

# COMMUNITY CHRONICLE

January 6, 1978  
#1 of 1978

## MONDAY - January 9

9:00 - Academic Status Committee  
Conf. Rm., Ad. Bldg.

## TUESDAY - January 10

9:00 A.M. - Noon - Registration - Gym  
7:00 P.M. - 9:00 P.M. - Registration - Gym

## WEDNESDAY - January 11

1:00 - 3:00 - Registration - Gym  
7:00 - 9:00 - Registration - Gym

## THURSDAY - January 12

Varsity Basketball  
(away) - 8:00 P.M.  
Virginia Wesleyan  
Jr. Varsity Basketball (away)  
5:30 - Va. Wesleyan College

Faculty Forum, 9:05 P.M.  
(WVEC, 1490AM & 11:00 P.M.  
(WVHR, 101 FM) - "Bees"  
Dr. Pugh

Women's Basketball - (home)  
7:00 - Randolph-Macon College

## FRIDAY - January 13

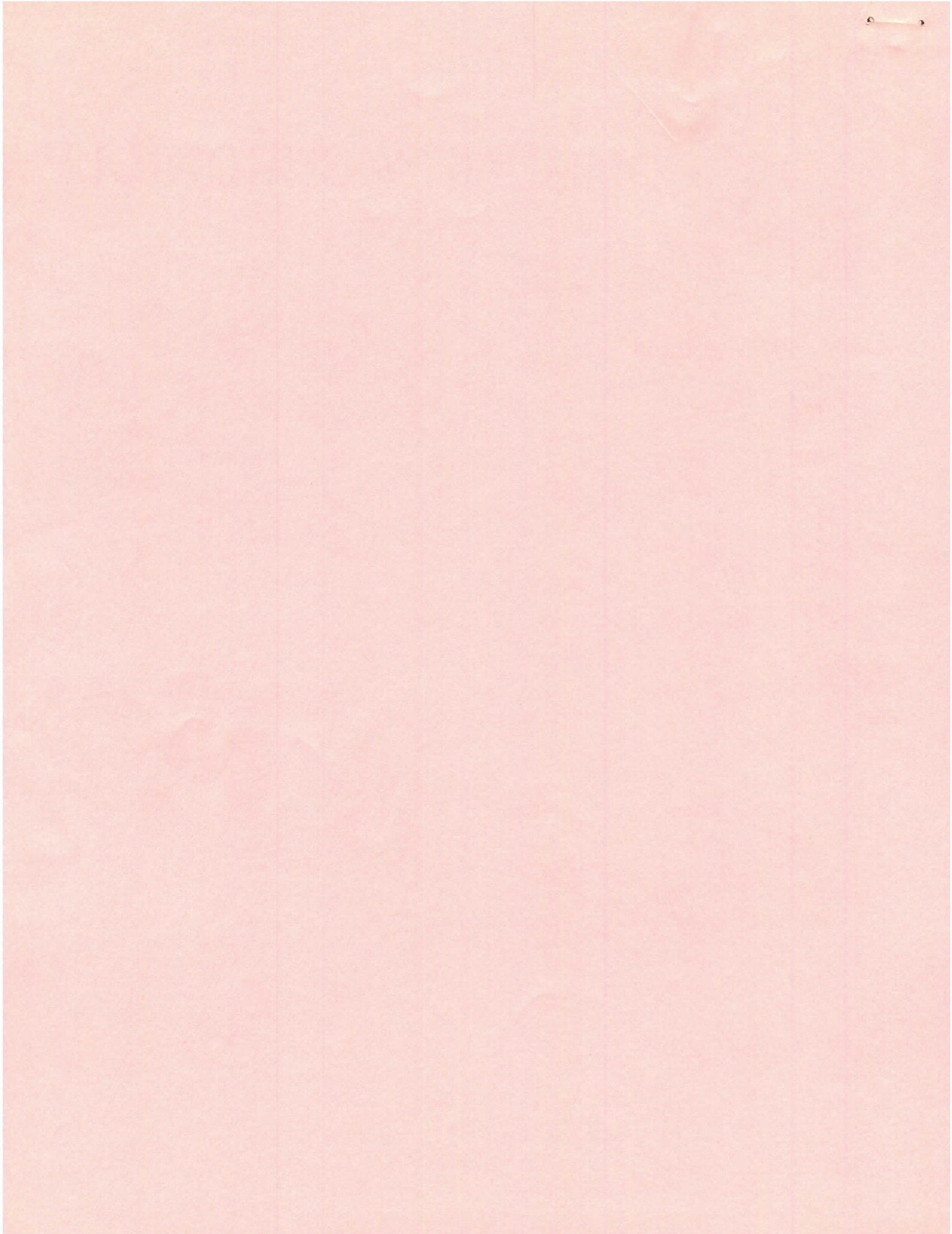
Varsity Basketball - 7:30  
(away) - St. Andrews College  
Jr. Varsity Basketball - TBA  
(away) - Apprentice School  
Tournament

