

The C.N.C. Chronicle

MONDAY

September 20

2:00 - Curriculum Committee - A449

TUESDAY

September 21

VP's/President - 10:00

Deans' Meeting - 2:00

WEDNESDAY

September 22

1:30 - Handbook Committee - A449

10:00 a.m. - Room 105, Adm.
Bldg. - Blue Cross/Blue
Shield Information

THURSDAY

September 23

2:30 p.m. - A105 - Handbook Committee's Task Force
(open meeting)

FRIDAY

September 24

2:30 p.m. - FAC/President

SATURDAY

September 25

SUNDAY

September 26

NEWS & GENERAL INFORMATION

Colloquium

Dr. Jay Paul, Associate Professor of English, will initiate the 1982-83 Dean William Parks Memorial Colloquia with a reading of poetry and prose on Wednesday, September 29, at noon in the Campus Center Theater. The program will include new as well as published works. Dr. Paul's poems have appeared across the country, most recently in Poetry Northwest, Abraxas, and Cream City Review. New England Review, Seems, and Cimarron Review have printed his stories. His essays on modern poetry have appeared in Contemporary Poets (St. Martin's Press) and Chicago Review. Since last performing his work at CNC, in 1980, Dr. Paul has read at the Taylor Library in Hampton and at Longwood College.

The program is scheduled for one hour. A luncheon will follow in the Campus Center Board Room. Make reservations with Jim Morris by Monday, September 27. The cost will be \$4 or \$5.

-- Vice President for Academic Affairs

* * * * *

Grant Information

Special Fulbright Program: Graduate Study Abroad--Indonesia. U.S. Citizens who do not hold the Ph.D. degree at time of application, under 32 years of age on July 1, 1983, from fields of Creative and Performing Arts and Indonesian and Regional Literature and Languages.

If you have or receive grant or fellowship information that you would be willing to share with other CNC faculty please send such information to the Grants Coordinator.

-- Lee Doerries, Grants Coordinator

* * * * *

Blue Cross/Blue Shield Information

The Commonwealth of Virginia Department of Personnel and Training is sponsoring a one-hour informational meeting for State employees concerning Blue Cross/Blue Shield on our campus Wednesday, September 22, at 10:00 a.m., in Room 105 of the Administration Building. The extent and limitations of coverage and how to file claims will be discussed. All personnel are invited to attend, and release time will be granted to classified employees.

-- Director of Personnel

* * * * *

Transition: From Partnership to Personal Autonomy 9 Seminars for Separated/Divorced Men and Women

Purpose: To help individuals cope with dissolving relationships.

Time: Every Friday night, Sept. 24th - Nov. 19th, 7:00 - 8:30 p.m.

Place: CNC, CC233 Cost: \$10 for all 9 sessions

Provisions: Refreshments, Baby-sitting

Aid in the following concerns: emotional, legal, financial, parental, sexual, social,
alcohol & drug abuse, communication with estranged spouse.

Limit: 25 single persons (no couples)

Requirements: pre-registration. Call 245-6026 and ask for Virginia Reynolds

Co-sponsored by The Peninsula YWCA and CNC

Transition Group for Divorced & Separated Men and Women:

September 24: Emotional: Lynn Skerrett Schulz, Ph.D., Counseling Psychiatrist

October 1: Financial: Nancy Blatto

October 8: Legal: H. Vincent Conway, Attorney at Law

October 15: Divorce & Depression "When you need help": Dr. Betty Powell
October 22: Anger and Rules of Communication: Michael R. Huppert, L.C.S.W.
October 29: Alcohol and Drug Abuse: Meg Noland, Family Coordinator
November 5: "A New Look at Sexuality" - Single Again - Margaret Dixon Sheild and Dr. Roger Crouch
November 12: Children of Divorce: Dr. Sallye Petruchyk
November 19: Whose fault is it? & Social Insight: Dr. David Dooley

* * * * *

Menu for the Week of September 20-24

Mon, Sept. 20	Quiche Boiled Potatoes Green Peas	\$2.15
Tues, Sept. 21	Hamburger Steak & Onions Scalloped Potatoes Corn	\$2.15
Wed, Sept. 22	Lasagna Garlic Bread Salad	\$2.15
Thurs, Sept. 23	Turkey & Dressing Sweet Potato Pudding	\$2.15
Fri, Sept. 24	Meat Loaf Mashed Potatoes Corn	\$2.15

-- Cafeteria Manager

FACULTY/STAFF NEWS

Note from Elnora Scott

My Dear Friends,

Thank you for the wonderful party and lovely gifts. The day was one of the best I ever had at C.N.C. I hated leaving and I hope I will be lucky enough to find a job here with people as nice as you.

Robert, Bobby and I are getting settled in our apartment here. The weather has been beautiful. The area we're in doesn't get smoggy like downtown L.A. Bobby is registered to begin classes at Cal State L.A. and I'll probably start job hunting after classes begin.

