation of Vergil," has been accepted for publication by *Vergilius*, the Annual publication of the Vergilian Society of America.



Walter L. Williams, Jr., speaking at an International Law meeting in Spain.

Libya Violated Law Says Lawyer

by Mark S. von Wehrden

The Libyan and North Korean attacks on U.S. jets in August violated international law and custom, according to a professor of international law at the Marshall-Wythe School of Law.

Walter L. Williams, Jr., said that in the Libyan incident, not only were the American pilots defending themselves, they were protecting the rights of all nations to use international waters.

"The planes of the United States are free to respond in force to defend our rights and themselves," Williams says. "That is perfectly legitimate. I think it was appropriate policy in this situation to maintain the common use of the high seas and to resist the substantial uses of destructive coercion.

"The general custom of maritime law is that the seas are open for the peaceful activities of all states and that there is a shared common right in the use of the oceans," Williams explains. "Libya claims its territorial sea extends

100 miles from its shores, a claim that's far in excess of the generally accepted 12-mile limit. Neither the United States nor any other nation has to defer to this claim," he says.

"The U.S. has a common right to use these oceans for whatever purpose it wishes as long as it is clearly not threatening the territorial integrity and independence of other states."

Unlike the laws of the sea, which have developed over centuries of custom, the laws of international aviation have a much shorter history. Under both customary international law and international agreements, however, it is understood that a nation controls the air space above its land territory.

North Korea claimed last month that an American reconnaissance plane violated its air space. The Koreans fired a surface-to-air missile at the aircraft, but the weapon missed its target.

Continued on P. 7.

Notebook

President In

President Graves will be in his office Wednesday, Sept. 23, from 4-5 p.m. to meet with students and discuss with them any topic of their choice. No appointment is needed. The President will also hold office hours for students on the following days from 4-5 p.m.: Tuesday, Sept. 29; Thursday, Oct. 8; Thursday, Oct. 15; Thursday, Oct. 22 and Tuesday, Oct. 27.

Study Skills Workshop

Susie Mirick, director of study skills at the College, will conduct a workshop to help freshmen develop effective study skills on Thursday, September 24 at 7 p.m., in the Campus Center rooms A & B. Sponsored by Delta Sigma Theta Sorority, Inc., the one hour workshop is open to all freshmen and interested upperclassmen.

Loan Hours Revised

Backpacking equipment including tents, packs, stoves, pads, sleeping bags and cook sets are available for rent at Adair 301 on Mondays from 12:15 to 1:45 p.m. and Thursdays from 1 to 2:30 p.m. A \$10 deposit fee is required.

Parachute Club

The Sport Parachute Club has set meetings for 7:30 p.m., Monday nights in the Campus Center room D.

Any questions about the first jump program and progression in the sport will be answered by experienced jumpers. Members who are unable to attend and anyone wishing more detailed information about the club program are asked to call Kate at ext. 4420.

Placement Office Sets Schedules

On October 1, representatives from the following federal, state and local agencies will be in the Ballroom of the Campus Center from 1:30 to 4:30 pm to provide career information:

Air Force, Army, Army ROTC, City of Newport News, Commonwealth of Virginia, County of York, David Taylor Naval Ship Research and Development Center, Department of the Interior, Department of State, Federal Aviation Administration, Federal Bureau of Investigation, and Harrison Lake National Fish Hatchery.

Internal Revenue Service, James City County, Marine Corps, National Aeronautics and Space Administration (NASA), National Oceanic and Atmospheric Administration (NOAA), National Security Agency, Navy Officer Programs, Small Business Administration, Virginia Commission of Game and Inland Fisheries, Virginia Employment Commission and Virginia State Police.

Since most of these agencies will be unable to return to campus during the 1981-82 school year, all interested individuals are encouraged to take advantage of this opportunity to obtain firsthand information. Further details may be obtained from the Office of Placement (located in the Campus Center), which is sponsoring this event.

Mini Career Workshop

The Office of Career Planning will present a workshop for students who wish assistance with career decisions. Self assessment, skill identification, and career exploration will be discussed. No registration required. This workshop will be held Sept. 24 from 7-8:30 p.m. in Room C in the Campus Center.

Philosophy Club Picnic

The Philosophy Club will hold a picnic for students at 4 p.m., Friday, Sept. 25 at the Matoaka Lake Shelter. Hot dogs, chips, soft drinks and beer will be served at about 6 p.m. The cost is \$1 per person.

Students are asked to sign up and pay the \$1 fee to the Philosophy Department secretary in Wren 304.

PACE Exam

The Office of Career Planning (located on the second floor of the Campus Center) has received application forms for the PACE Examination. The *deadline* to apply for this examination is Tuesday, Oct. 13. The testing period is Jan. 2, through Feb. 17. This test is required for many entry-level federal positions.

Study Abroad, General Meeting

Anyone interested in the possibility of studying abroad next summer or next year is invited to attend a meeting with Dean Joseph Healey at 3:30 p.m. Friday, Sept. 25 in Room D in the Campus Center.

Physics Colloquium

Marvin Abraham, Oak Ridge National Laboratory, will speak on "Nuclear Waste Disposal from a Solid State Viewpoint," at the next physics colloquium at 4 p.m., Thursday, Sept. 24 in Small Hall, room 109. Coffee will be served in the conference room at 3:30 p.m.

Volleyball Tonight

The women's volleyball team and the Old Dominion women's volleyball team will host the Brazil Junior Olympic women's volleyball team at ODU Field House at 7 p.m. tonight.

Folklorist Chopyk to Speak Friday

The department of modern languages will sponsor a lecture on the role of women in the rituals of marriage by Natalie Moyle Chopyk, associate professor of Russian at the University of Virginia, at 5 p.m., Friday, Sept. 25 at the Russian House.

Chopyk is a specialist in folklore. Her extensive travels to the Soviet Union, Eastern and Western Europe and Turkey, have enabled her to collect interesting material on her lecture topic. Her publications include several articles on Turkish, Ukrainian and Russian folklore, and a book on the Ukrainian epic entitled "The Ukrainian Dummy."

Chopyk has received the Alumni Association Best Teacher's Award at the University of Virginia.

Friday's lecture is open to all interested faculty and students.

Flutist Opens Sunday Series

Marya Martin, flutist, will present a program on the Sunday Series at 3 p.m., Sept. 27 in the Campus Center Ballroom.

This concert is open to the public. There is no admission charge.

As winner of the 1979 Young Concert Artists International Auditions, the New Zealand-born flutist made her debut at the Young Concert Artists Series in New York and in Washington, D.C., at the Kennedy Center. Her impressive ability and potential also earned her the 1979 Mortimer Levitt Career Development Award for Women Artists, which brings with it a solo recording contract with Musical Heritage Society.

Miss Martin's first season was also highlighted by an appearance with Jean-Pierre Rampal and Julius Baker in a special flute program at Avery Fisher Hall, and concerto appearances with the Hartford and St. Louis symphonies.