## SATURDAY - January 14

Women's Basketball  
(home) - Va. State  
College - 2:00 P.M.  
Conference Game

Varsity Basketball - 7:30  
(away) - Methodist College  
Jr. Varsity Basketball - TBA  
(away) - Apprentice School  
Tournament

## SUNDAY - January 15





## DEANS' ANNOUNCEMENTS

### Winter Graduation

Winter graduation exercises will be held at 4:00 P.M., Sunday, January 8, 1978, in the Coliseum. Faculty and graduates are invited to attend a reception at the Coliseum from 2:45-3:30 P.M. This will provide an opportunity for the graduates, faculty and the graduation speaker, Mr. Chuck Robb, to visit.

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### Faculty Evaluation Schedule

In order that the faculty evaluation process can proceed in an orderly fashion, it is imperative that the following FEC Calendar of Steps be adhered to:

1977-78

(See Faculty Handbook, pages V-8 to V-10 for definition of each step)

Step No.	First-Year Faculty	Second-Year Faculty	Others
1	should be done by October 3	October 3	October 3
2	should be done by October 17	October 17	October 17
*3	should be done by December 16	October 18	January 11
4	should be done by January 20	October 31	January 27
5	should be done by January 24	November 1	January 30
6	should begin by January 26	November 4	February 1
7	should begin by February 6	November 21	February 22
8	should be done by February 20	December 2	March 15
9	should be done by February 22	December 12	March 31
10	should be done by February 27	December 12	April 7
11	must be done by March 1	December 15	April 14

\*Student evaluation and class visitation documentation for the current semester may be added after this date but prior to January 15, 1978.

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### Faculty Contracts for 1978-79

Because of the calendar for faculty evaluation procedures, contracts for the 1978-79 academic year can not be issued until the latter part of April. The appropriations for salary increases will not be known until the termination of the General Assembly session. It is anticipated, however, that funds appropriated will permit an average increase of approximately 7%. In granting individual salary increases, it will be the policy at CNC to recognize extraordinary contributions to the College and/or professional achievement, and the contrary thereof.

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### Faculty Meeting

There will be no Faculty Meeting held this month. The next scheduled meeting will be at 3:00 P.M., Friday, February 10.

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Director, Division of Business and Economics

Dr. Algin B. King has been appointed Director of the Division of Business and Economics effective 1 January 1978. Members of the Division were provided the opportunity of submitting recommendations and Professor King's appointment reflects the strong support that he received.

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Registration for Spring Semester

Regular registration for the spring semester will be held in Ratcliff Gymnasium 9-12 A.M. and 7-9 P.M. on Tuesday, January 10 and 1-3 P.M. and 7-9 P.M. on Wednesday, January 11. Departments are required to provide faculty members at these times to advise and to register students. It is requested that departmental representatives arrive at the stated beginning times.

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OF FACULTY INTEREST

Faculty Representatives' Reports to the President

President Windsor requested that members of the President's Administrative Council present reports covering ongoing activities and areas of concern at the December 15 meeting of the Council. Following are the reports of the Faculty representatives on the Council:

In trying to summarize briefly the myriad of activities of the faculty during the past semester, I have adopted for this report the general structure that has served us well in preparing dossiers for the evaluation of faculty members. This seems an efficient way to include both our "ordinary" duties as well as the activities special to this academic year.

Our primary duty of teaching involves, as we all here know, not only working in class--with sometimes very large classes--and grading, but also often very extensive preparation or updating of material; trying new teaching methods, books, and assignments; and developing new courses. In addition, this year the entire faculty is properly involved in the overall review of the curriculum and in updating planning document to the ominous year, 1984. Since this is the second year of planning, and since the importance of planning has been made clear, the process should be easier this year.

The areas of our college and community service continue to grow. These include committee service, advising more students than ever before, and the administrative chores of developing and directing programs and chairing departments and divisions. These activities involve time and often the mastery of new and sometimes highly technical material--running the gamut from the sign language of the deaf to Hegis codes--to be able to function effectively in a myriad of administrative and semi-administrative capacities to serve college and community in areas often far removed from our primary training.

There is also a heightened sense of professionalism within the faculty, indicating that our faculty is maturing professionally. A sense of our identity as a community of scholars is being fostered by the largely smooth functioning of our system of self-governance; the Dean's Colloquia; and increased financial support for professional travel and faculty development projects. The evidence of heightened professionalism may be noted in the growing interest and participation of faculty members



in professional organizations; delivering papers at scholarly meetings; the increasing numbers of Ph.D's on the faculty; increased research and publication; and the impressive number of faculty members at the 1977 NEH summer seminars. This general area of professional development by many members of the faculty is to be particularly commended in view of our consistently heavy teaching load, the lack of adequate research facilities, and the myriad of administrative duties that some faculty members perform.

