

THE Community CHRONICLE

January 9, 1976
#1 of 1976

SUNDAY - Jan. 11



dies solis

MONDAY - Jan. 12

Basketball (Women's) Norfolk State
(away) 5:00 P.M. College
Basketball (Men's) Lynchburg
College (away) 8:00 P.M.



dies lunae

WEDNESDAY - Jan. 14

Conference on Career
Planning - CC - 1:30-4:30



dies martis

TUESDAY -

Jan. 13

J.V. Basketball -
Cinquant Fleet
(U.S. Navy)

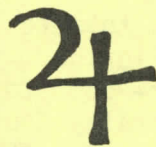
Orientation of New Students &
Registration/Spring



dies mercurii

FRIDAY - Jan. 16

Men's Basketball - 7:30
(away) Methodist College

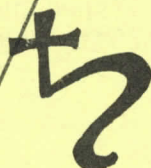


dies jovis

THURSDAY - Jan. 15



dies veneris



dies saturni

SATURDAY - Jan. 17

Men's Basketball - 8:00
(away) St. Andrews College

DEAN'S ANNOUNCEMENTS

Best Wishes

I would like to thank the many faculty members who shared greetings and wishes for seasonal happiness with the Musial family. Ted and I were unable to send greeting cards this year, but I would like to take this opportunity to tell you how much we appreciated your cards, and to extend our best and most sincere wishes for the new year.

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Semi-Annual Affirmative Action Report

In mid-January, we will be submitting our semi-annual Affirmative Action report to the Virginia State Equal Employment Opportunity Commission and the Council of Higher Education. In the near future, I will be asking for input from the faculty and staff as individuals, departments, and divisions concerning all activities which relate to fulfilling our commitments to Equal Employment Opportunity and Affirmative Action guidelines. If time permits, I would recommend that you review our Affirmative Action plan. If you do not have a copy, you can request one from Lora Friedman (Ext. 7070) or read the copy that is on file in the Library.

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Faculty Development Awards

On the recommendation of the Faculty Advisory Committee, the following faculty members have been awarded Faculty Development Grants in the amounts and for the reasons indicated. These awards exhaust the funds budgeted this year for faculty development purposes. I would like to extend congratulations to all those who received Faculty Development Grants this year. I sincerely hope it will be possible to expand the Faculty Development program next year.

- David Banks--\$338 to attend the National Tropical Foliage Short Course in Florida.
- H. Marshall Booker--\$600 to collate and index all information on Admiralty Courts, prizes, and privateers in the Chesapeake Bay during the American Revolution.
- Lee Doerries--\$338 to develop instructional materials, to increase teaching effectiveness, to study the value and effectiveness of student-led class discussions, and to study the effectiveness of a taped lecture instructional format.
- John Harwood--\$225 to complete work on his doctoral dissertation.
- Stavroula Kostaki--\$1,000 to complete research on her doctoral dissertation at the University of North Carolina, Greensboro during the summer of 1976.
- Sanford Lopater--\$750 for the revision of An Introduction to Psychology, published by Doubleday and Co.
- Alice Randall--\$325 to revise and expand the Basic Studies/Reading Manual.

ACADEMIC INTEREST

Firms Look At Personal Side of Graduate When Hiring

Chicago Tribune, Sunday, December 28, 1975
By Jack Houston, Careers Editor

If you think your college grades are the most important factor in landing a job, you're wrong. Grades rank second on a scale of six.

And if you believe the specialized courses you take in school are considered first by prospective employers, you flunk. They are only half as important as the No. 1 factor.

Most important, according to a Northwestern University placement study, are your personal qualifications such as maturity, initiative, enthusiasm, poise, appearance, and the ability to work with people.

The 30th annual Endicott study by Northwestern asked 225 well-known business and industrial employers what they considered most important in selecting college graduates. A total of 215 of these employers ranked in order of importance the six factors most generally considered by recruiters.

The third most important factor for most graduates is the specialized courses they take relating to particular fields of work.

"This is true in engineering, other technical fields, accounting, and business administration," the study report noted. "For liberal arts graduates, however, this factor ranks fifth."

Fourth in all fields is the type and the amount of part-time and summer jobs students held while in college, the study found.

Fifth, except for liberal arts graduates, is their experience in campus activities, "especially leadership and participation in extra-curricular life," the report said. For liberal arts graduates, this factor ranked third.

The least important of the six factors are "general or liberal arts courses designed to provide a broad and cultural background."