In 1980 Miss Martin won the opportunity to study at the Paris Conservatoire with Jean Pierre Rampal. She subsequently studied privately with

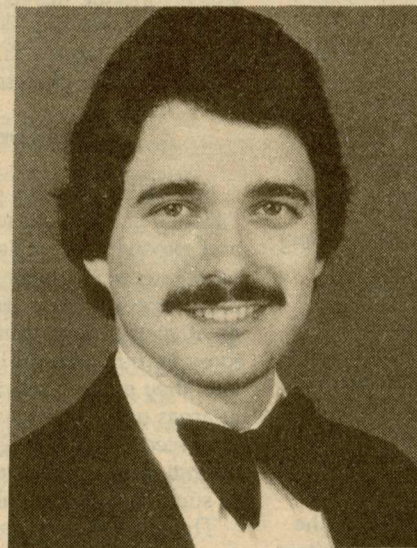


Marya Martin

James Galway in Switzerland and with Thomas Myfenger at Yale University, where she won both the Woolsey and Sprague Hall Concerto competitions to appear as soloist with the Yale Symphony orchestra.

Moncrief Concert Set Monday

Robert Moncrief, tenor, will present a concert at 8:15 p.m., Monday, September 28 in the Campus Center Ballroom



Robert Moncrief

Moncrief, a 1974 Phi Beta Kappa graduate of William and Mary, is organist and director of five choirs at the Presbyterian Church of Rye, N.Y.

He was musical director for "The Common Glory," Paul Green's outdoor symphonic drama in 1975 and was assistant organist and choirmaster at Bruton Parish Church, 1973-74. He was also a lecturer and recitalist for the Colonial Williamsburg Foundation, 1973-74.

Moncrief was musically active as an undergraduate, both as an organist studying with James S. Darling, organist at Bruton Parish Church, and as a singer in the William and Mary Choir. He received a Master of Music degree from Yale School of Music in 1976. Since then he has lived in the New York area where in addition to his work at the Presbyterian Church of Rye, he has given many organ recitals and appeared as soloist in "Elijah" and "Messiah." He has sung a variety of roles, in productions by the Manhattan Opera, the Bell-Arte Opera, the Manhattanville College Summer Opera

and most recently, the Bronx Opera Company. His early experience at William and Mary with the Sinfonicon Opera Company, a student musical group, is echoed in a current interest in acting as well as voice, organ, piano and conducting.

His concert program will include "In amar bellezza altera," by Albinoni works by Tomaso Albinoni, Giovanni Battista Bassani, Franz Schubert, Richard Strauss, Mozart, Henri Dutilleul, Ralph Vaughan Williams and Roger Quilter.

Piano accompanist for the concert will be Robert Kopelson, a member of the coaching staff at the Juilliard School of Music, New York City.

Chemistry Lecturer is Alumnus Jamison

Joel D. Jamison, an alumnus, B.S. 1955, who is currently manager of chemical sciences at Hercules Incorporated, will be guest speaker for the seminar in applied chemistry, Sept. 24-25.

Jamison will talk on "Creating Value Through Technology," at 6:30 p.m., Thursday, Sept. 24 in the William George Guy Lecture Hall of Rogers Hall.

Jamison joined Hercules in 1960 as a research chemist and during the eight years that he worked in that position received 12 patents in the field of agricultural and biological chemical syntheses.

In 1968 he became a development representative working with synthetic lubricants, and nitrogen oxide derivatives. Since 1976 his research has been chiefly in the field of natural and synthetic polysaccharides, food ingredients, for which he holds one patent. He was promoted to his present position in 1979.

Speaker for the seminar on Oct. 1 is Steven D. Ittel, research supervisor, Experimental Station: DuPont, who will speak on "Transition Metal Chemistry at DuPont: Metal Vapor Synthesis and Other Topics."

Financial Study Group Makes Interim Report to President Graves After Four Months of Study

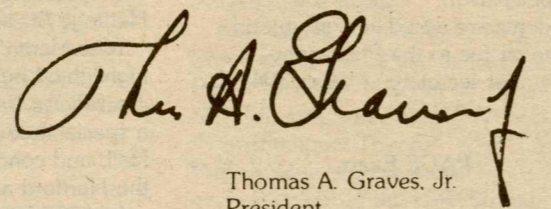
The Current Financial Problem

TO: Members of the Faculty and Administration

Anticipating the need to reduce expenditures in 1982-84, in May I appointed a Financial Study Group to carry out a thorough examination of our financial obligations and their comparative claims on our priorities. The Group, chaired by George Healy, Vice President for Academic Affairs and Provost, has prepared an Interim Report which contains plans and recommendations to bring projected revenues and expenditures into a more prudent relationship. The complete text of the Interim Report is printed below.

The report has been transmitted to the Planning and Priorities Committee for its review and comment by October 8. I have asked the Financial Study Group, taking into account all comments it may receive, to submit its final report to me by November 10. With this timetable, we shall be able to use the approved planning recommendations in the Fiscal Year 82-83 budget planning process.

I am circulating this Interim Report broadly so that each faculty member and administrative officer may have the opportunity to review and comment on it. Please send your written comments and recommendations directly to David Kranbuehl, Chairman of the Planning and Priorities Committee or to Vice President Healy no later than September 28. In this way, your views may be considered by both the Planning and Priorities Committee and the Financial Study Group before the final report is written.



Thomas A. Graves, Jr.
President

Interim Report to the President 15 September 1981

In the 26 May 1981 *William and Mary News* you reported briefly on some disturbing recent trends in the College's finances, and observed that it had become "imperative that the projected revenues and expenditures of the College be brought into a more prudent relationship." To that end, you appointed a small group of administrators and faculty to make "a thorough examination of all our financial obligations and an inquiry into their comparative claims on our priorities . . . to analyze the data and to develop the necessary plan(s) . . ." This was to be done "with reasonable promptness," which was further defined as a deadline of 15 September 1981 for submission of an interim report, and of 10 November for the final report. The final report would take into account comments on the interim report by the Planning and Priorities Committee and such other groups or individuals as wished to comment.

So established and charged, the Financial Study Group began its work on 28 May and met regularly throughout the summer. In submitting this interim report, however, we recognize that we cannot make a strong claim of thoroughness. College finances are complicated at best, and the many State requirements that guide and govern them thicken the difficulties of understanding. It took us many meetings to agree even on the nature and magnitude of the problem, and on the restrictions that virtually preclude certain otherwise attractive ways of addressing it. We understood the time limits as necessary, if our study and recommendations were to have any effect upon 1982-83 budgetary decisions. These limits however did not allow us time to examine in depth, and in consultation with those persons responsible for their administration, the funding levels and especially the

priorities of existing College programs and activities. Recognizing this limitation on its knowledge, the Group also recognized that it would be unable to make detailed, area- or activity-specific recommendations. The recommendations which conclude this report are thus appropriately general, in some ways affecting all or most areas of the College. They are mostly designed as guides or goals, to aid the further decisions in the process of allocating scarce resources.

The Current Financial Problem

For the past several years the College has had increasing difficulty in balancing its Educational and General revenues and expenditures. A deficit in 1980-81 was averted only by a partial freeze on expenditures, and by a somewhat larger than expected State allocation in the fourth quarter of the fiscal year for fuel, utilities and overtime pay. As presently forecast, our 1981-82 budgets will end in balance -- as, by law, they must -- only if substantial recoveries or reversions, in areas not now known, are made. There are no reserves budgeted in the E & G accounts, and for 1981-82 most discretionary unrestricted private funds that can be allocated to such purposes are already committed.