Theodora P. Bostick

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During the fall semester 1977, the overall attitude of the Faculty has been more positive than it has been for several years. Various factors seem to be related significantly to this decreased trauma quotient and higher morale. For the past two to three years, the Faculty has been intensely involved with the reorganization of the College and formulation of policies and procedures for self governance. Major issues which caused time-consuming and thoughtful debate include the process of faculty peer evaluation, implementation of affirmative action search procedures, and the policies concerning tenure and promotion. For the most part, these issues have been resolved and the Faculty has re-directed its efforts to our primary tasks of teaching, research, and public service.

A second major factor contributing to the general more positive atmosphere has been the formulation of an academic administrative team in whom the Faculty has trust. An emphasis on the academic mission of the Faculty has been fostered.

Our status as a separate institution has brought us a feeling of independence and maturity as we are no longer the step-child of a parent institution. We are beginning to feel and shoulder the responsibility which accompanies independence.

The CNC Board of Visitors has been most responsive, active, and dedicated in the governing of this College. The direct liaison between the Faculty and the committees of the Board has established an open relationship valued by the Faculty. Faculty members represent the Faculty as a whole on many other groups.

#### Continuing Challenges to the Faculty:

1. Curriculum - The development of curriculum to meet the changing needs of our clientele needs to be facilitated by more pertinent data, curriculum expertise, and time to accomplish this vital on-going task.
2. Degree Programs - The denial of several recent degree proposals has discouraged efforts to initiate new programs. The re-packaging of existing courses will not meet all needs for new programs. The shadow of SCHEV seems to darken our horizon.
3. Power - Our political clout is less than that of many other state institutions. We must seek additional, viable means of increasing our power base as an institution.
4. Literacy Level of CNC Graduate - The problem of the level of literacy appropriate for and expected of every CNC graduate needs to be resolved.
5. Planning - All faculty members need direct guidance concerning the planning process. We have accepted the necessity for planning, but are still frustrated by the process.
6. Sense of Community - A greater mutual recognition by Faculty and Administration concerning the demands on time and effort of each needs to be fostered. We need to encourage a greater feeling of "We."
7. Communication - Various efforts to increase the effectiveness of the communication of appropriate information are beginning to be productive and need to be continued.



8. Time - Time is a scarce commodity for many Faculty members due to the fact that some members are overcommitted, others are undercommitted, and a few others fail to fulfill usual faculty responsibilities.
9. Funding - Every effort needs to be continued to obtain increased funding. This impacts on the following areas of needed improvement:
  - A. Library - funding for library resources must receive a high priority so that existing and new programs will be supported.
  - B. Salary
  - C. Office and instructional space
  - D. Support services to the Faculty
  - E. Faculty benefits

Elizabeth Daly

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OF ACADEMIC INTEREST

Director, SCHEV: "Open Graduation?"

Dr. Gordon K. Davies, Director of the Virginia State Council of Higher Education, recently spoke to the State Board members and to members of several Boards of state institutions. His remarks concerned the "whole man" concept of education.

Dr. Davies quoted T. S. Eliot, who said, "The greatest treason is to do the right deed for the wrong reason." We should increase enrollments because it is the humane thing to do, not because it will increase our budgets, stated Dr. Davies. And to graduate students without regard to whether they have been educated is dishonest. It is impossible to maintain standards while allowing automatic graduation. We can preserve the integrity of our institutions if we have "open admission," but not if we have "open graduation."

Dr. Davies stated that "our responsibility to the people of this Commonwealth goes beyond merely giving them the credentials they want. We are responsible for that portion of adult personal development which can occur in formal learning situations. We have an obligation to insure that the learning activities which we offer are of the highest possible quality and that standards of achievement are maintained."

The decline in student achievement at all levels of our educational systems is now common knowledge, and a matter of concern to the general public, stated Dr. Davies. Confrontation with this problem is the "hidden agenda" in educational circles today. Higher achievement levels before admittance to colleges has become prevalent, and although our students are not always recent high school graduates, this probably applies to the community colleges too, comments Dr. Davies.

"We can murmur easy banalities about the values of self-expression, about alternative language forms, about the utter compatibility of thought and feeling, and about the irrelevance of tradition, culture, and taste....Alternative forms of expression are not substitutes for the proper written and oral use of language; they complement it. Thought and feeling are not utterly incompatible but utterly inseparable; the inability to think does not free me to feel, it chains me to feeling. Tradition, culture, and taste are not irrelevant; they set the very context within which I define my own identity."

