

# THE CHRONICLE

## 1984-85 Academic Year

April 12th  
#14 of 1985

Published by the Office of the Vice President  
for Academic Affairs

Monday  
April 15

Tuesday  
April 16

Wednesday  
April 17

Peace & War Course - W103B - Noon - "Is A Peace Education Curriculum  
Possible for American Public Schools? - Linda Hornback

Thursday  
April 18

Friday  
April 19

Saturday  
April 20

F&P Arts Monthly Concert -  
8:00 PM - CC Theatre - Carol  
Lian, Pianist

Sunday  
April 21

CHRISTOPHER NEWPORT COLLEGE

## OFFICIAL ANNOUNCEMENTS

### Faculty Meeting

The next meeting of the Instructional Faculty will commence at 3:00 p.m., Friday, April 26, 1985, in A-105 (not on 5/3/85 as previously announced). At this meeting elections to fill certain committee positions and to choose the Instructional Faculty's elected officers for 1985-1986 will be held. Committee chairmen and individual faculty members who wish to place items of business on the agenda for consideration must submit the substance of such items to this office no later than noon, Wednesday, April 17, 1985. It would be helpful if all committee reports (especially that of the Nominations Committee) were also submitted for publication by this deadline as well. The agenda will be published in the Chronicle of April 19, 1985.

It is my hope that this will be the last faculty meeting of the academic year. As is the case with all meetings of the Instructional Faculty, all other members of the academic community are welcome to attend as observers.

-- Vice President for Academic Affairs

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### Curricular Structure

President Anderson sent me the following memorandum, which I call to the attention of all faculty:

Parts I through V of the curricular structure for baccalaureate degree programs, as recommended to you by the Instructional Faculty on 2/8/85 and by your office to mine on 2/20/85 are hereby approved for implementation effective in the fall semester, 1986.

That portion of Part VI (first paragraph) dealing with the timely placement of students in the appropriate English course is similarly approved.

That portion of Part VI (second paragraph) dealing with the passing of a verbal proficiency writing examination is approved in principle only. The applicable tests and processes for administering this requirement are to be developed, validated, and forwarded to this office for approval prior to such time as this requirement might actually be implemented.

JEA

-- Vice President for Academic Affairs

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### BSN Program

At its meeting earlier this month, the Council of Higher Education approved the initiation of the Bachelor of Science in Nursing (BSN) degree program at Christopher Newport College in the fall semester, 1986. The program is a cooperative venture between CNC and the Riverside Hospital School of Professional Nursing. It will permit graduates of the Riverside School of "ladder" into a fourth year of study at CNC leading to the BSN degree. Council's approval is subject to its acceptance of the College's "statement of readiness," which will be submitted next spring. A Department of Nursing must now be established in the School of Social Science and Professional Studies; a search is already under way for a program director who should be on board next fall. The College is grateful for the efforts of the many visitors, faculty, staff, public officials, Riverside personnel, and friends who worked so diligently and patiently to bring about this significant step. Dean Durel and the members of the steering committee he chaired are especially deserving of our thanks for their effective leadership and stewardship of this undertaking.

-- Vice President for Academic Affairs

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I ask that all faculty (both instructional and administrative) in the Division of Academic Affairs please keep me apprised of any temporary addresses and their dates of applicability for the summer months. As each of you knows, it is sometimes very important for my office to be able to contact you in the summer, and that requires that accurate addresses be on file here. If you have moved within the past year, please make sure that we have your new address. If and when it becomes necessary to communicate in the summer we will make every reasonable effort to make contact; but in the final analysis, if you have not provided the College the means necessary to contact you, then the College cannot be responsible for the consequences of the resulting failure. If you believe there may be any problems in this regard with your own circumstances, please give me a call so that we can resolve them before summer is upon us.

-- Vice President for Academic Affairs

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### Faculty Salary Benchmark Groups

At its meeting earlier this month the Council of Higher Education approved a staff recommendation for establishing "benchmark" average salaries for the fifteen publicly-supported senior institutions of the Commonwealth. What follows is a description of the history, development, and nature of the new system (as presented to Council by Council Staff), a listing of the fifteen "benchmark groups" (including that of Christopher Newport College), and some related statistical information. The 1986 session of the General Assembly will certainly be mindful of this information when acting on appropriations for personal services to the fifteen institutions involved. It is therefore a matter of substantial concern to all CNC faculty. I ask that each faculty member become familiar with that which follows. If there are questions, I invite you to raise them at our meeting on April 26.