Though there are many reasons for our deepening financial difficulties, most can be attributed to the inflation of recent years, which has increased costs faster than revenues. The State has recognized the budgetary problems created by escalating fuel and utility charges, but its special appropriations have generally been insufficient to cover the real expenses. For several years (though not in 1981-82) faculty and administrative salary increments, in overall percentage terms, have exceeded what was appropriated in State funds. Even so, the relative purchasing power of these salaries has declined, and we remain below the national average for university faculty compensation.

We have also chosen, as a matter of policy, to maintain our faculty and supporting personnel rosters as fully staffed as possible, even as the funding formulas used by the State have steadily and significantly changed to provide less support for those positions. Our faculty/student ratio has remained overall almost what it was in 1972-73, but the ratios supported by the State have changed, in some categories, more than 10% downward in that same period.

Whatever the reasons -- and those given, while perhaps the most significant, are only examples -- the fact is that our 1981-82 financial situation is precarious. The Financial Study Group, several of whose members had not earlier been involved in the budgeting process, began its work in May with a certain healthy collective skepticism on this point. Some differences still exist among us as to the exact magnitude, and the detailed contributing causes, of the problem. We are agreed, however, that a problem exists; that it must seriously command everyone's attention; that to overcome it this year will require very cautious management

and probably some difficult and unpopular decisions; and that some changes must be made in our present revenue/expenditure patterns, without which the problem will continue and probably worsen next year.

The 1982-84 Biennium

The budgeting system used by the Commonwealth allows us now to know exactly what funds are "targeted," and presumably will be approved in the legislative process this winter, for William and Mary in 1982-83 and 1983-84. These targets are derived essentially by formulas given in Appendix M (the budgeting manual for State colleges and universities) and modified (in recent experience, reduced) in accordance with decisions regarding projected State revenues and the distribution of them by broad service categories (education, health services, prisons, etc.). Once established, the targets cannot be changed upward by later action of an institution (e.g. the admission of more students than those projections to which the formulas were applied). All institutions are invited to submit addenda requesting further funds.

However, the clear understanding for such addenda is that they may not be funded (and usually aren't), and that an institution's financial plan must be submitted to the State, about a year ahead of its effective date, on the assumption that only the targeted funds will be appropriated.

The 1982-83 target figure originally given for William and Mary looked reasonably manageable at first. (*) On closer examination, this proved largely illusory. There is provision in the target for only a 4.5% faculty salary increase. Along with all other colleges and universities in the State we have submitted an addendum request to raise this to 9%, but for reasons given above we must plan our budgets on the lower targeted figure. There is no provision for classified salary upgrades; this too may come in the later legislative process, but cannot be assumed now. The target also contains several large sums for clearly dedicated or mandated expenditures (e.g. increased fringe benefit payments) which cannot be otherwise used. Finally, at exactly the point in midsummer when the Group was about ready to conclude that with great care and austerity the College probably could balance its Education and General budgets within the given 1982-83 targets without major reduction of expenditures, word was received that arithmetic errors in the State offices had resulted in overstatement of available funds for all State colleges and universities. Accordingly, our 1982-83 targeted total was reduced by about \$500,000, and a similar amount was removed for 1983-84.

The Financial Study Group has attempted to project likely E & G budget imbalances for 1982-83, within the assumption of the reduced targeted revenues on the one side, and the continuation of our present expenditure patterns, minimally adjusted upward for inflation and in accordance with the target guidelines, on the other. It is a sobering exercise. Even if we add no new positions in any personnel category (faculty, administrative, classified, hourly, graduate assistantships); and if we assume only 4.5% salary increases for all personnel except classified, and only the merit increases for them; and if we project no more than 10% increase in all M & O expenditures; and deduct all dedicated and mandated expenses, as we must: even so, there is no apparent way to keep our State-funded E & G expenditures, so calculated, within \$500,000 of the targeted revenues.

It is of course possible that our addenda on behalf of faculty salaries and classified upgrades may be funded; certainly every effort must be made to those ends. Should

*That is, the total E & G target revenue figure was superficially encouraging; less good was the news that this figure, if it was to be used for institutional planning purposes, had to include a higher ratio of non-general funds (tuition collections) to general fund appropriations than in 1981-82. This move on the part of the State from the present 70%/30% general/non-general fund appropriation to 67.5%/32.5% in 1982-83, and 65%/35% in 1983-84, unfortunately will require large tuition increases for all State institutions next year. The Financial Study Group in its analyses assumes that these non-general funds will be raised, and that therefore the entire targeted fund total will be available.

this happen, it would be much welcomed; however, if such funds are later provided they would have to be dedicated to further salary increments, and the overall deficit threat would remain unchanged.

The 1983-4 revenue target is at least as disturbing as the one for 1982-83. Certainly there is nothing in it to give present hope that financial problems overlooked or incurred in the first year of the biennium could be overcome in the second.

Revenues and Expenditures

Analyses of the 1981-82 budgets, and of the budgetary prospects for the next biennium have brought the Financial Study Group to the unanimous conclusion that our E & G revenues and expenditures are not now in a comfortably "prudent relationship," and that the situation will worsen if some correcting measures are not taken. It is important, however, to keep this expression of concern in reasonable perspective. Half a million dollars, which is roughly our predicted shortfall under assumptions given above, is certainly a lot of money, but it is only about two percent of the total E & G target budget for 1982-83. Comparatively small percentage increases on the revenue side, difficult as they may be to achieve, or comparatively small decreases in expenditures, painful as they may be to make, could together solve the financial problem very well.

It is tempting to believe that increased revenues might make expenditures reduction virtually unnecessary. The Financial Study Group spent a lot of time considering such possibilities. We assume and encourage an aggressive continuing campaign to raise revenues applicable to educational and general expenditures, both from public and private sources, although we recognize that the products of such campaigns are somewhat uncertain. But while we hope very much that the State revenues may be enlarged, and that substantial private funds beyond those now committed will soon come available, we are nonetheless agreed that it is within the present State biennial targets, and only moderately increased levels of private giving and endowment income, that we must plan.

We also considered the possibilities of enrollment increases as at least a partial response to the financial challenge. Given the way the State target budgeting system works, very little if any fiscal benefit would come to the College in 1982-84 through increases in enrollment beyond present projections. What can and should be done about enrollment projections for 1984-86 and beyond is an open question. The Financial Study Group agrees that this is a question beyond its authority to resolve. We do urge, however, that further study be made of the enrollment issue, through whatever procedures you think best, and as soon as possible.