When I'm visiting in Virginia I will surely come by to see you.

Sincerely,

Elnora Scott

* * * * *

Betty Anglin has a painting in the Tidewater Artists' Juried Show of "Miniatures," hanging in the Hermitage Museum, Norfolk.

* * * * *

Bob Coker has been re-elected to the Board of Directors of the Hampton Roads Chapter of the American Marketing Association 1982-83. Bob has also been elected First Vice President of the Peninsula Sales and Marketing Executives for 1982-83.

* * * * *

Dr. Andrew Papageorge had an article, "The Management Education Myth," (coauthored with Warren J. Ridge, President, Value Management Institute) published in the May issue of The Diary of Alpha Kappa Psi, the national professional business fraternity.

* * * * *

The July, 1982 issue of the Informal Logic Newsletter (Vol. 4, #3) has an article by John Hoaglund, "Argumentum ad hominem: aut bonum aut malum?"

* * * * *

Dr. Algin B. King, Dean, School of Business and Economics, spoke at the Peninsula Chapter of the National Association of Accountants on Wednesday, September 8. His topic was "Current State of National Economy and Directions in 1983."

COMMITTEE REPORTS

Open Meeting

The Handbook Committee's Task Force on Policies Affecting the Faculty will hold an open meeting to discuss Chapter 5 of the current College Handbook. The meeting is scheduled for 2:30 p.m., Thursday, September 23, 1982 in A105.

The source documents for the discussion at the meeting are the current policies and recommended policies drafted by the Handbook task forces last spring and distributed to the Faculty last April 22.

Of particular interest are the policies which cover standards and procedures for evaluation, dismissal procedures, reduction in faculty positions and outside employment.

-- Robert J. Durel

* * * * *

Faculty Evaluation Committee - Faculty Evaluation Calendar - 1982-83

The Faculty Evaluation Committee has determined the evaluation calendar for the year. The Faculty Handbook defines each step. The members of the committee (Coker, Kostaki-Gailey, Miller, Pugh, St. Onge and Squires) are ready to assist in the interpretation of regulations. Please note that Step 4 has been set at the start of the spring semester. This change was made in order to provide the Vice President for Academic Affairs and Deans with more than one week for review.

		<u>1st Year Faculty</u>	<u>2nd Year Faculty</u>	<u>Others</u>
Step 1	Notification of evaluation; forward criteria to FEC	Oct 4	Oct 4	Oct 4
Step 2	FEC review	Oct 18	Oct 11	Oct 18
Step 3	Completion of dossier & submission to peer group	Dec 13	Oct 18	Dec 13
Step 4	Circulation of dossier in peer group and recommendations completed	Jan 24	Oct 25	Jan 24
Step 5	Peer group evaluation to evaluatee	Jan 25	Nov 1	Jan 25
Step 6	Signed evaluation to FEC	Jan 26	Nov 8	Jan 26
Step 7	Evaluation to FPC	Jan 31	Nov 15	Jan 31
Step 8	Evaluation to Dean of appropriate school	Feb 2	Nov 22	Feb 2
Step 9	Evaluation to VPAA	Feb 10	Dec 6	Feb 16
Step 10	VPAA's recommendation to President	Feb 21	Dec 17	Mar 1
Step 11	President reviews and makes decisions on tenure/promotion recommendations to Board of Visitors Board of Visitors acts on recommendations	--	--	--
Step 12	Faculty member notified in writing	Mar 7	Dec 22	Apr 15

--Buck Miller, Chairman, FEC

Faculty Advisory Committee

I. Membership 1982-83

E. Daly - Chairman	T. Bostick
A. Papageorge - Vice-chairman	J. Healey
J. Avioli	J. Powell
S. Bauer	B. Winter

You are encouraged to contact any member to express concern about any topic "which may affect the educational function of the College or the welfare of the Faculty." (College Handbook)

II. Faculty Liaison Representatives to the Board of Visitors for the 1982-83 Academic Year are:

<u>Committee Assignment</u>	<u>Faculty Member</u>
Audit	Prof. Robert E. Fellows, Assistant Professor of Accounting and Finance
Financial Affairs	Dr. Andrew J. Papageorge, Professor of Marketing and Management
Student Affairs	Dr. William Winter, Associate Professor of Political Science
Academic Affairs	Dr. Elizabeth A. Daly, Associate Professor of Education
Buildings and Grounds	Dr. Paul Killam, Professor of Political Science
Development and College Relations	Dr. Theodora P. Bostick, Professor of History

For your information, meetings of the Board of Visitors are scheduled for the following dates:

October 28, 1982	February 24, 1983
December 16, 1982	April 28, 1983
	June 23, 1983

Please contact the appropriate liaison representative or chairman of F.A.C. when you have items of concern.

