

CNC Community CHRONICLE

No.5 of 1974.

SUNDAY
17th February



dies solis

MONDAY
18th February



dies lunae

2.00 p.m. Conference Room. Self Study
Faculty Committee.
3.00 p.m. N.206. Library Self Study
Committee.

TUESDAY
19th February



dies martis

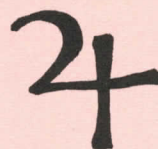
WEDNESDAY
20th February



dies mercurii

9.00 a.m. Conference Room. Degrees Comm.
12 noon. N.210. English Dept. Meeting
12 noon. Conference Room. Chairmen of
Dept. Search Committees.
12 noon. Registrar's Office. Academic
Status Committee.
12 noon. Faculty Colloquium.

THURSDAY
21st February



dies jovis

FRIDAY
22nd February



dies veneris

SATURDAY
23rd February



dies saturni

DATES FOR YOUR DIARY

FRIDAY AND SATURDAY, 15th and 16th February.

The CNC Players will present two plays by Polish playwright Slawomir Mrozek. "Out at Sea" and "Striptease" will be performed at 8 p.m. in the Campus Center Theatre. All cast members are drama students at CNC.

Although Mrozek is relatively unknown in the United States, the 38-year old playwright is very popular in Europe. According to Stan Fedyszyn, director, "He's very funny and very subtle. He attacks shields we build around ourselves to keep us from knowing how little freedom we have."

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COLLEGE OF WILLIAM & MARY

19th February. FRENCH FILM: "La Ballade Parisienne", Botetourt Residences Unit 6, 9 p.m.

20th February. M.B.A. ASSN. LECTURE: "Freedom in a Revolutionary Economy", Warren G. Nutter, Professor of Economics, U.Va., Wren Great Hall, 8 p.m.

21st-23rd and 28th February, 1st and 2nd March. William & Mary Theatre Production: "Anything Goes", directed by Howard Scammon. Phi Beta Kappa Hall, 8.15 p.m. \$3.

26th February. Visiting Scholar Lecture: Reuben B. Frost, Springfield College, "The Self in Physical Education and Athletics", CC Theatre, 8 p.m.

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FACULTY NEWS

Mr. David King and Mrs. Doris Reppen attended a meeting with the State Department of Education to review the requirements for teacher certification. The meeting took place on Friday, 15th February at the University of Richmond.

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Mrs. Lea Pellett spoke at Bethel High School on 14th February, her topic being "Guaranteed Annual Income".

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Mr. Marvin Brown reports the following engagements for the coming week:

19th February. "Awards Presentation District Marketing Competitive Events, 7 Area High Schools". At Bethel High.

20th February. Denbigh High School Career Day. Topic: "Careers in Retailing"

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OF ACADEMIC INTEREST

FACULTY EVALUATION COMMITTEE

This Committee will soon study the procedures involved in student evaluation of faculty. The committee will work in conjunction with Deans Musial and Edwards, with the hope of establishing policy that is satisfactory to individuals, departments, and administration. To this end, the Committee will soon request that each department administering student evaluations send to the committee its procedures for doing so, along with the evaluation forms. The committee will request recommendations concerning this matter from all departments.

Joanne Squires
Chairman

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RETURN OF STUDENT EVALUATION OF FACULTY FORMS

The memorandum from the Associate Dean of Academic Affairs to Department Chairmen (dated February 1st) concerning the return of student evaluation of faculty forms does not apply to student evaluations conducted by an individual faculty member for the purpose of measuring his own classroom effectiveness.

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MEMORANDUM

TO: FACULTY
FROM: T. MUSIAL

Questions have been raised regarding the amount of years of service at other institutions that may be counted for purposes of earning tenure at CNC. I asked the Faculty Evaluation Committee to consider this matter and the Committee affirmed that the sense of the "Standards" document requires three years of service at CNC before a faculty member is eligible to be considered for tenure. This infers that up to three years of teaching experience elsewhere may be counted towards tenure.

The Dean's Office is in concurrence with this interpretation, and I would like to confirm that this policy will be applied uniformly to all faculty members at the College.

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The following is the reply of the Affirmative Action Committee to Dean Musial in response to a request for guidance:

"In reply to your memorandum of February 11, the Affirmative Action Committee forwards the following recommendations:

I

With regard to full-time faculty members on temporary contracts, the Committee feels that the nine guidelines, as expressed, do not entirely fulfill the spirit of Affirmative Action; that is, the College should take every step it can reasonably take to ensure that minority candidates have equal opportunity to be employed at CNC and the College should pursue this goal in a positive manner.

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To this end, all faculty positions which are defined as "open" positions, new positions, or unfilled positions because of a vacancy created by the retirement, resignation, promotion of the incumbent, or for other reasons, should be filled by national advertising. This guideline should apply to the awarding of all new temporary contracts except in cases where grants of temporary contracts are made in successive years to the same faculty member filling the same temporary position and the guideline was applied to the initial contract.

In order to comply with the spirit of Affirmative Action, the guidelines herein should be applied in all cases. However, the Committee recognizes the obligation of the College to those faculty members currently on temporary contracts who are being considered for probationary contracts because of demonstrated value to the College. While these guidelines should be followed in all future faculty recruitment procedures, it is felt that guidelines just now being identified should not be retroactively applied to specific cases which were consummated under previous conditions. Therefore, it is recommended that the discretion of the Dean and the department chairpersons involved be exercised in this matter, consistent with established evaluation procedures. The Committee stresses that this exception is regarded as a temporary expediency, applying to the 1973-74 contracting period only.

The College has no future obligation to faculty members holding temporary contracts with respect to probationary employment, and in the future departments must convey in writing to all faculty members holding temporary contracts that under no circumstances will a temporary contract be converted into a probationary contract without national advertising.

II.

With regard to faculty members holding temporary contracts filling part-time positions which have been designated full-time positions for the coming academic year, the Committee recommends the following policy guidelines:

- A. At the initiative of the appropriate department, and at the discretion of the Dean, currently employed part-time faculty members being considered for a full-time probationary appointment should proceed with the established evaluation process and upon receiving the recommendations of the department and the Dean, may be offered a probationary contract without national advertising.
- B. All recipients of part-time contracts for subsequent academic years (including 1974-75) should be notified in writing prior to the signing of their contract, that under no circumstances will a part-time position be converted to a full-time position. Such full-time positions as may develop out of a part-time activity shall be considered "new positions" and should be filled in accordance with established Affirmative Action guidelines and other applicable College and departmental standards.
- C. The College has no future obligations to part-time faculty members with respect to full-time employment, and in the future, departments should not employ part-time faculty members with intent to convert them into full-time members at a later date.

(continued)

FACULTY COLLOQUIUM (continued)

In a memorandum dated September 6, 1973, Dean Musial indicated that one topic for the colloquium series ought to deal with questions of teaching pedagogy. Ideas about experimental or innovative techniques and about some important aspects of teaching methods that are often overlooked (i.e., the role of the affections in learning, the role of the imagination in learning, the role of personal relationships (or lack of them) between teacher and learner, person-centered teaching versus subject-defined learning) might perhaps come into the position papers. Or, one may wish to approach the subject of innovative teaching techniques on the basis of truly successful teachers, considering the qualities of those great teachers which have impressed not only the "high-risk" student but the superior one.

Ross Brackney.