The conclusion that planning must proceed within presently established revenue estimates necessarily led the Group into careful consideration of how expenditures might be reduced to bring them into balance with firmly predicted revenues. Very early in this process, it became apparent that even drastic reduction of expenditure in non-personnel categories could not achieve the kinds of savings that will be necessary to get our total E & G commitments for 1982-83 into balance with revenues. By their inherent nature, academic institutions are "labor intensive." At William and Mary, almost 80% of the total E & G budget is committed to personnel costs; it is even larger (83.34%) in the academic budgets which comprise about three-fourths of the total budgets. The obverse of this is that the indispensable maintenance and operating budgets, comparatively small and inflation sensitive as they are, offer limited opportunity for significant savings through reduction.

Such considerations take one inevitably to the conclusion that a significant expenditure reduction can be realized only by decreasing projected personnel costs. How this might be done, in the most equitable, least harmful, but nonetheless most expeditious way, was the question that dominated the Group's late summer deliberations. That question, in turn, brought us into a review of the present budget process, and to suggestions for its revision and improvement.

The Budget Process

While acknowledging that our present budget process has on the whole worked quite well, the Financial Study Group also agreed that it could and should be improved in several ways. The Director of Planning and Budget for the College is presently developing a proposal defining the elements of a

new budget process. The Financial Study Group understands that its charge would only marginally cover its involvement in what is clearly an administrative matter. Nonetheless, we did discuss the process as it is and as it might be, and we favor several broad changes or reforms. Prominent among the changes so discussed and endorsed are an earlier start to the process, with a first "budget call" in the fall; a "target and addendum" system by which firmly projected available funds would be identified and allocated first, with the distribution of other funds, if any, handled through addenda requests; and the establishment of a budget committee, charged with development and review of the budget for the entire College. In that development, it is assumed that consolidated budget reports will be available, so that all the funds of the College, public and private, dedicated and discretionary, can and will be considered together in a unified process of budget construction.

It will take some time, perhaps as long as 18 to 24 months after approval is given to proceed, for such a process to phase into full operation. Some parts of it may be effected earlier. Accordingly, the Financial Study Group's conclusions and recommendations assume that some of the present procedures will remain in place during the critical months ahead, but that others (e.g. the role of the Budget Committee in staffing decisions) will be changed as recommended.

Reduction of Financial Commitments

Even as the College vigorously seeks additional revenue sources, it is clear to the Financial Study Group that we must reduce our financial commitments, especially in Education and General State funds, by several hundred thousand dollars below the budgetary projections that now threaten a deficit in 1982-83. It is equally clear that most of this must come from personnel costs. We believe this can be accomplished without radical surgery, though hardly without discomfort.

Ideally, any recommendations in this regard should be based on extensive and close study of every cost center, so as to enable designation with fair conviction of particular expenses or entire activities that could be reduced or eliminated most equitably, after full consideration of specific alternatives. Such a "zero base" approach to this problem was however quite beyond our capabilities, given the time available. We have therefore necessarily assumed the continued existence of all present programs and activities into 1982-83, and have not attempted to identify particular positions or commitments as most likely candidates for elimination or reduction. It should be stressed, however, that we have done so only because time did not permit otherwise; we believe that further study would lead us to more specific recommendations.

Recommendations

Recommendation I: The Budget Process

Recognizing that it is a matter perhaps beyond its explicit charge to address, the Financial Study Group nonetheless recommends that the present annual budgeting process by modified, roughly as follows:

A. Budget Committee

1. There should be established a College Budget Committee.
2. The Committee should be given the responsibility of developing and recommending to the President the annual budget for the College, and of monitoring the flow of expenditures and revenues, to ensure reasonable and prudent balance between them. As part of this monitoring duty, the Committee should be charged to review and make recommendations on all requests for personnel replacements, as is further detailed in Recommendation II below.
3. The Committee membership recommended by the majority of the Financial Study Group is: the Vice President for Business Affairs, one person appointed by the President for a two-year term from the membership of THE Faculty Liaison Committee, the chairman of the Planning and Priorities Committee, the Planning and Budget Director (non-voting), and the Provost and Vice President for Academic Affairs, as Chairman.

B. Procedures and Schedules

1. To aid the Budget Committee in its work, a consolidated budget reporting form should be developed as soon as possible, so that all funds available to the College, from whatever source, can be considered together in a unified process of budget construction and decision.
2. The process of budget development should begin earlier in the year than is now the case.
3. Insofar as is feasible, a "target and addendum" system of budgeting should be developed, in which firmly identified funds would first be allocated within established "target" totals, with the remainder, if any, allocated on the basis of addenda requests which would be judged by the Committee in terms of priority need.
4. The Budget Committee would report to the President. Periodically throughout the year it would also be expected to meet and confer with the Planning and Priorities Committee, to present and explain some of the possibilities and problems foreseen in annual budget construction, and to report major decisions made. The Planning and Priorities Committee's suggestions, comment, and criticism would be invited, but its role in the budget process would be understood as advisory only.

Recommendation II: Personnel

A. New Positions, Replacements and Reallocations

1. No full- or part-time additional positions should be authorized for 1982-83 in the personnel categories of faculty, administrative, classified, and graduate assistantships, in any academic or administrative department or school, except (a) as such positions at the same or higher salary levels may be removed from one department or school and assigned to another; or (b) as such positions are fully funded from dedicated private or grant and contract funds; or (c) as the costs of such positions are fully offset by permanent reduction in funds committed in other expenditure categories (e.g. hourly wages) in the E & G budgets of the unit requesting the position. Such exceptions would be granted only on recommendation of the appropriate vice president, and authorization by the Budget Committee.
2. All decisions on replacements for faculty and faculty-equivalent administrators vacating personnel positions for 1982-83 should be held until February 1982, when the first priority authorizations for replacements will be made on recommendation of the appropriate vice president, and approval by the Budget Committee. Further replacement authorizations, if any, will be made only as the budget projections for 1982-83 allow, and by the same process of recommendation and approval.

The vice presidents should prepare and submit to the President as soon as possible a list of all known and anticipated faculty and faculty-equivalent position vacancies and current salaries for them. In compiling such lists, all positions now occupied by persons on "temporary and restricted" contracts, full- or part-time, should be considered "position vacancies" at the end of the current year, as well as those regular positions coming vacant by resignation, retirement, or termination of contract (except as a contract is terminated subsequent to a negative tenure or continuation recommendation by the department or school).

3. All replacement decisions for faculty or faculty-equivalent personnel on research assignment or on leave without pay for all or part of 1982-83 should be held until February 1982, at which time the process of recommendation and authorization would proceed as in II.A.2.
4. Classified position vacancy replacement decisions, and all job reallocation decisions, should be made through the same process of recommendation and authorization outlined in II.A.2 and II.A.3, except that the timing of the decision-making process must be modified to take into account the fact that classified vacancies, unlike most faculty vacancies, occur throughout the year.
5. All personnel decisions under II.A. 1, 2, 3, and 4 should be made only after presentation of written request and supporting argument, endorsed in writing by the appropriate vice president to the Budget Committee. It should be understood by everyone involved in the process that a strong case must be made for the necessity of the replacement; that replacements will be authorized on a

Financial Study Group Report

priority basis within prevailing budgetary restraints; and that such decisions will be made in light of, though not strictly guided by, pertinent personnel funding formulas and guidelines.