III. Reports of Liaison Representatives - Meetings of the Committees of the Board of Visitors, June 17, 1982:

Audit - R. Fellows

Topics of discussion included a financial report on the Bookstore, the internal auditing of miscellaneous activities, and the Charter and Guidelines for the Audit Committee.

Financial Affairs - A. Papageorge

The committee recommended approval of resolutions concerning the "Budget Resolution: Fiscal Year 1982-83," "Signature Authorization" for checks, and "Cancellation of Certain Accounts Receivable considered Uncollectible." The Operating Fund budget report was discussed.

Student Affairs - B. Winter

The problem of student health care at CNC was discussed - again. (The previous meeting of this committee was devoted almost entirely to this topic.)

Mr. C. Ward summarized the current characteristics of the student financial aid program, and explained what he thought the impact on CNC student aid might be (in the Fall, '82) of the Reagan budget cuts.

Ms. Cindy Perry explained the results of the latest survey of students regarding student attrition at CNC. The following are highlights, drawn from a sample of 598 non-returnees:

1. Traditional and non-traditional students differ markedly in their reasons for not returning.
2. Curriculum difficulties, job-related problems and financial difficulties tended to be the significant factors in the decision not to return to CNC.

Academic Affairs - E. Daly, B. Durel

The faculty reports centered on the progress on the College Handbook, the status upgrade project, functions of the program review committee and the many contributions of Dr. R. J. Edwards in his years as an academic administrator. Both the board members and faculty representatives expressed a commitment to greater communication between the two groups. Written reports by faculty representatives will be included in the board agendas in the future as a means of communicating Faculty activities, concerns and positions. (To this end, the F.A.C. will exert efforts this fall to assess the position of the Faculty on relevant issues in higher education).

The debilitating effects of the minimal pay raise of 4% on the standard of living and morale of the Faculty were discussed.

A draft sick leave policy was presented by Dr. Edwards. A member of the Academic Affairs committee will review and make suggestions for future consideration by the committee.

A resolution approving, in concept, the establishment of a B.S. in Nursing for initiation in 1986 was presented by Dr. Edwards.

Buildings and Grounds - J. Healey for P. Killam

Richard White, Capital Outlay Specialist, reported on the status of all C.O. projects:

Track: to be completed in September. Security fence does not meet specifications and will be replaced.

Science Building: on schedule. Equipment list being analyzed by CNC Administration.

Campus Center Addition: Construction to begin by mid-July.

Energy Conservation, Roof Repair, New Parking Lot Projects: in process, on schedule.

V.P. James Eagle reported on long range Capital Outlay projects and the need to further develop a long-range C.O. Program which is dynamic, well thoughtout, and (in view of limited funding) prioritized.

Development & College Relations - T. Bostick

Reports were given by Bev Vaughan, Director of Athletics, Paula Delo, Director of Public Relations and Barry Wood, Director of Development. The factors affecting fund raising were discussed.

IV. Summer Activities

1. When a copy of the memo announcing the 5% budget reversion was received

in late June, the following memorandum was sent to President Anderson and Dr. Edwards with copies to V.P. Eagle, V.P. Behymer, Dean Summerville and Dean King:

On behalf of the Faculty, the Faculty Advisory Committee encourages the exploration of all alternatives when the means of implementing the five-percent budget reversion to the State are considered. At present, the instructional budget is a barebones, supporting structure which needs to remain intact. Any significant cutback would have an adverse impact on the quality of the educational programs offered to the students by Christopher Newport College.

2. Various faculty members expressed concern relative to the implementation of the promotion policy, i.e. the first promotion since 1974 of an assistant professor without terminal degree to the rank of associate professor. The Chairman and Vice-Chairman of F.A.C. brought this concern to the V.P.A.A., Dr. Edwards. The response printed below was received by F.A.C. with copies to President Anderson, the academic deans, and the Faculty Personnel Committee. Since academic promotion is a concern of the Faculty both collectively and individually, the text is below for your information. The listing of individual faculty names and promotion dates have been omitted as it is the policy alone which is germane.

August 26, 1982

TO: Faculty Advisory Committee

FROM: Vice President for Academic Affairs

Subject: Promotion Consideration of Certain Assistant Professors Without the Terminal Degree

Beginning with the 1975-76 academic year, one of the criteria for tenure and promotion to ranks above that of Instructor is the possession of the terminal degree. Faculty members without the terminal degree hired prior to 1975 had full expectation of eventually being eligible for promotion to the rank of Associate Professor, even though still lacking the terminal degree. The College-wide guidelines for promotion initiated in 1975, partially in recognition of this situation, includes the statement that "no single requirement is to be viewed entirely restrictive in and of itself." The policy on promotion further states that "exceptions to the guidelines, however, should be based on performance well above and beyond the normal expectations of each rank in the other guideline areas."