Actually, all these factors, though not equally important, should be taken into account.

"It is interesting to note that, except for specialized courses, the factors which count most are not related to the size or type of the college or university," said Frank S. Endicott, Northwestern's retired director of placement, who conducted the study.

He also noted these factors "are not related to the kind of degree the students earn or of the sex or racial origin of the (job) applicant."

Endicott said he included the question about these hiring factors "because of the problems which confront college graduates in finding employment."

Most of the companies surveyed by Endicott last month had cut back their hiring of college graduates severely last spring, but now they report an upward hiring trend again.

They plan to employ 9% more bachelor's degree graduates and 11% more master's degree holders from the class of '76 than they did this year.

"These increases are not great, and many companies are far short of the number of graduates they hired in previous years," Endicott said.

Endicott found in a separate study last spring that companies had cut back their hiring among 1975 college graduates as much as 30% from the previous class.

Last December, when Endicott reported his findings, he said no change in hiring plans were expected. But in seven months hiring quotas for bachelor's degree graduates were cut 31%, and for master's degree holders, 18% by the previously surveyed firms.

While the job market for college graduates of the class of 1976 is not expected to get worse, Endicott looks upon the coming months with cautious optimism.

"Although there are signs of economic recovery, only 56% of the companies surveyed expect 1976 to be a better business year than 1975," he reported. "Business is expected to be about the same by 35%, and 9% indicate that it will not be as good as 1975. These companies expect a rate of inflation of 8% for 1976 and 1977."

He said only 22% of the firms plan to contact more colleges to recruit employers this year than last.

"This reflects not only the modest increase in hirings but also the fact that large numbers of graduates have been making direct application in recent years," he noted.

"The class of 1976 will face another extremely tight job market, and it will be necessary for many graduates to work hard to find a job which utilizes their knowledge or ability."

The College Placement Council, Inc., Bethlehem, Pa., also reported earlier this month that June's college graduates face a cloudy job outlook. The council also reported that the majority of employers it surveyed expect an improved economy in the first half of 1976.

What effect this will have on hiring is still unknown, however, the council said.

The council, which surveyed 630 employers, including government agencies, said its survey indicated a 5% drop in the total number of hires in the class of '76.

Last year, the council had predicted a 4% drop, but by June employers hired 18% fewer graduates than the previous class.

Victor Lindquist, Northwestern's placement dean, said you can't really compare the council's study with the Endicott study because the council surveys a number of government employers. The Endicott report comes from the industrial community alone.

The Endicott study also asked employers what they considered important suggestions for making college graduates more employable this year.

Liberal arts graduates were advised to have business-related and technical courses in their backgrounds and to get work experience in business. They also need "to clarify their career objectives and have a better understanding of the world of business," the employers said.

Women and black college graduates also should have technical and business courses in their studies, among them engineering, accounting, business administration, economics, computer science, and finance.

Endicott found employers plan to hire at least 45% more women and black graduates this year than last.

Contrary to some published reports about the engineering field, 68% of the surveyed employers felt there is no real shortage of new engineering graduates. Also, 75% said it would not increase job opportunities for engineers with master's degrees.

In order to make themselves more employable, engineers should "get relevant work experience, take business courses in accounting, management, and computer science, develop clearer career goals, and improve their communication skills," the report said.

Starting salaries for 1976 graduates are expected to increase 2 to 6% over last year. The average starting salary for engineering graduates with only a bachelor's degree will be about \$1,154 a month. Accountants should average about \$1,012 a month, employers predicted.

Graduates in business administration should draw an average starting salary of about \$843 a month. Liberal arts graduates probably will be offered \$825 a month on the average.

Smallest increases will go to graduates of liberal arts and business administration. The largest increases are expected for graduates in sales and those with MBA degrees.

Master's degree graduates in engineering will get about \$1,321 a month on the average. Accounting graduates with master's degrees should get about \$1,242 a month. MBA's who also earned undergraduate technical degrees should draw average monthly starting salaries of about \$1,391.