Salaries

1. Except as otherwise authorized by the Budget Committee on recommendation of the appropriate vice president, all replacements in all personnel categories should be employed at entry-level salaries. It is recognized that such salaries (though not rank) may and will vary according to market factors among academic disciplines and administrative specializations.
2. Consideration should be given to a system of salary administration that would limit percentage and/or dollar increments on higher faculty and administrative salaries, with the savings thus achieved (as compared to the distribution of incremental funds on a straight percentage calculation) either applied to the salary increment pool, or to the remaining projected deficit, if any, as may seem possible and prudent by March 1982.

C. Graduate Assistantships

Funds in support of graduate assistantships for 1982-83 should not be authorized for more than 90% of 1981-82 expenditures until 1 March 1982, except to those departments and schools offering doctoral programs (Education, History, Physics and Psychology) where the authorization for doctoral students may be 100%. Further funding of assistantships, if any, should be authorized by procedures and assumptions given in II.A.2 above.

D. Hourly Wages

Regular budget requests from academic or administrative units for hourly wages for 1982-83 should not exceed the total number of hours nor the classification levels assigned to such units in 1981-82. Requests for assignment of additional hours or change in classification may be submitted as addenda to the budget request, with the understanding that they will be authorized only if additional funds for such purposes are later allocated.

Recommendation III: Summer School

A. Funding Authorizations

The total amount of funding authorized for instruction in summer 1982 should not exceed that awarded in 1981.

B. Faculty Contracts

1. The present practice of awarding "firm" contracts for summer school teaching should be changed, effective summer 1982, to one of "contingent" contracts, thus assuring the College's right to cancel courses with very small or no enrollments.
2. Summer school salary schedules, now based largely on a percentage of an individual's regular session salary, should be reexamined within applicable State rules, to determine the feasibility of a salary system based on relatively fixed amounts per course.

Recommendation IV: Maintenance and Operating Funds

All academic and administrative schools and departments should be asked to prepare M&O budgets for 1982-83 on the assumption of no more than a 5% increase over 1981-82 totals. Requests and justifications for larger increases should be submitted as addenda, which would be funded in part or in full on a priority basis, if and when additional M&O funds were made available.

Recommendation V: Private Funds

Additional private funds in a total amount of not less than \$100,000 should be identified and dedicated in 1982-83 to Educational and General expenses now covered by State funds.

Every effort should be made in subsequent years to increase the amount of private funds which can be dedicated to E&G programs and activities.

Recommendation VI: Recoveries

Rates of recovery from non-State monies to E&G for services rendered should be reviewed to assure that such rates are fairly set and consistently applied.

It is not now possible to predict precisely the fiscal effect of these recommendations, either singularly or as a whole. Obviously, the effect would be minimized if most personnel replacements were eventually authorized in the budgetary process. We believe, however, that if these recommendations are implemented, and administered as strictly as the evolving budgetary circumstances indicate are necessary, the 1982-83 shortfall that now worries us need not and will not occur.

We trust that these recommendations can be implemented in ways that will neither impair William and Mary's educational quality, nor jeopardize our abilities to initiate new programs. This means that the recommended requirements for reduction cannot be put upon all College programs and activities exactly evenly. Allowance must be made for discretion based on priority consideration. It is also clear, however, that no program or activity can be considered exempt from close and critical examination. The financial problem is College-wide, as must be its solution.

Respectfully submitted,

The *ad hoc* Financial Study Group

Dennis K. Cogle
Morton Eckhause
Henry C. Johnson
David E. Kranbuehl
Jeffrey A. Shapiro
James M. Yankovich
George R. Healy (Chairman)

Board Changes Loan Program

A copy of the Board of Visitors resolution of July 14, changing the College's loan program for members of the faculty and staff has been circulated and questions should be directed to David H. Charlton, director of Auxiliary Enterprises, James Blair 111, ext. 4584.

At its July meeting the Executive Committee of the Board of Visitors authorized an increase in the interest rate of the loan program from 4 1/2 percent to a floating rate, two percentage points less than the average interest rate for such loans in the Williamsburg area; the waiting list for the loan has been frozen.

The Planning and priorities Committee has studied the program at the President's request and found that two problems were particularly significant. The fix interest rate was inordinately low, resulting in a substantial loss on the overall financial return on the endowment; an average of only five loans can be offered each year leaving a waiting list of over 200 names.

The Board felt that the two problems should be remedied by increasing the interest level to more accurately reflect the present market conditions. This action, Committee members hope, would serve to increase the rate of return on the College's investment and limit interested participants to those who are trying to buy a house for the first time. The revision would probably not, the Committee noted, appeal to those who are interested in refinancing their existing mortgages.

The new floating rate would be established quarterly by the Vice President for Business Affairs, in consultation with the Faculty Housing Committee.

The loan plan was initiated during the administration of President John Stewart Bryan. The Board of Visitors has increased the maximum loan authorization eight times since the program began, but scales remained essentially unchanged since 1951. The maximum amount available for loan to each applicant has been \$25,000 and the term of the loan, 30 years.



Mario Zamora

Zamora Lectures in Philippines

Mario D. Zamora, professor of anthropology, spent July and August at the University Consultant of Mariano Marcos State University (MMSU) where he helped establish the International Research Center for Iloko-Philippines (IRCIP).

The IRCIP seeks to promote research, publication, and public service on the northern Filipino (Ilocano) on a multidisciplinary basis, with emphasis on anthropology and the related sciences. Zamora will serve as Honorary Director-General for External Affairs of IRCIP.

In addition, Zamora conducted anthropological research field seminars for fifty social science professors of MMSU which resulted in the compilation in manuscript form of two volumes (1,000 pages) of research studies entitled *Tradition, Change, and Development: Batac, Ilocos Norte, Philippines and Tradition, Change, and Development: A Case Study of Barangay Six, San Nicolas, Ilocos Norte, The Philippines*. Both studies will be published by IRCIP.

Zamora also helped develop the curricula for the A.B., M.A., and Ed.D. (Social Science) at MMSU and initiated the founding of the Ilocandia Anthropological Organization (ILOCANO), the first anthropological organization in the northern Philippines. He delivered a lecture entitled "Some Principles of Applied Anthropology: Ten Doors to Social Change," the first of a series of lectures in Anthropology in honor of the late Philippine President Elpidio Quirino and university founder Floro Crisologo at the University of Northern Philippines.

He gave several talks in anthropology before the faculty and studentry of the Colleges of Education, Technology, and the Social Sciences of MMSU, Northern Christian Colleges, Northwestern College, and Divine Word College of Laoag, all in Ilocos Norte, the home province of Philippine President Ferdinand E. Marcos. He also delivered lectures before the Pamulinawen Lioness and Lions Club, Rotary Club of Laoag, and the Kiwanis Club.

He was invited to deliver a lecture entitled "Methods of Research in Cultural Anthropology," before the faculty and graduate students of Angeles University in Central Luzon, where he likewise initiated the formation of the Pampanga Anthropological Society.

While in the Philippines, Zamora finished the revision of his textbook entitled *Cultural Anthropology: Its Dimensions, Its Limitations, Its Applications* used in major Philippine

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Apple II Computer Helps Students Develop Skills

Getting into College is one thing staying there is another.