It should be noted that all faculty members without the terminal degree hired since 1974 were made aware, prior to being issued their initial contract, of the fact that they could not expect to be promoted or be granted tenure unless they obtained the terminal degree. The College Handbook Committee will be asked to include in the criteria for promotion to the rank of Assistant Professor something to the effect that the possession of the terminal degree is, as a norm, expected and that the terminal degree is required for promotion to the rank of Associate Professor. This revision will reflect what has been the practice since 1975.

Nine current members of the faculty without the terminal degree who were hired prior to 1975 hold the rank of Associate Professor. The year these members joined the faculty and the year in which they were promoted to the rank of Associate Professor are as follows:

(deletion)

At this time, there are nine Assistant Professors without the terminal degree who became members of the Faculty prior to 1975. The year in which they were hired and the year in which they were promoted to the rank of Assistant Professor are as follows:

(deletion)

Included in this limited number of faculty members are several who are, in all likelihood, as deserving or even more so of promotion to the rank of Associate Professor as some of those without the terminal degree that were promoted to that rank prior to 1975. A few of these faculty members have been recommended for promotion one or more times since 1974. However, partially because of the lack of a definition of "equivalent excellence," a concept emerged shortly after 1975, promotion has been denied until very recently.

It is very obvious that the treatment of this small group of faculty members, as far as eligibility for promotion consideration is concerned, has been inconsistent with that extended to their peers who were promoted to Associate Professor prior to 1975, and therefore patently unfair. The Board of Visitors in its recent promotion approval has taken cognizance of this inequity.

This is not to say that promotion of any of these faculty members should be the more or less pro forma exercise that it was in the past, but should be based on the following policy and guidelines which have been extracted from a resolution prepared for Board approval early last June; but, although agreeing with these guidelines, the President decided that the College Handbook Committee should incorporate them into the revised Handbook:

This policy pertains only to those tenured faculty members without the terminal degree who are currently at the rank of Assistant Professor and who joined the faculty prior to 1975 without the specific understanding that a doctoral program would be completed within a relatively short period of time and who have not received financial assistance from the College in support of the attainment of the terminal degree with a subsequent abandonment of the effort.

Those faculty members who meet the above criteria are eligible for consideration for promotion to the rank of Associate Professor. The guidelines for promotion are:

- a) a consistent history of demonstrated excellence in teaching effectiveness
- b) a consistent history of significant departmental and college service
- c) a consistent history of positive peer evaluation
- d) demonstrated professional development and accomplishments in his/her academic area of such a nature that they are comparable to that expected of a faculty member holding a terminal degree
- e) continued promise of being a strong member of his/her department, College, and academic discipline.

The College Handbook Committee will be requested to include the above clarification in the section on Other Policies Affecting the Faculty.

V. Faculty Development Grants

Recipients of 1981-82 Faculty Development Grants are reminded of the following provision as stated in the Handbook:

Each recipient of a Faculty Development Grant is required to submit a written report on the progress of the project or research at the end of the grant period to the Vice President for Academic Affairs with copies to the academic department, the Faculty Advisory Committee and the Dean of the appropriate school.

It is anticipated that F.A.C. will be able to announce a grant application period in the near future. See pp. 34 & 35 of the College Handbook for relevant guidance.

-- E. Daly, Chairman
Faculty Advisory Committee

ELECTED COMMITTEES
1982-83

Committee Memberships and Other Officers/(*indicates 82-83 chairman)

Academic Status Committee

*Buoncristiani (1983) N&Q
Dawson (1984) B&E
Guthrie (1983) A&L
Killam (1984) S&B
Mazzarella (1984) A&L
Randall (1983) E&C

Admissions Committee

*Butchko (1983) S&B
Colonna (1983) B&E
Gordon (1983) E&C
Hornback (1984) E&C
Mollick (1984) N&Q
Teschner (1984) A&L

Curriculum Committee

*Hammer (1983) N&Q
Hubbard, R. (1984) A&L
Jenkins (1983) E&C
Maniyar (1983) B&E
Mathews (1983) S&B
Morgan (1984) A&L
Olson (1984) N&Q

Degrees Committee

Booker (1985) B&E
Hoaglund (1984) A&L
Hoiberg (1983) S&B
Hubbard, J. (1984) E&C
*Paul (1983) A&L
Weber (1985) N&Q

Faculty Advisory Committee

Avioli (1984) N&Q
Bauer (1983) S&B
Bostick (1984) A&L
*Daly (1984) E&C
Healey (1983) S&B
Papageorge (1984) B&E
Powell (1983) A&L
Winter (1983) S&B

Faculty Evaluation Committee

Coker (1984) B&E
Gailey (1984) E&C
*Miller, B. (1985) S&B
Pugh (1983) N&Q
Squires (1985) S&B
St. Onge (1983) A&L

Nominations Committee

Al-Salam (1983) N&Q
Fellowes (1984) B&E
*Herrmann (1984) S&B
Royall (1983) E&C
Sanderlin (1983) A&L
Schell (1984) B&E

Vice Chairman of Faculty - Pugh

Secretary to the Faculty - Markusen
Asst. Sec. to the Faculty - Webb, J.

