

CNC Community CHRONICLE

October 1, 1976

#24 of 1976

SUNDAY - October 3

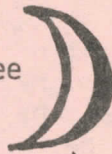
Soccer - (away) Greensboro
2:00 P.M.



dies solis

MONDAY - October 4

Noon - Affirmative Action Committee



dies lunae

Yom Kippur

AAUP - 3:00 P.M. - CC Bd. Room.

TUESDAY - October 5

3:15 - FAC - CC Board Room



dies martis

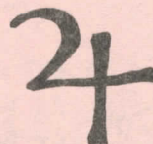
Soccer - (home) ODU
4:00 P.M.

WEDNESDAY - October 6



dies mercurii

THURSDAY - October 7



dies jovis

FRIDAY - October 8

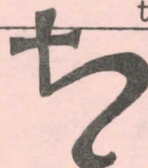
FACULTY MEETING - 3:00 - N125



dies veneris

Birthday Congratulations
to Linda Hornback

SATURDAY - October 9



dies saturni

DEAN'S ANNOUNCEMENT

October Faculty Meeting

The October Faculty meeting will be held on Friday, October 8, in N125 at 3:00 P.M. The Agenda for the meeting is as follows:

- I. Approval of the Minutes of the September Faculty Meeting.
- II. President's Report - Dr. Windsor.
- III. Election of Faculty Members to the Academic Hearing Board.
- IV. Committee Reports:
 - A. Academic Status Committee - Dr. Booker
 - B. Admissions Committee - Mr. Guthrie
 - C. Curriculum Committee - Dr. Pugh
 - D. Degrees Committee - Dr. Jones
 - E. Faculty Advisory Committee - Dr. Daly
 - F. Faculty Evaluation Committee - Dr. Sacks
 - G. Nominations Committee - Dr. Knorr
 - H. Ad Hoc Committee on Promotion Criteria - Dr. Wildblood
 - I. Other Committee Reports, if any.
- V. Old Business:
 - A. Resolution Concerning New Tenure Policy - Dr. Parks
 - B. Other Old Business, if any.
- VI. New Business:
 - A. Resolutions of the FEC - Dr. Sacks
 - B. Other New Business, if any.
- VII. Adjourn.

NOTICES

AAUP Meeting

The CNC Chapter of the AAUP will have a meeting Monday afternoon (Oct.4) at 3:00 P.M. in the Campus Center Board Room. All faculty members are invited to attend. Program plans for this year will be discussed.

Coffee and donuts will be provided.

JOIN THE CNC/AAUP

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CNC Hosts Division III Fall Tennis Championships

Christopher Newport College will host the First Annual Division III Fall Tennis Championships October 1-2-3 at the new campus tennis complex.

Teams from Hampden-Sydney, Randolph-Macon, Virginia Wesleyan, Eastern

Mennonite and Christopher Newport will compete in singles and doubles competition. CNC's tennis coach, Jack Armistead will serve as Tournament Director.

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Conference on World Trade

The 28th Annual Virginia Conference on World Trade will be held at the Omni International Hotel, Norfolk, Virginia, on Thursday and Friday, October 14 and 15, 1976.

Outstanding diplomats and leaders in world trade will participate in the two-day Conference. Opportunities will be given to stimulate thought and to acquire a new insight into the increasingly complex facets of world commerce. The Conference provides an unbiased forum where business, governmental and foreign counterpart representatives may share their views. We feel the program, described in the enclosed folder, will be both interesting and rewarding for students and teachers alike.

The Conference will offer registration to students and professors on a complimentary basis. However, transportation and/or subsistence expenses must be borne by those participating. Individual meal tickets may be purchased at the Conference Registration Desk.

Ole S. Johnson of the School of Business Administration at Old Dominion University would appreciate receiving the names of the faculty members and students who plan to attend any part or all of the Conference.