Dr. Davies stated further, "...we will need to place increasing emphasis on general education, and inevitably, upon intensive remediation. To do anything less is fraudulent and discriminatory."

"There is a world of difference between technical specialization and general education. The first enables us to fit into the world; it makes us useful in a system which already exists. But the second helps us to acquire the abilities with which we make



the world, the capacity to give meaning to what would otherwise be without form. We need them both."

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### NOTICES

#### Appreciation

The Sub-Committee of the Dean's Colloquia would like to extend its appreciation and thanks to Doctors Stuart Van Orden and Jim Hines and to the CNC Choir for the fine Christmas Program they presented on December 9. Those who attended were treated to fine performances. Once again, thank you for your efforts.

Tim Morgan, Chairman  
Sub-Committee of the Dean's Colloquia

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#### Speech Communication Association Annual Meeting

Rita Hubbard has brought back copies of several of the many papers delivered at this meeting. If you or your students would like to read any of the following, please contact her.

"Tom Wolfe and the Uses of Argument"  
"Communication Implications of Androgyny"  
"Androgyny as a Mediating Variable in Attitude Change and Resistance to Persuasion"

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#### Position in Department of Biology and Environmental Science

A one year faculty teaching position will be available beginning August, 1978. The position has the possibility of renewal for up to two additional years. The successful applicant will organize and teach general biology laboratories, and possibly an upper level course in one or more of the following areas: biostatistics, botany, immunology, kinesiology, limnology, mycology, ornamental horticulture, ornithology, parasitology, and soil science. A minimum requirement is a Ph.D. in hand. Teaching experience will be considered. Rank and salary will be commensurate with experience and credentials. Applications, including resumes, college transcripts and three letters of recommendation, must be sent by March 15, 1978. to Dr. David Banks, Department of Biology and Environmental Science, Christopher Newport College, Newport News, Virginia, 23606. Christopher Newport College is an AA/EO employer.

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### DEPARTMENT NEWS

#### Alpha Kappa Delta Chapter Approved for CNC

The Department of Sociology and Social Work has been notified that its application for the establishment of a local Chapter of Alpha Kappa Delta has been approved. The local chapter will be Theta of Virginia.

AKD is a national sociology honor society with the purpose of promoting "human welfare through the association of a fellowship group interested in developing scientific knowledge that may be applied to the solution of social problems."



Dr. Chung-Wu Chang will serve as the Chapter's Faculty Adviser, and inquiries should be addressed to him.

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#### FACULTY NEWS

Dr. Robert H. Cummings attended the Virginia Association for Health, Physical Education and Recreation annual convention in Richmond, Virginia on December 2 and 3, 1977.

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Dr. John Harwood and Dr. Frank Babcock attended a conference in Washington December 14-16 which dealt with strategies for improving the academic performance and retention of underprepared college students.

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#### LIBRARY NEWS

##### Virginia Library Association Library Instruction Forum

With the reorganization of the Virginia Library Association in the fall of 1976, a Library Instruction Forum was created within VLA partly through the efforts of Charles Brownson, Christopher Newport College Reference and Instruction Librarian. In January of 1977, Mr. Brownson was appointed Coordinator of Region III of the Forum, the Tidewater Region.

During the last year the VLA Library Instruction Forum has distributed the first copies of a newsletter and has prepared a directory of library instruction programs in the state. Plans are now being laid for a series of instruction workshops to be held in the regions in the spring of 1978. Mr. Brownson is organizing the Region III workshop, which will include academic, school, and public librarians in the area. The six regional workshops will culminate in the fall of 1978 in a statewide meeting of instruction librarians. Among the matters to be taken up at the fall meeting will be the possibility of a statewide plan for library instruction, to encourage a coordinated effort to provide instruction in basic library skills in libraries throughout the state.

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#### GRANTS & FELLOWSHIPS

##### NEH Summer Seminars

The announcement of NEH Summer Seminars for College Teachers for 1978 is now available in this office. Please see Mrs. Casey to borrow the program descriptions and application instructions.



## COMMITTEE REPORTS

### Faculty Personnel Committee

The Faculty Personnel Committee has as its goal the application of uniform standards, as contained in the Faculty Handbook, to each faculty member. However, the Committee also recognizes that a completely uniform application is made difficult by a variety of factors. Consequently, the Committee will attempt to weigh all factors in each case in order to arrive at a recommendation that is realistic and fair from a college-wide perspective.

Recommendations from the Committee will be principally based on the peer group's summary statement, the dossier, and, when appropriate, other documentation provided by the evaluatee at the request of the Committee.

Faculty members desiring a review of the Committee's recommendations are asked to request such a review and submit a written statement providing reasons for that review within seven (7) days of the date of the Committee's recommendations.