Faculty Representative to the
Virginia Faculty Senate - Winter

CHRISTOPHER NEWPORT COLLEGE
REGULAR FACULTY
1982-83

DAVID FRANCIS ALEXICK

Associate Professor of Fine and Performing Arts. B.F.A., Richmond Professional Institute; M.F.A., Virginia Commonwealth University; Ph.D., Pennsylvania State University.

SUE GRAY AL-SALAM

Assistant Professor of Physics. B.A., Wellesley College; M.A., University of California (Berkeley); M.A., The College of William and Mary.

JOHN EDWIN ANDERSON JR.

Professor of Management and Marketing; President. B.A., University of Akron; Ph.D., Ohio State University.

HITOHISA ASAI

Assistant Professor of Computer Science. B.S., Meijo University; M.S., University of Wisconsin; M.S., Tokyo Electrical Engineering College; Ph.D., University of Houston.

JOHN JOSEPH AVIOLI

Associate Professor of Mathematics. B.S., West Chester State College; M.S. and Ph.D., University of Delaware.

DAVID ALLEN BANKES

Professor of Biology and Environmental Science. B.S., University of Delaware; M.S. and Ph.D., The Ohio State University.

MARTIN WILLIAM BARTELT

Professor of Mathematics. B.A., Hofstra University; M.A. and Ph.D., University of Wisconsin.

FRANKLIN SAMUEL BAUER

Professor of Psychology. B.A., M.A. and Ph.D., University of Illinois.

RICHARD MIDDLETON BLOOD

Instructor in Mathematics. B.S., Ursinus College; M.S., Temple University.

HENRY MARSHALL BOOKER

Professor of Economics. B.A., Lynchburg College; Ph.D., University of Virginia.

THEODORA PIERDOS BOSTICK

Professor of History. B.A., Mundelein College; M.A. and Ph.D., University of Illinois.

EDWIN CANNON BOYD

Associate Professor of Management and Marketing. A.B., Duke University; M.B.A., Wharton School of Finance and Commerce, University of Pennsylvania.

THOMAS HENRY BRUNO

Instructor in Management and Marketing. B.S., University of Richmond; M.S., George Washington University.

ALFRED MARTIN BUONCRISTIANI

Professor of Physics. B.S., University of Santa Clara; Ph.D., University of Notre Dame.

RICHARD WALKER BUTCHKO

Assistant Professor of Sociology and Social Work. B.S., Pennsylvania State University; M.S.W., West Virginia University; M.A., Duquesne University.

SUSAN LEWIS CASEY

Instructor in Management and Marketing. B.B.A. and M.B.A., The College of William and Mary.

ALMA JANE CHAMBERS

Associate Professor of English. B.A., Pfeiffer College; M.A., University of Arkansas.

CHIE KEN CHANG

Associate Professor of Chemistry. B.S., Taiwan University; Ph.D., University of Notre Dame.

CHUNG-WU CHANG

Associate Professor of Sociology and Social Work. B.A., Chung-Kung University; M.S. and Ph.D., Louisiana State University.

ROBERT CHARLES COKER

Professor of Management and Marketing. B.S., West Virginia Wesleyan College; M.S. and Ph.D., University of Illinois.

CARL MORGAN COLONNA

Assistant Professor of Economics. B.B.A. and M.A., Old Dominion University.

HAROLD NELSON CONES, JR.

Professor of Biology and Environmental Science. B.S., Maryville College; M.A., Virginia Institute of Marine Science, The College of William and Mary; Ph.D., Bowling Green State University.

BENTHRAM T. COSTIGAN (Major, U.S. Army)

Assistant Professor of Military Science. B.S., Coker College.

ROBERT HENRY CUMMINGS

Professor of Leisure Studies and Physical Education. A.A., Baltimore Junior College; B.S., University of Maryland; M.A., West Virginia University; Ph.D., University of Southern Mississippi.

ELIZABETH-ANNE DALY

Associate Professor of Education. B.A., Suffolk University; Ed.M., Boston University; Ed.D., The College of William and Mary.

JOHN WILLETT DAWSON

Assistant Professor of Accounting and Finance. B.G.E., University of Omaha; M.B.A., Virginia Commonwealth University.

ROBERT DALE DOANE

Associate Professor of Political Science and Governmental Administration. B.A., Lynchburg College; M.A., George Washington University; Ph.D., Temple University.