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Help in the Cafeteria

The cafeteria would like to request that all persons using trays for carry-out meals return them promptly. This will prevent shortages at noon and be much appreciated.

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Slide Copies

Arrangements have been made for slides to be taken of any material so requested by members of the faculty at a cost of 22¢ each slide. Call 7161 for further information - Office of Dean of Student Affairs.

William H. Polis

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History Department - History Club College Day

On Monday morning, October 11, forty-five students from Denbigh High School will visit the campus as guests of the History Department and the History Club. They will sit in on history classes and tour the campus. At noon in Newport 125 they will hear a slide lecture on brass rubbings by Teddy Bostick. All members of the faculty and staff are invited to Teddy's lecture. If any departments wish to have the History Club guides bring the students to their lectures, labs, etc., too, please contact me in the next couple of days so that this information can be included on the students' agenda sheet.

Thank you.

Jim Morris
(Ext. 7121 or 874-1281)

FACULTY NEWS

During the past summer, BRUCE HOIBERG participated in several professional development programs at Esalen Institute in Big Sur, California. The Institute's primary orientation is "humanistic psychology," with particular emphasis given to innovative strategies for promoting personal growth and self-actualization. Bruce attended a workshop on hypnotic techniques, and one on radical approaches to group therapy. In addition, he participated in an eight day "marathon encounter group" in the High Sierra Mountains which focused upon the techniques of psychodrama, psychosynthesis, and Gestalt therapy.

MONDAY

NOON - Affirmation Action (Gardner)

4:00 P.M. - CC Bd. Room.

TUESDAY

3:15 - FAC

LUNCHEON - (HOME) 000

4:00 P.M.

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

- October 7

FACULTY MEETING

- MON - 11:25

Special Congratulations
to Linda Birnbeck

There's No Percentage in College Grades

By Steven M. Cahn
and Patricia Kitcher

GRADING is one of a teacher's least pleasant tasks, and lately it has become even more burdensome.

The inflation of grades over the last few years confronts a conscientious instructor with a dilemma, for most of us now realize that grade inflation harms both good and poor students. Fine scholars and excellent programs are unable to find one another through the thick screen of artificial grades. Less competent students can select courses where high grades are offered for little or no work, thus depriving themselves of the chance to benefit from their college years.

A concerned teacher is thus tempted to stop grade inflation by giving realistic grades.

Disaster for the Non-Tenured

But what will be the result of this responsible move? Students are likely to complain that the new system is unfair, and the instructor's course enrollment will probably drop precipitously—a disastrous situation for an untenured professor and a very unwelcome one for any faculty member.

Worse still, how can an instructor answer a good student who protests, as one of ours did, that while improving the grading system may be a noble goal, it is unjust to award him a B for doing more and better work than students who will easily secure A's in other courses?

The problem appears intractable, since whichever teacher, department, or institution takes the first steps toward deflation, those students affected will be at a serious disadvantage in competing with the beneficiaries of inflated grading.

However, a quite simple, mechanical procedure would solve most of the difficulties. College transcripts now indicate nothing but the grade a student received in each of his courses.

Thus, a semester's transcript for A. B. Jones might read:

ENGLISH COMP: C+
LOGIC: A
CALCULUS: B
AMERICAN HISTORY: B
FRENCH: B+

The overall record seems strong, except in English, but anyone aware of grade inflation will wonder what these marks really mean.

Suppose a student's transcript indicated not only the grade received but also the number of students enrolled in that course and the percentage of students who received an equal or higher grade.

A. B. Jones's transcript might then read:

ENGLISH COMP: C+ (#35 57%)
LOGIC: A (#47 88%)
CALCULUS: B (#85 94%)
AMERICAN HISTORY: B (#38 85%)
FRENCH: B+ (#15 53%)

This transcript yields more solid information. Since three of Jones's instructors, those in logic, calculus, and American history, have awarded high grades to virtually all their students, we cannot be sure how well Jones did in these courses.