There is no doubting the ability of students who have impressive academic records in high school, but some have trouble in an environment which simultaneously offers more freedom, the choice of more leisure entertainments and at the same time demands more work of them than the one they are used to.

Study Skills on campuses are designed to help students at all levels sort out their priorities and get their work done with enough time left over to enjoy extracurricular activities and hobbies.

The Study Skills Program on campus has been expanded this year by a new computerized approach developed by two faculty members in the School of Education.

Through a \$29,000 grant from the Virginia Council of Higher Education,

George M. Bass, Jr., and Roger Ries, have pioneered an alternative to the traditional teaching of study skills.

Microcomputer Assisted Study Skills, MASS, utilizes Apple II Plus units which include microprocessors, video monitors and magnetic disks. The Apple II system was selected because it is comparatively inexpensive, quite adaptable and easy to operate.

The reason Bass and Ries are interested in the computer program is because they feel this approach has several advantages over traditional instruction. Responses to user input are error free and infinitely patient; the computer carefully and systematically records all student responses and can use these to evaluate both the student's performance and the adequacy of the instruction. Also there is the novelty and flexibility of the computer. Bass and Ries expect this novelty to draw some students initially who will later

return because they find the academic programs helpful.

The College maintains a traditional study skills office which is staffed by a graduate student and is open on a part-time basis. This year's director, Suzy Marek, is available for workshops and one on one counseling by appointment.

Bass and Ries think the micro-computer programs can supplement her efforts. The computer programs offer the student a tireless tutor on a variety of topics. It also offers an anonymity which may be attractive to some students. Bass and Ries don't expect all students to get study skills help via the computer. Many will prefer the traditional approach, but the computerized addition broadens the former scope of the study skills program and offers them an option.

During the past year Bass and Ries have created six programs for the Study Skills Program, focusing on generic study skill abilities. Students can get a measure of their personal study habits and attitudes compared to other college students by using QUIZZER. Two programs, PARA and SQ3R, focus on increasing study efficiency by giving practice in paraphrasing and active processing strategies for reading assignments. Specific memory techniques are taught in another program available on the microcomputer. There is a MASS program on the techniques of test taking and becoming more "testwise" on multiple choice exams. MASS also has a program to simulate researching a paper topic in Swem Library.

For students who have dealt with computers during high school, MASS will be a natural adjunct to their

For students who have dealt with computers during high school, MASS will be a natural adjunct to their campus activities says Bass. For newcomers, he adds, using the micro-computers is very easy to learn. Another bonus is that these students will be introduced to the capabilities of computers. In a world which daily is becoming more computerized, such microcomputer literacy may be a future necessity for an educated person.

"Because the College has only limited resources available for the development of students' study skills, this seemed an appropriate area to provide students with an innovative learning opportunity to promote the maximum benefit of a liberal arts education," say the new program planners.

Although the programs were designed for freshman, they are open to all students. They hope the microcomputer programs will generate some lively interest so that when the Apples are moved mid-year to larger quarters, there will be a growing list of customers. The computers are currently set up in Room 215 in Washington Hall.

IFC Reception

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to discuss ideas and plan the coming year and conducted a question-and-answer session with Ken Smith, associate dean for student activities and organizations, on what each fraternity expected from the IFC and what the IFC expected of its members.

There was also a discussion at the workshop among IFC fraternity presidents and David Charlton, director of Auxiliary Enterprises; W. Sam Sadler, dean of students; and Amy Jarmon, associate dean of students. The dialogue was intended to bring into the open questions, grievances and compliments regarding the relationship between fraternities and the administration, said Hallman.

As a result of the workshop sessions, the IFC decided to hold future meetings at a permanent location outside of the fraternity complex.

Zamora Abroad

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universities and renewed contacts with Filipino social scientists and administrators in Manila.

Zamora's trip was sponsored by the National Science Development Board of the Philippines and the Mariano Marcos State University.

Williams on International Law

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Whether the plane violated North Korean air space or not is something the general public will probably never know, but according to Williams, "if the reconnaissance plane was indeed over South Korean territory -- even though

James E. Smith, professor of business administration, has been appointed to the editorial board of the Journal of the American Taxation Association.

Donna M. E. Ware, curator of the William and Mary Herbarium, and Thomas F. Wieboldt, '70, currently staff botanist with The Nature Conservancy in Virginia, have received a travel grant from the Flora Committee of the Virginia Academy of Science. This grant will underwrite further field work on the rare rush, *Juncus caesariensis*, an endangered species. They recently co-authored a paper, "The Rediscovery of *Juncus caesariensis* in Virginia," which appeared in *Jeffersonia*, the publication of the Flora Committee of the Virginia Academy of Science.

Bruce K. Goodwin, professor of geology, has recently been elected Vice-President and President-Elect of the Eastern Section of the National Association of Geology Teachers. This section includes both college faculty in geology and secondary teachers of earth science in the states of New York, Pennsylvania, Maryland, Delaware, West Virginia, and Virginia.

Carl H. Hobbs, III, associate marine scientist and assistant professor of marine science, and **Robert J. Byrne**, senior marine scientist and professor of marine science at VIMS, were co-authors with Walde R. Kerns of Virginia Tech, of an article entitled "Shoreline Erosion: A Problem in Environmental Management," which appeared in the most recent edition of Coastal Zone Management Journal.

Other work in the Department of Geological Oceanography at VIMS was the subject of a half-hour "Newsmaker" documentary on WTKR-TV, Channel 3, Norfolk on Sunday, Aug. 31.

John Thelin, associate professor of higher education, is Review Essay Editor for *The Review of Higher Education*, journal of the Association for the Study of Higher Education. His article on intercollegiate athletics policy, "Games Colleges Play," was featured in the Spring Issue of *The Review*.

the tip of its wing was only an inch short of the border -- it was operating correctly and there certainly was no intrusion of the air space or territorial integrity of North Korea."

However, he adds, "if the aircraft was jamming sophisticated communications in North Korea, the American plane would be causing an adverse effect upon Korean interests and that nation would have a legitimate cause for protest, regardless of the fact that the plane was outside North Korean air space."

The issue of national air space and where it begins and ends has been complicated by technical advancements in aviation. "Without dispute it certainly goes as high as normal fixed-wing flight can occur," says Williams. "It is also very clear that national control does not extend over the movement of space satellites."

In between these two extremes, however, is an area that is neither deep space nor national air space. It is in this "undefined" area that space shuttles and other sub-orbital vehicles will be operating in the future, creating a demand for clarification of today's imprecise rights.

Even a quick examination of international air and sea law reveals that international tribunals have been less than successful in arbitrating disputes. One has to look no further than Iran's ignoral of the World Court's order to release the American hostages to realize that the defense of international rights often requires the use of military force.

"The global level of commitment to resolving issues through appropriate peaceful means and acceptance of international law is not terribly strong today," says Williams. "In this decentralized world of ours, most of the sanctions to maintain international rights are applied by the state seeking to defend its rights." He concludes, "That's a dangerous component of our international society, but we live in a relatively crude, decentralized nation-state system."