-- Vice President for Academic Affairs

## PROCEDURES FOR ESTABLISHING BENCHMARK INSTITUTIONS FOR FACULTY SALARY COMPARISONS

### Concerns with Current System.

The current classification system for determining faculty salary average benchmarks has been used since 1978. The basic components of the system are the level and number of degrees awarded at an institution and the dollar level of federal research funding. Although this system is simple, arbitrary thresholds have created the wrong incentives for institutions to move from one classification to another. The General Assembly also expressed concern that the current system did not accurately identify the characteristics of individual institutions in Virginia. The following mandate was included in the Appropriation Act for 1984-86: "It shall be the policy of the Commonwealth to establish faculty salary averages for the senior state-supported colleges and universities by comparison with faculty salary averages of similar institutions of higher education nationally. As part of its review of the allocation model for higher education operating budgets, the Council shall evaluate and revise the existing system for comparing faculty salary averages, to provide individual faculty salary benchmarks for all state-supported institutions of higher education. The revision should include provision for the differing academic disciplines taught by the institutions, shall provide increased differentiation among Virginia institutions based upon their characteristics, and shall reflect the regional and national patterns of faculty recruiting for each institution.



The Council shall make its recommendations to the Governor and the General Assembly in time for the revised system to be used in considering faculty salary levels during the 1985 session."

#### Analysis.

A committee consisting of Council staff, institution academic and finance vice-presidents, and representatives of the Department of Personnel and Training and legislative staffs conducted the various stages of analysis required by the legislative mandate. The standing committees of the Council, including those for the finance officers, academic officers, and Presidents, were also asked to review the progress of the committee at various points of development.

The first phase of the study looked at the questions concerning marketplace and discipline. The results of a survey for three years of new faculty hires at all Virginia institutions of higher education indicated the following:

- Four-year institutions hire a significant proportion of their new faculty from outside of the southeast region of the United States (63.2%);
- Two-year institutions also hire a large proportion of their new faculty from outside of the southeast region (37%);
- Both two-year and four-year institutions hire similar percentages of new faculty as experienced faculty from other higher education institutions (approximately 25%);
- The source of the remaining component of faculty hires differs significantly between types of institutions. While four-year institutions hire a large portion of new faculty as recent graduates (approximately 45%), the two-year institutions hire a large portion of their faculty from private industry (28.5%), public school systems (11.1%), and hospitals (9.0%).

National benchmark comparisons are recommended for both two-year and four-year institutions.

The concern of the General Assembly about discipline differentials was based on questions raised when faculty salary differentials were included in the 1982-84 budgets. The major concern was whether or not discipline differentials totally or partially duplicated the peer groups. An analysis of actual filled full-time faculty positions at all of the institutions indicated the following:

- Each institution pays significantly different salaries across disciplines;
- Within a specific discipline there are significant differences in salary average by type of institution;



- Much of the effect of salary discipline differentials can be accounted for within a benchmark system, provided the system is sensitive to both discipline and level of instruction.

With the results of the marketplace and discipline studies in hand, the committee began to look at alternative peer group systems or methods being used in other states. Three objectives were in mind while searching for an appropriate system for use in Virginia:

1. To reflect accurately salary levels of Virginia's institutions in relation to similar institutions nationally;
2. To define salary level objectives for institutions of higher education in Virginia;
3. To provide a framework for an equitable distribution of salary funds to Virginia's institutions while achieving the salary level objectives.

#### Proposed Procedure.

After much analysis and debate, the committee agreed to look at one system in detail. The system incorporates a large number of quantifiable variables as well as some level of judgment. It selects faculty salary benchmark institutions taking into account institution specific variables including discipline, research effort, enrollment size and level of instruction. (see Appendix A.) The actual procedure selects similar institutions whose characteristics fall within specified ranges of the characteristics of the institution being matched. The program then sorts the resulting list of comparable institutions in order of descending comparability. The results provide a good basis for further refinement. The preliminary lists are reviewed by the Council staff and the institution chief academic officers and Presidents to address issues of quality and to yield the final recommended list of benchmark institutions for each Virginia college and university. These lists are then presented to the Council of Higher Education for its approval and transmission to the Governor.