Still, if this system of reporting grades were adopted, no one, including the student, would be misled by meaningless grades. Inflation in a particular course would be obvious, and teachers would soon realize that awarding everyone an A or B distinguished no one.

Curves: Irresponsible

Furthermore, not only would grade inflation be exposed, but so would the equally unfair practice of undergrading. And, as a bonus, this system would undermine the traditional "gut course," for students would no longer be quick to enroll, realizing that the nature of the course would be apparent from their own transcripts.

Note that this suggestion for reporting grades lends no support whatever to the irresponsible practice of grading on a curve, a procedure in which a judgment as to how well a student has learned particular subject-matter depends upon determining how well his fellow students have done so.

The system proposed here would not encourage any teacher to award exactly 10 per cent A's or 10 per cent F's. Indeed, were this pattern to appear, we would quickly suspect the instructor of resorting to grading on a curve.

There may seem to be a much simpler way of curing grade inflation that does not involve the time and

expense of placing additional information on transcripts. Why not just pass a faculty resolution declaring that all professors should henceforth return to a pre-inflation grading scale?

That alternative, however, is far less satisfactory than the one we suggest. Grading is discretionary. No administrator or faculty committee could ever force a professor to deflate grades. The system of reporting we advocate does not pretend to compel misusers of the grading system to change their practice. But it will reveal the truth about those misuses.

Currying Favor with Students

A second reason for preferring our proposal is that, unfortunately, giving high grades is and always will be an effective way of currying favor with students.

Faculties can protect themselves against this temptation by making use of the more complete transcript on a permanent basis.

Grade reform will never be a popular topic. The fact that teachers must evaluate the quality of their students' work will always be a burden to both teachers and students. Let us try to make this aspect of education more bearable for both sides by establishing a reporting system as fair and helpful as possible.

Steven M. Cahn is chairman of the philosophy department and Patricia Kitcher is an assistant professor of philosophy at the University of Vermont.

GRANTS & FELLOWSHIPS, ETC.

Changes in deadlines: NSF: Local Course Improvement (formerly, Restructuring Undergraduate Learning Environment)/new deadline - November 5.

Comprehensive assistance to undergraduate science education (CAUSE)/new deadline - December 3.

Student originated science studies program/new deadline - December 1.

Graduate fellowships/new deadline - December 1.

NATO Postdoctoral fellowships/new deadline - November 29.

New announcements (new for this publication, that is):

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|-----------------------|--|
| Oct. 8 | NSF: Secondary School Student Science Training; for institutions to set up summer science programs for high school students in college-level math or science. |
| Nov. 1 | Social Science Research Council: Post-doc Research Training Fellowships |
| Nov. 1 | Social Science Research Council: International doctoral research (Africa, Asia, Latin America, Near & Middle East, Western Europe). |
| Dec. 1 | Dept of Transportation: Annual solicitation of research proposals from universities. |
| Dec. 1 | Social Science Research Council: Advanced Training in Chinese Studies. |
| Dec. 1
&
Mar. 1 | Virginia Foundation for the Humanities & Public Policy: workshops, conferences, etc., for adult audiences on current public policy issues. |
| Dec. 3 | Social Science Research Council: Post-doc research grants (Africa, 2 Chinas, Chinese economy, Japan, Korea, Latin America, Caribbean, Near & Middle East, South and Southeast Asia). |
| Dec. 31 | Social Science Research Council: Post-doc research on East Europe (humanities and social sciences). |
| Dec. 31 | Social Science Research Council: Research on the Soviet Union (Post-doc). |
| Jan. 7 | NSF: National Needs Science Faculty Professional Development program; training opportunities for faculty, to strengthen their research and teaching capabilities. |
| Feb. 1 | Social Science Research Council: Study of East European languages. |
| Feb. 15 | Social Science Research Council: grants for attendance at international conferences held in Eastern Europe. |
| no date | Va. Water Resources Research Center: grants for directed research in municipal and industrial water supply, flood damage prevention |

(non-structured alternatives), water and land use management, marine environment, resource inventory and monitoring, waste treatment, pollution sources, recreation.