Two articles by **Walter L. Williams, Jr.**, professor of law, have been published in *Cultural Diplomacy in the Third World* (1981): "Transfer of Technology to Developing Countries: A Challenge to International Diplomacy;" and "Culture, Development and Diplomacy: Reflections on a Seamless Web."

Two New Staff Members Named

Anne C. McCartney, '58, has been appointed Coordinator of Development Research and Assistant to the Vice President of University Advancement, effective Sept. 21.

Mrs. McCartney, who has lived in Aiken, S.C., for a brief period, is returning to Williamsburg and the College, having formerly been a member of the staff in both the Admissions and the President's Offices. For 10 years, as Ann Rowe, she was Singer-in-Residence at Colonial Williamsburg, in which role she entertained visiting dignitaries from around the world. For 23 years she has been a teacher of voice.

Mrs. McCartney was one of the founders and early members of the Madrigal Singers of Williamsburg and was director of the Bruton Parish Youth Choir for 12 years. She was also director of the Dukes of Gloucester Street singers for 12 years.

Mrs. McCartney is the third member of her family to attend William and Mary. Her sister graduated in 1954 and her father was a member of the class of 1930.

Duane A. Dittman, Vice President for University Advancement, said that the

development program and the College are fortunate to have a person with knowledge of this area and the College in this strategic position. "We and many in the community and many alumni will welcome her back to serve her alma mater," said Dittman.

Mark S. von Wehrden

Mark S. von Wehrden of Williamsburg has been named the Manager of Media Services in the Department of University Communications. von Wehrden, who replaces Mike D'Orso in the position, will be responsible for maintaining ties with members of the broadcast press in the department's Office of Public Information.

von Wehrden holds a B.S. degree in public administration and an M.A. degree in journalism from the University of Missouri. He worked as a picture editor intern with National Geographic Magazine, as editor for Go Magazine for the Goodyear Tire and Rubber Company, and as a staff photographer for the Fredericksburg Free Lance-Star.

Most recently, von Wehrden served as an editor/consultant for the National Center for State Courts.

Calendar

TUESDAY, SEPTEMBER 22

Personnel Seminar, CC Ballroom, 8 a.m.-5 p.m.
 Holy Eucharist, St. Martin's Episcopal Church (Jamestown Rd.) 12:15 p.m.
 Career Planning Workshop, CC Sit'n Bull, 3:30-5:30 p.m.
 BSA Committee Meeting, CC Room C, 3:30-5 p.m.
 SAC, CC Little Theatre, 4:30-6:30 p.m.
 NTSA, CC Room D, 5 p.m.
 Women's Tennis v. Richmond, Adair Courts, 5:30 p.m.
 Alpha Phi Omega, CC Room A/B, 6-8 p.m.
 PanHel, CC Room D, 7-8 p.m.
 CSA Mass, Wren Chapel, 7:15 p.m.
 Collegiate Civitans, CC Room C, 7:30 p.m.
 W&M GO Club, Jones 201, 7:30 p.m.

WEDNESDAY, SEPTEMBER 23

Personnel Seminar, CC Sit'n Bull, 8 a.m. - Noon
 Board of Visitors Liaison Committee (All students welcome) CC Room A/B, 9:30 a.m.
 Faculty Lunch, CC Room D, 11 a.m.-1 p.m.
 Placement Office Display, CC Lobby, 11:30 a.m.-1:30 p.m.
 NTSA, CC Room D, 5-5:30 p.m.
 Study Skills Workshop, Swem Library-Botetourt Theatre, 7-9 p.m.
 Lambda Alliance, CC Sit'n Bull, 8-9:30 p.m.

THURSDAY, SEPTEMBER 24

CSA Mass, Wren Chapel, 12:15 p.m.
 Canterbury Association Episcopal Eucharist, Wren Chapel, 5:30-6:30 p.m.
 Career Planning Workshop, CC Room C, 7 p.m.
 Study Skill Workshop by Susie Mirick for Delta Sigma Theta (for Freshmen and Interested Upperclassmen), CC Room A/B, 7-8 p.m.
 College Republicans, CC Sit'n Bull, 7:30 p.m.
 FCA, CC Little Theatre, 7:30 p.m.
 LDSSA, CC Room D, 8-9:30 p.m.

FRIDAY, SEPTEMBER 25

SA Picnic, Sunken Garden, All Day
 NTSA, CC Room D, 5-5:30 p.m.
 Sabbath Services, Temple Beth El, Jamestown Rd., 7:30 p.m. (weekly)

SATURDAY, SEPTEMBER 26

Karate Tournament, Adair Gym, 8 a.m.-6 p.m.
 Residence Hall Life, CC Sit'n Bull, 9 a.m.-3 p.m.
 Sigma Chi Derby Day, (\$1 advance; \$1.25 at gate) Lg. Intramural Field, 10 a.m.
 Organ Recital, Wren Chapel, 11 a.m.
 SA Film Series, "Goldfinger" 7:00 p.m.; "The Spy Who Loved Me" 8:55 p.m., W&M Hall

SUNDAY, SEPTEMBER 27

Holy Eucharist, St. Martin's Episcopal Church (Jamestown Rd.) 8 & 10 a.m.
 Morning Prayer 10 a.m.; Christian Education 11 a.m.
 Society of Friends (Quakers) Silent Worship, 104 W. Kingswood Drive (call 229-3480) Every Sunday 10:30 a.m.
 CSA Mass, CC Ballroom, 10:30 a.m. and St. Bede's Parish Center, 5 p.m.
 Christian Coalition for Social Concerns, CC Sit'n Bull, 12-5 p.m.
 LaCrosse, Large Intramural Field, 12-5 p.m.
 Alpha Kappa Alpha Reception, CC Little Theatre, 3-6 p.m.
 Evensong & Dinner, Bruton Parish, 5:30 p.m.
 International Relations Club, CC Room A/B, 7-10:30 p.m.
 Cinema Classics Society, CC Ballroom "Metropolis" & "Potemkin," 8 p.m.
 LDSSA Film, Swem Library-Botetourt Theatre, 8 p.m.

MONDAY, SEPTEMBER 28

Paintings by Gary Pettigrew Exhibition, Andrews Gallery, (thru 10/23)
 Exhibit: Lithographs of Karel Appel, Zollinger Museum - Swem Library, (thru 11/25)
 NTSA, CC Room D, 5-5:30 p.m.
 Phi Mu Alpha, CC Sit'n Bull, 6:30-9 p.m.
 Rosh Hashanah Services, Temple Beth El (Jamestown Rd.) 7:30 p.m.

English Department Film, Swem Library - Botetourt Theatre, 8-10:30 p.m.
 Recital - Robert Moncrief, CC Ballroom, 8:15 p.m.

TUESDAY, SEPTEMBER 29

Personel Seminar, CC Sit'n Bull, 8 a.m. - 5 p.m.

Employment

The following positions at the College of William and Mary are or will be vacant. They are open to all qualified individuals. However, current faculty and classified employees of the College will receive first consideration. Those wishing to apply for these positions should submit their applications to reach the Personnel Office, James Blair Hall, no later than 5 p.m. on the deadline date. The College of William and Mary is an Equal Opportunity/Affirmative Action employer. Accordingly, women, minorities, and the handicapped are encouraged to apply for those positions for which they are qualified.