Two major cautions accompany use of the lists. First, the data reflect what an institution looks like now, or because of comparable national data availability, what it looked like two or three years ago. For most institutions this is not a problem, because enrollment and program shifts are minor over a few years' time. But this system is not sensitive to rapid change, and institutions which are changing quickly will face a situation in which what they are in any base year is not what they probably will become during the biennium for which the budget is being formulated. For institutions in a period of major growth or program transition, the data have been adjusted to some extent, but benchmark lists for those institutions will need to be reviewed on a frequent basis. Budget planners and analysts should be aware of this inherent limitation in the system.

The second caution is that the preliminary lists cannot stand alone without a more comprehensive review for quality. Although



level of research as a variable can be considered as one identifier of quality, other measures eventually should be introduced to look at such things as the quality and scope of both undergraduate and graduate programs, as well as the quality of professional programs. Review of the preliminary lists by the Chief Academic Officers and the Presidents does provide some level of qualitative review. Quality must be reviewed in more detail, however, and the process and the benchmark lists should continue to be refined during the next biennium.

### Objectives.

This process addresses the concerns of the General Assembly related to individual peer groups, discipline and marketplace. Objectives of the system include the following:

1) Each institution will have a benchmark list of 25 institutions, listed in descending rank order by each institution's overall faculty salary average. The only exception to this will be the Virginia Military Institute which will have fewer benchmark institutions. The list of 25 will include the Virginia institution for which the list was developed. No Virginia institution will appear on another Virginia institution's list, although some overlap may occur among the other institutions appearing on the lists. (See Appendix B.)

2) To move all Virginia institutions into the top 40th percentile of their benchmark groups (that is, into the top 10 of a 25 institution list). This will improve both the position of each of the Virginia institutions within its own benchmark group as well as improve the position of Virginia in national comparisons with other states.

## APPENDIX A DETAIL OF SELECTION PROCESS AND VARIABLES

The following variables were identified as preliminary selection criteria for faculty salary benchmark institutions.

### Enrollment

Total FTE students  
Percentage Part-time Students, Headcount

### Level of Instruction

Percentage of Degrees that are:

- Associate Degrees
- Bachelor Degrees
- Masters Degrees
- PhD Degrees
- Graduate Degrees
- 1st Professional Degrees
- Masters and 1st Professional Degrees
- Professional Fields
- Non-Science Professional Fields
- Engineering
- Engineering Technologies
- Science
- Science and Engineering
- Graduate Degrees in Science & Engineering



Business  
Masters Degrees in Business  
Education  
Masters Degrees in Education

Fine Arts  
Graduate Degrees in Fine Arts  
Health  
Graduate Degrees in Health

### Research

#### Ratio of Research Expenditures to Instruction Expenditures

Total Research Expenditures

Ratio of Research Expenditure per FTE Student

All research variables counted twice for doctoral institutions.

Different weights were attached to each of the variables depending on whether the institution was a doctoral or comprehensive institution. Weights ranged from "very important", which results in a score of 100 if the potential benchmark institution falls outside of a specified range on that variable, to "important" which scores 50, to "unimportant" which scores 0. Weights were assigned through deliberation and agreement of the committee members. The data base for the simulations includes all of the public and private institutions reporting to the National Center for Higher Education Management Systems (NCHEMS). Simulations of the selection model are conducted by NCHEMS based on data supplied by the Council and verified by each of the Virginia institutions. The current data base includes 1981-82 and 1982-83 data. For institutions that have experienced significant shifts in any of their characteristics since that time period, the characteristics were modified.

ANALYSIS OF FACULTY SALARY BENCHMARK GROUPS (List of benchmark groups is given on the following page)  
RELATIVE RANKINGS BASED ON ESTIMATED 1985-86 AVERAGES

MEASURE	GMU	ODU	UVA	VCU	VPI	W&M
Current Rank	17	23	16	20	17	17/20
10th ranked	37,418	35,576	39,951	37,418	39,951	38,569
Highest	42,253	42,888	45,592	41,793	44,901	42,714
Current Salary	33,625	32,043	38,326	33,510	37,188	32,944
Change to 10th	3,793	3,533	1,625	3,908	2,763	5,625
Percent to 10th	11.28%	11.03%	4.24%	11.66%	7.43%	17.07%