LEE ERWIN DOERRIES

Associate Professor of Psychology. B.A. and M.A., The College of William and Mary; Ph.D., University of Rhode Island.

DAVID EDWARD DOOLEY

Associate Professor of Psychology. B.A., Tampa University; M.S., Illinois State University; Ed.D., The College of William and Mary.

RUBERT JOHN DUREL

Associate Professor of Sociology and Social Work and Acting Dean of the School of Liberal Arts, Sciences, and Education. A.A., St. Joseph Seminary; B.A., M.A. and Ph.D., University of Notre Dame.

CHARLES EARLE EDWARDS

Assistant Professor of Accounting and Finance. B.S. and M.S., Virginia Commonwealth University.

ROBERT JOHNSON EDWARDS

Professor of Biology and Environmental Science. B.A., Hobart College; Ph.D., University of Rochester.

GERALD LAWRENCE ENGEL

Associate Professor of Computer Science. B.S., Hampden-Sydney College; M.A., Louisiana State University; D.Ed., Pennsylvania State University.

ROBERT EVANS FELLOWES

Assistant Professor of Accounting and Finance. B.S., United States Naval Academy; M.S., Massachusetts Institute of Technology. (C.P.A., VA)

PATRICIA HILLHOUSE FINNEY

Associate Professor of Computer Science. B.S. and Ph.D., University of Georgia.

LORA RUTH FRIEDMAN

Professor of Education. B.S. and M.A., City College of New York; Ed.D., University of Florida.

STAVROULA ERIKETTA KOSTAKI-GAILEY

Associate Professor of Basic Studies. A.A., Warren Wilson College; B.A., University of North Carolina (Greensboro); M.A., Western Carolina University; Ph.D., University of North Carolina (Greensboro).

DAVID EARL GAME

Instructor in Computer Science. B.S., Massachusetts Institute of Technology; M.S., The College of William and Mary.

- GARY ALAN GAULT (Captain, U.S. Army National Guard)
Assistant Professor of Military Science. B.A., Oregon State University; M.A., Portland State University.
- DOUGLAS KIRKE GORDON
Associate Professor of Basic Studies. B.A., University of Virginia; M.A. and Ph.D., University of Tennessee.
- RICHARD THOMAS GREENOUGH, JR.
Instructor in Political Science and Governmental Administration. B.A., University of Massachusetts; M.S., Eastern Kentucky University.
- STEPHEN LYNN GROBEL
Assistant Professor of Accounting and Finance. B.A., Carroll College; M.L., The College of William and Mary.
- JOHN RICHARD GUTHRIE, JR.
Associate Professor of Modern and Classical Languages and Literature. A.B., The College of William and Mary; M.A., Middlebury College Graduate School of French in France; Ph.D., University of North Carolina (Chapel Hill).
- GARY G. HAMMER
Professor of Chemistry. B.S. and M.S., Wichita State University; Ph.D., Georgia Institute of Technology.
- JOSEPH FRANCIS HEALEY
Associate Professor of Sociology and Social Work. A.B. and M.A., The College of William and Mary; Ph.D., University of Virginia.
- ROBERT WILLIAM HERRMANN
Professor of Psychology. B.A., George Washington University; M.A. and Ph.D., Michigan State University.
- JAMES ROBERT HINES
Associate Professor of Fine and Performing Arts. B.A., Old Dominion University; M.M., Virginia Commonwealth University; Ph.D., University of North Carolina (Chapel Hill).
- JOHN ARTHUR HOAGLUND
Professor of Philosophy. Ph.D., Free University of Berlin.
- BRUCE CARL HOIBERG
Associate Professor of Psychology. B.A. and M.A., University of Nebraska; Ph.D., University of Connecticut (Storrs).
- LINDA TURNER HORNBACK
Assistant Professor of Education. B.S., Longwood College; M.Ed., Texas A. & M. University; Ed.D., Virginia Polytechnic Institute and State University.
- JAMES NIMMO HUBBARD, III
Associate Professor of Leisure Studies and Physical Education. B.S. and M.Ed., The College of William and Mary.
- RITA COOPER HUBBARD
Associate Professor of Fine and Performing Arts. B.A., College of Notre Dame (Maryland); M.A., The Johns-Hopkins University; Ph.D., Temple University.
- RICHARD LEWIS HUNTER
Assistant Professor of Management and Marketing. B.A., Duke University; M.B.A., New York University.
- JOHN EMMETT JENKINS
Assistant Professor of Education. A.B., University of Richmond; M.Ed., The College of William and Mary.
- ELIZABETH FRANCES JONES
Professor of Modern and Classical Languages and Literature. A.B., State University of New York (Albany); Ph.D., University of North Carolina (Chapel Hill).
- RUTH LYNCH KERNODLE
Associate Professor of Sociology and Social Work. B.A., Madison College; M.A., University of North Carolina (Chapel Hill).
- PAUL CHESTER KILLAM
Professor of Political Science and Governmental Administration. B.S., M.A., University of Massachusetts; M.C.P. Yale University; Ph.D., University of Massachusetts.