NSF: Pre-Service Teacher Education (P-STEP); development, testing, and evaluation of improved undergrad programs for the preparation of science teachers in elementary and secondary schools.

MEMORANDUM

October 1, 1976

TO: The Faculty.

FROM: Bill Parks.

The following motions will be offered at the faculty meeting October 8, 1976:

Motion #1.

That the Tenure Policy approved by the faculty in May 1976, be amended as follows:

Now reads: "In every case of financial exigency or discontinuance of a program or department of instruction, the faculty member concerned will be given notice or severance salary of not less than two years."

Amendment: Change "not less than two years" to "not less than one year."

Rationale: The President has been advised that the State will not grant severance pay beyond its contractual obligation.

Motion #2.

That the motion by Professor Persky of September 10, 1976, quoted below for your ready reference, be taken from the table:

"During the academic year 1976-77, tenure decisions shall be based upon the procedures approved by the Faculty at the May 1976, meeting, but the formal submission of the Tenure Policy Document to the Board of Visitors shall be withheld until the report of the Ad-Hoc Committee on Promotion Criteria and the Administration's Report on Institutional Criteria are incorporated with the new Tenure Policy in one policy statement."

Motion #3.

That those portions of our existing by-laws that conflict with the responsibilities of the Faculty Criteria Committee described in the Tenure Policy approved May 1976, be suspended during the academic year 1976-77.

Rationale: The formal amendment of the by-laws should be deferred until the report of the Ad-Hoc Committee on Promotion Criteria has been considered. This will avoid the confusion of piecemeal amendments.

Motion #4.

That the Faculty Criteria Committee be elected from nominations from the floor at the faculty meeting October 8, 1975.

Motion #5.

That each Department submit to the Faculty Criteria Committee by October 29, 1976, the objective criteria that will be used by the Department Tenure Committees as required by Section III of the Tenure Policy Document.

Motion #6.

That the Faculty Criteria Committee be requested to complete its initial task, e.g., to study "the objective criteria established by each department" and to make "recommendations through the Dean of Academic Affairs where the need is indicated to bring about the desired uniformity of criteria," by December 10, 1976.

COMMITTEE REPORTS

Faculty Advisory Committee

At the meeting of FAC held on September 7, the members identified and analyzed some of the significant issues which affect state policy decisions and allocation of state resources as requested in President Windsor's memorandum dated 8/24/76. The following list of issues was forwarded to President Windsor:

1. Adequate fiscal support is necessary to attain and maintain educational excellence.
2. Qualitative data must be considered along with quantitative data in the decision-making process.
3. The desirability of centralization of control in higher education vs. local autonomy of each institution needs to be evaluated.
4. Unique institutional factors need to be considered in the development of state policies.
5. The total benefit packet available to faculty members needs to be examined.
6. The limitations on enrollment growth should be reconsidered, i.e., the return of all tuition received from student enrollments exceeding 1% of the projected enrollment.

The regular meeting time for FAC was set for the first Tuesday in the month at 3:15 P.M. in the Campus Center Board Room.

On September 24, the Chairman of FAC and the Vice-Chairman of the Faculty attended the Committee on Academic Affairs of the Board of Visitors of the College of William and Mary. A joint report will be published in the Chronicle.

E. Daly, Chairman

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Faculty Evaluation Committee

At the next Faculty meeting the FEC proposes two minor changes. The first change is an attempt to regularize the channels by which depositions are received and used by peer groups. Under separate cover the Committee has also circulated a proposed document for Reduction in Force (RIF). If approved by the Faculty, the President, and the Board of Visitors, the following statements would become a part of the Standards document:

The FEC also proposes to delete the following phrase from the Faculty Handbook (V-4, paragraph 4): "In addition to assisting in specific decisions." Under the proposed revision, the fourth paragraph would read: "This Committee also consults with and aids Departments in improving appointment and promotion standards and procedures." This change merely brings the Standards document into accord with current practice.