MEASURE	CNC	CVC	JMU	LNG	MWC	NSU	RAD	VMI	VSU
Current Rank	22	23	21	20	15	19	19	9/13	24
10th ranked	30,740	29,244	33,503	32,813	29,934	32,122	33,964	38,285	32,582
Highest	34,770	34,770	39,145	36,118	34,770	37,878	36,118	42,599	36,118
Current Salary	28,129	25,621	29,828	28,739	28,868	30,142	29,551	32,187	28,206
Change to 10th	2,611	3,623	3,675	4,074	1,066	1,980	4,413	6,098	4,376
Percent to 10th	9.28%	14.14%	12.32%	14.18%	3.69%	6.57%	14.93%	18.95%	15.51%



## FACULTY SALARY BENCHMARK GROUPS

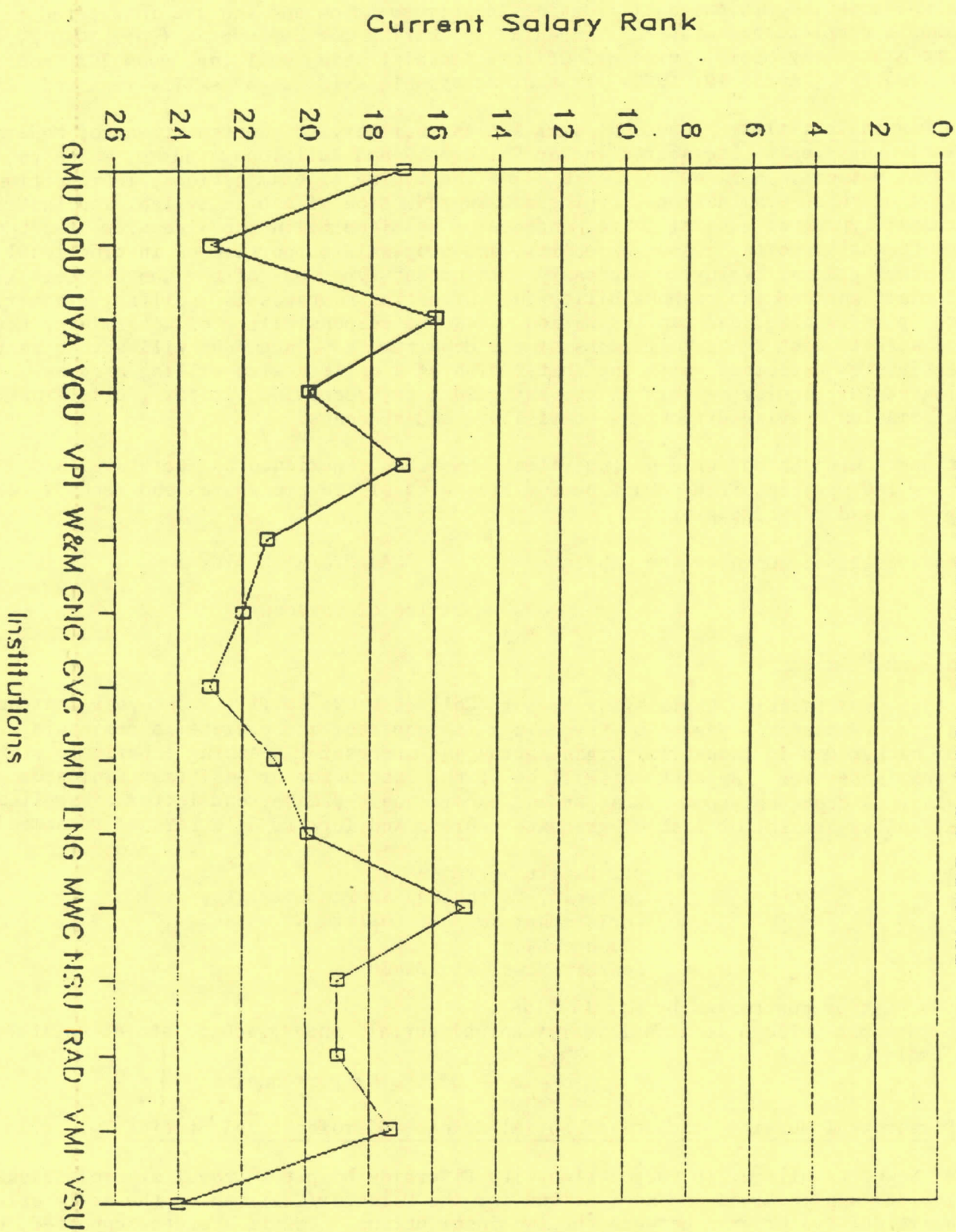
FOR 1986-88 BIENNIAL

Christopher Newport	Clinch Valley College	James Madison Univ	Longwood College	Mary Washington College	Norfolk State Univ	Radford University	Virginia Military Inst	Virginia State Univ
Augustana College	Albany State College	Appalachian State Univ	East Conn State Coll	Alma College	Atlanta Christn Univ	Bloomsburg State Coll	Bucknell University	Arkansas State Univ
Caemon University	Athens State College	Bradley University	Eastern Ill Univ	Augustana College	Angelo State Univ	Bowling Green St Univ	Clarkson University	Beauidj State Univ
College of Charleston	Cheyney State College	Cal State U, Fullerton	Glasboro State College	Austin College	Boise State University	Cal State, San Bernard	Cooper Union	California State Coll
Florida Southern Col	Concord College	Cal State, Hayward	Indiana U of Penn	Birmingham Southern	Central Conn State Univ	Central Conn State Coll	Lafayette College	East Central Okla State
Francis Marion College	Eastern Conn St Coll	Central Wash Univ	Jacksonville St Univ	Central Univ of Iowa	Eastern Wash Univ	Eastern Illinois Univ	Mass Maritime Acad	Florida Atlantic Univ
Franklin & Marshall	Elizabeth City State	Eastern Illinois Univ	Kutztown State College	Colorado College	Georgia Southern Coll	Fairfield University	Morwich U, Main Campus	Fort Valley State Coll
Grand Valley St College	Fayetteville State Univ	Florida Atlantic Univ	Morehead State Univ	Evergreen State College	Grand Valley St Coll	Fort Hays State Univ	Rose-Hulman Inst of Tec	Jacksonville State Univ
La State U Shreveport	Gordon College	Furman University	SUNY at Geneseo	Battysburg College	Jersey City St Coll	Glassboro State Coll	Texas A&M, Galveston	John Carroll Univ
Metropolitan State	Hillsdale College	Illinois State Univ	Salem State College	Gullfurd College	Middle Tenn St Univ	Indiana Univ of Penn	US Air Force Acad	Kutztown State Coll
Missouri Westn St Coll	Indiana St U, Evansvill	Indiana U of Penn	Shippensburg St College	Hiram College	Morgan State Univ	Jersey City State Coll	US Coast Guard Acad	McNeese State Univ
Noravian College	Lander College	Mercer U Main Campus	Shest No St Univ	King's College	Northeast Louisiana U	Kean College of NJ	US Military Acad	Middle Tenn State Univ