ALGIN BRADY KING

Professor of Management and Marketing and Dean of the School of Business and Economics. A.B., University of South Carolina; M.S., New York University; Ph.D., Ohio State University.

DAVID WESLEY KING

Assistant Professor of Modern and Classical Languages and Literature. B.S., Georgia Southern College; M.A., Laval University.

BRUNO ALFONS KOCH

Associate Professor of Fine and Performing Arts. B.A., Baylor University; M.A., University of Houston; Ph.D., University of Michigan.

SANFORD EDWARD LOPATER

Associate Professor of Psychology. B.A., Miami University; Ph.D., University of Virginia.

ALLAN BURNAM MACLEOD

Associate Professor of English. B.A., Rollins College; M.A., University of Arizona; Ph.D., University of Missouri.

VINOD PREMCHAND MANIYAR

Professor of Economics. B.A. and M.A., Gujarat University; Ph.D., Wayne State University.

ALETHA SYLVIA MARKUSEN

Professor of Biology and Environmental Science. B.S., University of North Dakota; M.S. and Ph.D., Montana State University.

CHERYL MARIE MATHEWS

Assistant Professor of Sociology and Social Work. B.A., Grove City College; M.S.W., University of Hawaii.

MARIO DOMINIC MAZZARELLA

Associate Professor of History. A.B., Providence College; M.A., University of Rhode Island; Ph.D., American University.

JOHN DAVID MCGREGOR

Associate Professor of Computer Science. B.S., M.A. and Ph.D., Peabody College.

KATHLEEN ANN MCKEON

Instructor in Mathematics. B.S., Worcester Polytechnic Institute; M.S., Michigan State University.

ALBERT EDWARD MILLAR, JR.

Professor of English. B.A., University of Richmond; M.A., University of South Carolina; Ph.D., University of Delaware.

BUCK GWYNN MILLER

Assistant Professor of Political Science and Governmental Administration. B.A., Gettysburg College; M.P.A. and Ph.D., New York University.

RONALD SAMUEL MOLLIK

Associate Professor of Biology and Environmental Science. B.S. and M.S., San Diego State University; Ph.D., North Carolina State University.

JAMES IRWIN MOORE

Associate Professor of Political Science and Governmental Administration. B.S., United States Naval Post Graduate School; M.A.P.A. and Ph.D., University of Oklahoma.

TIMOTHY EVERETT MORGAN

Associate Professor of History. B.S. and M.A., Purdue University; Ph.D., The College of William and Mary.

JAMES MATTHEW MORRIS

Professor of History. A.B., Aquinas College; M.A., Central Michigan University; Ph.D., University of Cincinnati.

KENNETH BERNARD NEWELL

Associate Professor of English. B.S., Lowell Technological Institute; A.M., Columbia University; Ph.D., University of Pennsylvania.

LEE CHARLES OLSON

Professor of Biology and Environmental Science. B.S., South Dakota State University; M.S. and Ph.D., University of Wisconsin.

SUDHAKAR GURUNATH PANDIT

Assistant Professor of Mathematics. B.S., Chowgule College; Ph.D., University of Bombay.

ANDREW JACKSON PAPAGEORGE

Professor of Management and Marketing. B.S., United States Naval Academy; M.B.A., Stanford University; Ph.D., University of California (Los Angeles).

SANG OH PARK

Associate Professor of Economics. B.A. and M.A., Florida State University; Ph.D., University of North Carolina (Chapel Hill).

JAY SNYDER PAUL

Associate Professor of English. B.A., Hartwick College; M.A. and Ph.D., Michigan State University.

LEA BUCHANAN PELLETT

Assistant Professor of Sociology and Social Work. B.A. and M.A., The College of William and Mary.

WESLEY LEE PENDERGRASS

Assistant Professor of Management and Marketing. B.S., M.B.A. and J.D., University of Tennessee.

RONALD LEE PERSKY

Assistant Professor of Mathematics. B.S., Purdue University; M.A., University of Cincinnati.

JON ARTHUR PETRUCHYK

Assistant Professor of Fine and Performing Arts. B.A., Beloit College; M.F.A., University of New Mexico.

JOUETT LYNN POWELL

Associate Professor of Philosophy. B.A., Baylor University; B.D., Southern Baptist Theological Seminary; M.Phil. and Ph.D., Yale University.

JEAN ELIZABETH PUGH

Professor of Biology and Environmental Science. B.S., Madison College; M.A. and Ph.D., University of Virginia.

ALICE FRACKER RANDALL

Associate Professor of Basic Studies. B.A. and M.Ed., The College of William and Mary.