"Chairpersons of the Department will receive information for inclusion in the dossier of the faculty member. For inclusion, the material must be relevant to some aspect of the faculty member's performance and must be signed. The purpose of the dossier is to provide the peer group and the administration with objective information about the contribution of each faculty member. It is the proper repository for depositions bearing on a faculty member's performance: critical evaluations, whether complimentary or indicating areas in need of im-

provement, are included for objective evaluation."

John Harwood, Vice Chairman

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Nominations Committee

The Nominations Committee presents for faculty consideration at the October faculty meeting the following resolution:

"Resolved, that terms of office for elected committees which are not presently staggered according to the Faculty By-Laws and/or the Faculty Handbook shall be staggered by a drawing of lots in a meeting of each such committee with one member of the Nominating Committee present. In no case shall a member's term be extended by this means."

Presently the committees which would be affected are Academic Status, Admissions, and Faculty Advisory.

The Nominations Committee as a courtesy to the Academic Hearing Board is providing nominees for the Board. The terms of Professors Durel and Saunders have expired. Professor Marvin Brown remains on the Board until 1977, and Professor Mazzarella is presently the Hearing Examiner, an appointive position. The Nominations Committee presents the following nominations for 2-year terms, 1976-78:

<u>Name</u>	<u>Division</u>
Martin Bartelt	N&Q
Martin Buoncristiani	N&Q
Lora Friedman	E&C
Ruth Kernodle	S&B
St. Elmo Nauman	A&L
Mary Lu Royall	E&C
William Wolf	A&L.

* * * * *

Academic Affairs Committee of the Board of Visitors

The representatives of the William and Mary Faculty discussed their preliminary report to the Board from their ad hoc committee on Faculty salaries. They discussed inequities; that the peer group formula was disadvantageous; that it was difficult to determine Faculty quality and that fringe benefits were better than a raise because they are not taxable. Ms. Peebles assured us that CNC had not been ignored in relation to Faculty salaries.

The Faculty representatives from Richard Bland reported that the college is undertaking a study on the future of that institution and undergoing their 10-year self-study.

Our representatives from Christopher Newport discussed our concern about the down grading of higher education at all levels of government; the possibility of SCHEV becoming the superboard of state supported institutions with the loss of independence and formularization of everything; the lack of faculty benefits and institutional policies concerning sick leaves, maternity leaves and disability

leave; the effects of the 5% reversion (all representatives expressed concern), and the means by which Faculty teaching effectiveness could be enhanced.

The meeting was very relaxed with much dialogue between all concerned. We both felt that even in a lame duck year, the Committee was interested in what we had to say. Mr. Savage from our Board was present.

Liz Daly
Jean Pugh

Degrees Committee

Report of 9/17/76 Committee meeting

Case 1

Request: Student petitioned that more than 30 hours of law enforcement credits be applied towards CNC degree, that Speech 201 be substituted as part of fulfillment for Humanities distribution requirement, and that correspondence courses from the Institute of Applied Science be used as science elective credits at CNC.

Recommendation of Committee: That petition be denied. Committee has on file Political Science department's recommendation of denial.

Case 2

Request: Student petitioned to be allowed to substitute Psychology 201 for Sociology 200 to complete social science distribution requirement.

Recommendation of Committee: That petition be approved. Committee has on file documentation of courses taken elsewhere.

Case 3

Request: Student petitioned (1) to be allowed to combine Psychology 231 (Statistics) and Philosophy 101 (Logic) to satisfy Mathematics distribution requirement, and (2) to substitute the challenge of PE 321 or PE 308 to satisfy PE activities requirement.

Recommendation of Committee: That part (1) of petition be denied and that part (2) of petition be approved under faculty guidelines (student has medical statement on file).