Nihsen II University	Missouri Sthn St Coll	Montclair State College	Sthn Ark U Main Campus	Le Moyne College	Pan American Univ	Kutztown State Coll	US Naval Acad	Millersville State Coll
Raapo C of New Jersey	Missouri Westn St Coll	Pacific Lutheran Univ	Townson State Univ	Mississippi College	Purdue U, Calumet	SUNY Coll at Brockport		Morgan State Univ
SUNY Coll Old Westbury	Northwestern Okla State	Providence College	U of Montevallo	Mohlenberg College	SUNY College at Oswego	Shasta Okla State Univ		Minhstin Okla State U
SUNY at Oswego	Peabroke State Univ	SUNY College, Brockport	U of North Alabama	North Adams State	Trenton State College	U of Central Arkansas		Saw Houston State Univ
St John Fisher College	Quincy College	SUNY College, Geneseo	U of Wisc, LaCrosse	Ohio Wesleyan Univ	U of DC	U of Minnesota		Shippensburg State Coll
Stockton State College	Raapo College of NJ	Southern Conn St Univ	U of Wisc, Oshkosh	Stidmore College	U of NC, Charlotte	U of Wisc, Oshkosh		Shasta Okla State Univ
Stonehill College	SUNY Coll, Old Westbury	Southern Conn St Univ	U of Wisc, Oshkosh	St John's U (Minn)	U of Tenn, Martin	U of Wisc, River Falls		U of Nebraska, Omaha
U of Colo Colo Spring	U of Michigan, Flint	Stetson University	Valdosta State College	Stidmore College	U of Tenn, Martin	U of Wisc, Stevens Pt		U of New Orleans
U of Michigan-Flint	U of NC, Asheville	Shast Texas State U	Wayne State Coll	St John's U (Minn)	U of Wisc, Stevens Pt	U of Wisc, Stevens Pt		U of South Alabama
U of N C Asheville	U of Pitts, Johnston	U of NC, Greensboro	West State Coll Colorado	St Mary's of Maryland	U of Wisc, Stevens Pt	U of Wisc, Stevens Pt		West Texas State Univ
U of Southern Colo	U of SC at Spartanburg	U of Northern Colo	Western Conn St College	U of NC Asheville	U of Wisc, Stevens Pt	U of Wisc, Stevens Pt		
U of Wisc Parkside	Valley City State Coll	U of Northern Iowa	Winona State Univ	U of Pittsburgh, Johnston	U of Wisc, Stevens Pt	U of Wisc, Stevens Pt		
Westfield State College	West Liberty St College	West Chester St Coll	Wm Patterson College	Wittenberg College	West Chester St Coll	Wm Patterson College		
George Mason Univ	Old Dominion University	University of Virginia	Virginia Coast Univ	Virginia Tech	William and Mary			
American Univ	Arizona State Univ	Duke University	Boston University	Carnegie-Mellon Univ	Boston College	Bucknell University		
Arizona State Univ	Boston College	Johns Hopkins Univ	Florida State Univ	Cornell Univ Statutory	Dartmouth College	Clarkson University		
Boston College	CUNY City College	Michigan State	St Louis U, Main Campus	Georgia Tech	Lehigh University	Cooper Union		