DELIA DORIS REPPEN

Associate Professor of Modern and Classical Languages and Literature. B.A., University of Buenos Aires; M.A., University of California (Berkeley).

DONALD BENNETT RILEY

Associate Professor of Accounting and Finance. B.S., The College of William and Mary; M.B.A., University of North Carolina (Chapel Hill); M.S.A., Virginia Commonwealth University. (C.P.A., VA)

DEXTER RICHARDS ROWELL

Associate Professor of Accounting and Finance. B.A., Dartmouth College; M.B.A., M.A. and Ph.D., University of Pennsylvania.

MARY LUELLA ROYALL

Assistant Professor of Leisure Studies and Physical Education. B.S., Madison College; M.Ed., University of North Carolina (Greensboro).

LAWRENCE JOSHUA SACKS

Professor of Chemistry. A.B., Drew University; M.S., Pennsylvania State University; Ph.D., University of Illinois.

WALLACE STEPHEN SANDERLIN, JR.

Professor of English. A.B., The College of William and Mary; M.A., Catholic University; Ph.D., University of Virginia.

ROBERT MILLER SAUNDERS

Professor of History. B.A. and M.A., University of Richmond; Ph.D., University of Virginia.

CHRISTOPHER DON SCHEIDERER

Assistant Professor of Modern and Classical Languages and Literature. B.A. and M.A., The Ohio State University.

WAYNE MORRIS SCHELL

Assistant Professor of Accounting and Finance. A.A., Christopher Newport College; B.S., Old Dominion University; M.B.A., The College of William and Mary.

JAMES NEWTON SHAVER, JR.

Assistant Professor of Accounting and Finance. B.S. and M.S., Florida State University.

RUTH OWNBY SIMMONS

Assistant Professor of Biology and Environmental Science. B.S., Carson-Newman College; M.Ed., University of Virginia.

FRANCES GILLIAM SLOCUMB

Associate Professor of Psychology. B.S., Old Dominion University; M.A., The College of William and Mary; Ph.D., Virginia Commonwealth University.

JOANNE SMIT SQUIRES

Professor of Psychology. B.S., Ohio University; M.S. and Ph.D., University of Pittsburgh.

SUSAN SMITH ST. ONGE

Associate Professor of Modern and Classical Languages and Literature. B.A., Vanderbilt University; M.A., University of Wisconsin; Ph.D., Vanderbilt University.

RICHARD MARION SUMMERVILLE

Professor of Mathematics and Vice President for Academic Affairs. B.S., Clarion State College; A.M., Washington University; Ph.D., Syracuse University.

GEORGE ALBERT TESCHNER

Associate Professor of Philosophy. B.A., Rutgers University; M.A., New York University; Ph.D., New School of Social Research (New York).

ANTHONY TSAI-PEN TSENG

Associate Professor of Psychology. B.S., National Taiwan University; M.A. and Ph.D., University of Utah.

JAMES CLEMENT VAN PELT

Associate Professor of Management and Marketing. B.A., United States Naval Academy; M.B.A., Stanford University; D.B.A., George Washington University.

RANDALL BEVERLEY VAUGHAN, JR.

Assistant Professor of Leisure Studies and Physical Education; Director of Athletics. B.S. and M.Ed., The College of William and Mary.

ROBERT WARREN VAWTER, JR.

Instructor in Accounting and Finance. B.S. and M.B.A., Virginia Commonwealth University.

JAMES SKELLY WARREN

Assistant Professor of Fine and Performing Arts. B.A., University of Houston; M.F.A., Northwestern University.

GEORGE RANDOLPH WEBB

Professor of Physics. A.A., Old Dominion University; B.S., Massachusetts Institute of Technology; Ph.D., Virginia Polytechnic Institute and State University.

GLENN MARTIN WEBER

Associate Professor of Mathematics. B.S., Polytechnic Institute of Brooklyn; M.S. and Ph.D., Cornell University.

THOMAS EDWARD WEISS, JR.

Assistant Professor of Biology and Environmental Science. B.A., Johns Hopkins; M.S., Tulane University; Ph.D., University of Georgia.

CECIL HARVEY WILLIAMS, JR.

Associate Professor of Political Science and Governmental Administration. A.B., Duke University; M.Div., Crozer Theological Seminary; M.A., University of Virginia.

JAMES CLAYTON WINDSOR

Professor of Psychology. B.A., The College of William and Mary; M.Div., Colgate-Rochester Divinity School; M.S., Virginia Commonwealth University; Ed.D., University of Virginia.

WILLIAM CHARLES WINTER

Associate Professor of Political Science and Governmental Administration. B.S., State University of New York (Brockport); M.A. and Ph.D., American University.

LAWRENCE BARRON WOOD, JR.

Associate Professor of English and Director of Development and Alumni Affairs. A.B., Hampden-Sydney College; M.A., University of Pennsylvania.