Inquiries about vacancies should be directed to the Personnel Office between the hours of 8 a.m. and 4 p.m. and not to the department where the openings exist.

***FISCAL AND ACCOUNTING

TECHNICIAN (grade 7) salary range \$12,241 to \$16,721 per year. Starting salary dependent upon experience and previous salary level of the appointee. #306. Qualifications - responsible working knowledge of accounting, auditing, and computerized accounting systems preferred. Location - Office of the Treasurer, deadline, 9/21.

GROUNDSMAN - unclassified, full-time - \$3.77 per hour. Qualifications - Experience in groundskeeping or related work. Location - VIMS (maintenance department), deadline, 9/22.

CLERK TYPIST C - unclassified, full-time - \$4.51 per hour. Qualifications - High school graduate preferred with clerical experience. Demonstrated ability to type required. Location - VIMS (Office of the Associate Director for Finance the Associate Director for Finance

Rosh Hashanah Services, Temple Beth El (Jamestown Rd.) 10 a.m.
 Women's Tennis v. VCU, Adair Courts, 3:30 p.m.
 SAC, CC Little Theatre, 4:30 p.m.
 NTSA, CC Room D, 5-5:30 p.m.

Alpha Phi Omega, CC Room A/B, 6-8 p.m.
 PanHel, CC Room D, 7-8 p.m.
 CSA Mass, Wren Chapel, 7:15 p.m.
 Collegiate Civitans, CC Room C, 7:30 p.m.
 W&M GO Club, Jones 201, 7:30 p.m.

and Administration) deadline, 9/22.
CAMPUS POLICE OFFICER (grade 7) year. Starting salary dependent upon experience and previous salary level of the appointee. #523. Qualifications - High school graduate or equivalent preferred, with work experience involving considerable public contact. Must possess excellent written and oral communication skills. Ability to work under stressful conditions, conduct investigations, and deal effectively with the public and members of the college community. Must be able to work shifts and extra duty hours and to graduate from an accredited police academy within one year of employment. Must be able to pass an extensive personal background investigation. Location - Campus Police Office, deadline, 9/21.

CLERK TYPIST C (grade 4)--salary range \$9,374 to \$12,797 per year. Starting salary dependent upon experience and previous salary level of appointee. #255. Qualifications-high school graduate preferred with clerical experience. Opens and processes daily mail. Assists with maintenance of prospective applicant file. Answers telephone and greets visitors as regular backup for receptionist. Ability to communicate effectively with students and parents essential. Position entails a great amount of detail and is often fast paced. Demonstrated ability to type required. Location-Admissions Office, deadline 9/24.

COMPUTER OPERATOR - unclassified, part time, \$5.38 per hour (to work nights and weekends for approximately 36 hours per

week). Qualifications-experience as a computer operator of medium to large computer system, experience with an IBM 370/158 or a Prime 750 is preferred. Location-Computer Center, deadline 10/2.

CLERK TYPIST C (Grade 4) - Salary range \$9,374 to \$12,797 per year. Starting salary dependent upon experience and previous salary level of appointee. #279 Qualifications - High school graduate preferred with clerical experience. Incumbent is responsible for development and maintenance of prospective applicant file. Answers telephone and greets visitors as regular backup for receptionist. Ability to communicate effectively with students and parents essential. Position entails a great amount of detail and is often fast paced. Demonstrated ability to type required. Locations-Admissions Office, deadline, 9/22.

MARINE SCIENTIST C (Grade 14) (commercial fishing gear specialist) Salary range \$22,847 to \$31,207 per year. Starting salary dependent upon experience and previous salary level of the appointee. This is a restricted position #340. Qualifications - Ph.D. in biology, chemistry, marine science or related field preferred with extensive commercial fishing experience. Incumbent will assist Virginia Off-shore Fishing Industry by conducting fishing gear demonstrations, workshops and by developing advisory and educational programs. VIMS (Advisory Services Department) deadline, 9/24.

***Promotional Opportunity only for hourly or classified employee of the College of William and Mary/Virginia Institute of Marine Science.

Classified

FOR SALE

FOR SALE: Small Sanyo Refrigerator, Fisher stereo, dryrack, ironing board, portable T.V., backrest for bed. Call 220-3641 or 253-4288.

1978 HONDA XL250S ENDURO good cond., only 450 mi., street legal, plus helmet. Call 220-3626. (9/22)

ELECTRIC ROOM HEATER: \$15. Like new. 8'x11" Braided rug \$30, blue, good cond., 2-3' wide bamboo shades, \$2.50 each. Call 229-4895 after 6 p.m. (9/22)

GLOUCESTER: Large restored country home; wood stoves in kitchen and living room, 4 bedrooms; sun porch; energy efficient; 3 acres; 40 fruit nut trees. Will finance at 12% or rent with option to buy. \$79,000. Call Heyman 229-9514 after 6 p.m. (9/22)

HONDA 175 CC, low mileage. Good MPG, elec. starter, new battery, new mufflers. Kept in garage, exc. cond. Call 229-8947 or 229-1100. (9/29)

10 SPEED 20" RACING BIKE: Raleigh, white, bike rack, 8 yrs. old, good condition. \$60. Call 229-9571 (9/29)

ZENITH Black and White 12" T.V., \$45. Call 229-4229 after 5 p.m. (9/29)

FOR SALE: SEASONS TRACE TOWNHOUSE, 3 bdms., 2 1/2 baths, excellent floor plan, w dryer. 15% down, 12.5% 25-year owner financing with no loan closing costs to qualified buyer. \$61,900. Excellent tax shelter prospects under new tax regulations. No agents, please. 229-8835, (9/29)

WANTED

Female roommate to share 3 bedroom apartment. Call Anne or Marsha, 229-7793. 9/29

FEMALE ROOMMATE WANTED to share 2 BDRM Apt. in Stratford Hall. \$132/mo. plus 1/2 elec. Call 565-1498.

MALE ROOMMATE WANTED: to share 2 bedroom apt. (Woodshire Apts.). Call Ron between 11 p.m. and 7 a.m. - after 7 a.m., leave message. 229-0058 (9/29)

WANTED: FEMALE TEACHER, BUSINESS WOMAN OR GRADUATE STUDENT to stay nights with elderly woman in exchange for room and 2 meals per day. 1 block from College. Call 229-5339 (9/29)

FOR RENT

ROOM IN SPRING ROAD TOWNHOUSE close-in, many conveniences, pool. 9 month lease. \$170 plus VEPSCO. Call 299-9286 early A.M. or Eve. (9/22)

APARTMENT TO SHARE with 3 other girls \$125 - A.C. ideal place. (9/29)

W&M ON-CAMPUS M F housing is still available! Contact Office of Residence Hall Life (253-4314)

LOST

Gold heart necklace - going from Tucker to A&P. Call ext. 4374. 9/22

FOUND

Postage stamps, ext. 4673.

WATCH FOUND: W&M Hall Tennis Courts. Call Susan ext. 4744 (9/29)

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Barbara Ball, editor
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