Cal State U, Sacramento	Cleveland State Univ	Northwestern Univ	Temple University	Iowa St U, Sci & Tech	Lehigh University	Lafayette College		
Florida State Univ	Kent State Univ, Main	Ohio State U, Main	Tufts University	Lehigh University	SUNY Albany	Mass Maritime Acad		
George Washington Univ	Northern Arizona U	Penn State	U of Alabama, Birmingham	Michigan State Univ	SUNY Binghamton	Mass Maritime Acad		
Memphis State	Northern Illinois U	Purdue	U of Arkansas, Main	North Carolina State	Tulane U of Louisiana	Mass Maritime Acad		
Oakland University	Oakland Univ, Michigan	SUNY at Buffalo	U of Cincinnati, Main	Ohio State Univ	U of Cal, Santa Barbara	Mass Maritime Acad		
SUNY-Binghamton	Ohio U, Main Campus	U of Arizona	U of Connecticut	Oregon State Univ	U of Connecticut	Mass Maritime Acad		
San Diego State U	Portland State Univ	U of Colorado, Boulder	U of Georgia	Penn State, Main Campus	U of Idaho	Mass Maritime Acad		
U of Alabama	SUNY at Albany	U of Florida	U of Iowa	Purdue U, Main Campus	U of Kansas	Mass Maritime Acad		
U of Ark, Little Rock	San Diego State	U of Illinois, Urbana	U of Kansas, Main	Rensselaer Poly Inst	U of Mass, Amherst	Mass Maritime Acad		
U of Connecticut	San Jose State Univ	U of Kentucky	U of Miami	Rice University	U of New Hampshire	Mass Maritime Acad		
U of DC	Texas Tech Univ	U of Maryland	U of Missouri, Columbia	SUNY at Stony Brook	U of Notre Dame	Mass Maritime Acad		
U of Houston, Central	U of Akron, Main	U of Mass, Amherst	U of Mississippi, Main	Texas A&M, Main Campus	U of Oklahoma, Norman	Mass Maritime Acad		
U of Louisville	U of Alabama	U of Minn, Minneapolis	U of Oklahoma, Norman	U of Cal, Davis	U of Rhode Island	Mass Maritime Acad		
U of Missouri, St Louis	U of Delaware	U of NC, Chapel Hill	U of Oregon	U of Cal, Irvine	U of St Louis	Mass Maritime Acad		
U of New Orleans	U of Ill, Chicago	U of Pennsylvania	U of Pittsburg, Main	U of Conn, Irvine	Vanderbilt University	Mass Maritime Acad		
U of Oregon	U of Nevada, Reno	U of Pittsburgh	U of SC at Columbia	U of Connecticut	Wake Forest Univ	Mass Maritime Acad		
U of San Francisco	U of New Orleans	U of Rochester	U of Southern Calif	U of Florida		Mass Maritime Acad		
U of South Florida	U of Southern Miss	U of Southern Calif	U of Utah	U of Illinois, Urbana		Mass Maritime Acad		
U of Tulsa	U of Texas, Arlington	U of Texas, Austin	Vanderbilt University	U of Mass, Amherst		Mass Maritime Acad		
U of Wisc, Milwaukee	U of Texas, El Paso	U of Washington	Washington University	U of Md, College Park		Mass Maritime Acad		
Wright State U, Main	U of Wisc, Milwaukee	Washington University	Washington University			Mass Maritime Acad		



# Analysis of Faculty Salary Rankings

Based on estimated 1985-86 Salaries





An Announcement of a State of Virginia Classified Position Vacancy

Class Title: Clerk Typist C Class Code: 11033 Salary Range: \$10,587 - \$14,454  
 Position No.: 00075 Application Deadline: April 19, 1985 Date of Vacancy: May 1, 1985  
 Department: Modern & Classical Languages & Literatures; Philosophy & Religious Studies  
Application Instructions:

Applicants who meet the minimum qualifications described below and who are interested in the position should complete the State of Virginia Application for Employment (Form 10-012) and submit it to Mrs. Becky Moore, Personnel Office, Administration Building, Room 203, not later than 4:00 P.M., April 19, 1985. Test or acceptable evidence of skills required.

Duties and Responsibilities: Incumbent will act as secretary to the Departments of Modern and Classical Languages & Literatures and of Philosophy and Religious Studies, which consist of eight members. Will be responsible for the typing of examinations; reproduction and collating of these examinations; typing and reproduction of course syllabi and instructor's handouts; typing of general correspondence of the faculty in these departments; typing of departmental reports, research reports, and proposals supportive of instructional staff; and other general typing as necessary. Incumbent types 80% of the above material from rough draft and has the responsibility for correcting mistakes in spelling, grammar, punctuation, paragraphing, and capitalization. Has the responsibility of determining the priority of work to meet the requirements of the departments. Incumbent will act as secretary for activities associated with the institution of a college-wide writing program. Acts as receptionist for faculty members in the assigned area, receiving visitors, disseminating college information, giving directions to visitors and students.

Qualifications: High School grad/or equivalent, previous experience as Secretary, and accurate typing (60 wpm) required. Must be familiar with office procedures and methods, office equipment, and recordkeeping.

Area of Consideration: Open to the public.

An EEO/AA Employer

-- Office of Personnel

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Nontenure-track Position

The Psychology Department of Christopher Newport College seeks to fill a one-year nontenure-track position. A master's degree in Psychology is required; a doctorate is desirable. Experience or background in Industrial Organization and successful teaching experience at the college level is desired. Appointment will be of the Instructor or Assistant Professor level. Salary is dependent upon education and experience. Please send letter of application, vita, and transcript or list of graduate courses and forward 3 letters of recommendation to:

Dr. Robert Herrmann  
 Chairman, Psychology Search Committee  
 Christopher Newport College  
 50 Shoe Lane  
 Newport News, VA 23606

Applications must be postmarked by May 15, 1985.

Christopher Newport College is a four-year, nonresidential, undergraduate state institution. An EOE/AA Employer.

-- Office of Personnel

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Chairman/Director of Nursing - School of Social Science & Professional Studies

Christopher Newport College, in cooperation with Riverside Hospital School of Professional Nursing, invites applications and nominations for the Director/Chairman of the newly established BSN articulated program between the two institutions. CNC is a state-supported, comprehensive, undergraduate college of 4,000 students; Riverside Hospital School of Professional Nursing, located in close proximity to CNC, is an NLN accredited diploma school with 150 students and is associated with a 600-bed teaching hospital. Primary responsibilities



include curriculum and program development, preparation of program for NLN accreditation, and teaching one course each semester during the period of program development. Position is tenure track at CNC with rank and salary commensurate with qualifications and experience.

Experience with curriculum development, teaching in diploma and/or baccalaureate nursing program settings, and NLN accreditation process; commitment to diploma and baccalaureate nursing education; and Master's degree in Nursing are required. A doctorate in Nursing or related field is desirable.

Send letter of nomination or application, résumé, and three letters of professional reference to:

Dr. Robert J. Durel, Chairman  
Search Committee for Director of Nursing  
Christopher Newport College  
50 Shoe Lane  
Newport News, VA 23606

Deadline for applications is May 23, 1985.

An EOE/AA Employer.

-- Office of Personnel

#### NEWS & GENERAL INFORMATION

##### Honors Convocation

The Ad Hoc Honors Convocation Committee is pleased to announce that the first annual Honors Convocation will take place, as an integral part of graduation weekend, on Saturday, May 18, 1985, at 5 p.m. in the Campus Center Theatre. This will be immediately preceeding the annual Vice President's reception in Christopher's. At this convocation, all graduating seniors will be honored if they are in receipt of academic honors while in attendance at CNC. This will include departmental honors, membership in honor societies, receipt of college wide honors, and any individual awards. All faculty receiving promotion, tenure, or emeritus status will also be honored. All faculty and graduating seniors are encouraged to attend.

Honors Convocation Committee: Chm., John McCaughey, David Alexick, Susan Casey, Christopher Davidson, Douglas Gordon, Robert Moody, Jamison Roudabush

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To: Faculty & Staff

I would like to invite you to participate in the World Conference on Computers in Education to be held in Norfolk, Va. this summer. The Conference will take place July 29-August 2, 1985 and it will be preceded by workshops from July 26-28.

Computer education will be presented at levels spanning from early childhood to university and adult continuing education. There will be 11 concurrent session tracks with something for everyone.

Having been assigned the responsibility of local arrangements for the conference, I am also soliciting volunteer help. If you are able to assist in this area, I should be able to arrange for free admission to the Conference in exchange for your effort.

If you would like additional information concerning volunteer work and/or the conference itself, please contact me at 7241.

-- David Game, Computer Science

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##### Dean's Search Committee

We now stand at about mid-point in the period beginning with the invitation to apply for the position, Dean, School of Business and Economics, and its closing date of April 15th.



About 35 applications have been received, and the Committee anticipates the pool should double from this point. Ads for the position have appeared in major Southern cities, in addition to our local newspapers and in The Wall Street Journal. Specially designed postings were sent to over 150 colleges and universities in the Southern Association. By April 15th the Committee will make its first cut, based upon criteria developed for that purpose.

From this point a pool of select candidates will be asked to submit additional information, and finally a small group of perhaps five will be invited to the CNC campus for personal interviewing. As we move towards this latter point, you will all be kept informed so that all interested parties will be able to meet and question these people.

-- Richard L. Hunter, Chairman  
Dean's Search Committee

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#### Seminar on Workers Compensation/Safety

All employees are invited to attend a Workers Compensation/Safety Seminar on Friday, April 12, 1985 at 2:00 p.m. in Newport Hall, Room 125. Dianne Williams, The Travelers Companies, will discuss the basic procedures to be followed in a Workers Compensation claim - accident reports, submitting bills, prescriptions, etc. Johnnie Capehart, CNC Safety Officer, will discuss accident prevention and other safety hazards. All employees are encouraged to attend.

-- Personnel

#### FACULTY/STAFF/STUDENT NEWS

John E. Jenkins attended the Virginia Middle School Forum on March 20-21 at Garrisonville Middle School in Stafford County and serves as higher education's faculty representative on the Executive Board.

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Bob Durel, Ruth Kernodle, and Joe Healey of the Sociology and Social Work Department are attending the annual meeting of the Southern Sociological Society in Charlotte, N.C. April 10-13.

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Dr. Sang O. Park attended International Forum XIV, "The World Economy," which was held at Old Dominion University, Norfolk on March 30, 1985. The Conference was co-sponsored by ODU Center for International Programs and Center for Economic Education and by the World Affairs Council of Greater Hampton Roads, and included a group of outstanding speakers from the media, academe, government, and financial institutions.

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Rita C. Hubbard delivered a paper entitled "The Rhetoric of Fat: Women's Response to Stigma" at the joint convention of the American Culture Association and the Popular Culture Association in Louisville, Kentucky on April 6, 1985. She also chaired the session entitled "Icons of Survival."

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Paula Delo was invited to Costa Rica as President of the Hampton Roads Academy Parents Association to visit the Panamerica School to explore the possibility of an exchange of students between Newport News and Costa Rica.

While there she was received by the Vice President for Academic Affairs at the University of Costa Rica. They discussed a faculty and student exchange with Christopher Newport College. The UCR has had an exchange program with the University of Kansas for twenty-five years. A report on the trip will be available soon.