NOTICES

*The Old Dominion University
Department of Nursing
is pleased to announce that its
Bachelor of Science in Nursing
has been awarded
initial accreditation
by the
Department of Baccalaureate
and Higher Degree Programs
of the
National League for Nursing*

*Virginia W. Smith
Chairperson,
Department of Nursing*

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Faculty Position in Music

Person to serve as coordinator of and only full-time teacher in college music program. To teach introductory courses and advanced courses in theory, music history; to direct mixed chorus and to coordinate applied music offerings. Must have terminal degree. Musicologist preferred. Minimum of three years teaching at the college level required. Must have experience in assisting theatre program and productions. Must have demonstrated ability to coordinate

college programs with community activities. Rank: assistant professor. Salary: \$13,000. to \$14,500. Deadline for letter of application, three letters of recommendation, and transcripts is January 15, 1976. Write to Dr. Stuart C. Van Orden, Chairman, Music Search Committee, Christopher Newport College, P. O. Box 6070, Newport News, Virginia 23606. We are an equal opportunity/affirmative action employer.

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Minority Program

The Washington & Lee School of Law is interested in receiving applications from qualified students of minority racial origin who are considering a career in law. In an effort to encourage applications from such minority groups, the school has waived the application fee for applicants who identify themselves as a member of a minority group when they make application for admission. Financial aid is also available to applicants from minority groups who are offered admission and who need financial assistance. In general, the School of Law looks for applicants who have both a GPA of 3.0 or better and an LSAT of 600 or better, however, the school does not go strictly "by the numbers" in its admissions process. Please keep this information in mind as you advise CNC students.

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Special Billing Numbers

Now that we have the new Centrex System, toll calls are automacally charged to your Centrex number and special billing numbers are no longer to be used.

FELLOWSHIPS & SCHOLARSHIPS

National Science Foundation

U.S. - U.S.S.R. Program - Application of Computers to Management

Fields: econometric modeling; management of large systems including large cities; Theoretical foundations for software for applications in management and economics; computers and decision-making of high-level executives. Joint research projects; conferences; workshops; special studies.

Address inquiries to: U.S. - U.S.S.R. Activities, Division of Mathematical and Computer Sciences, NSF, Washington, D. C. 20550.

Restructuring the Undergraduate Learning Environment

Purpose is to encourage significant changes in undergraduate programs in science in existing courses or in creating new ones. Support of small faculty group for one or two summers.

Deadline for Faculty Oriented Projects: January 26, 1976.

NATO Advanced Study Institute - 1976

For approximately 90 young scientists to attend NATO institutes in Europe in summer 1976. Institutes provide advanced instruction on specific topics in physical, life, and social sciences, and mathematics. Last from two to three weeks and are open to junior faculty and advanced graduate students. Nominations made by NATO institute director. List of institutes will be available in February, 1976, by contacting: NATO Travel Grants, Division of Science Manpower Improvement, NSF, Washington, D.C. 20550.

Exxon Foundation - IMPACT Program

Grants averaging \$6,000 for implementation of any of the following four programs, already operative on other campuses:

1. TIPS - diagnostic tool to individualize instruction in large classes.
2. STUDENT-TO-STUDENT COUNSELING - approach to training students as academic counselors.
3. GUIDED DESIGN - teaching method combining principles of programmed instruction with open-ended problem solving.

Deadline: February 1, 1976.

New York City Urban Fellowship Program - Undergraduate & Graduate Students

Full-time internships for 1976-77 academic year in New York City government; open to undergraduates who have completed the junior year and to graduate students. Applications must be endorsed by sponsoring college and academic credit given for internship year. Information is available from the office of Stella Neiman at W&M.

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University of Michigan Center for Higher Education

The Center for the Study of Higher Education at the University of Michigan is inviting applications from current and prospective administrators for study in theoretical and practical areas of higher education. Areas of study include organization and administration, financial administration, technical education, manpower development, institutional research and planning, the community college, the college professor, the college student, and history and philosophy. A core of courses in higher education is required, but individual programs vary considerably with the career aspirations on the background and experience of individual students. A Masters degree or course work in a cognate field is required and plays a central role in the student's doctoral research. An approved elective program in educational foundations courses is also required.

The University of Michigan is strongly committed to increase the educational opportunities available to minorities and women. The Center is especially concerned with the severe shortage of women and minority administrators in higher education and strongly encourages applications from these groups. Graduate opportunity awards are granted to minority students on the basis of financial need.

For further information and application materials, interested candidates should write directly to Joseph P. Cosand, Director, Center for the Study of Higher Education, 2007 School of Education Building, The University of Michigan, Ann Arbor, Michigan 48104.

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Faculty Institute and Health Physics

A faculty institute will be conducted in the summer of 1976 by the Health Physics Division of the Oak Ridge National Laboratories in cooperation with the Special Training Division of the Oak Ridge Associated Universities. This program offers participants concerned with undergraduate curricular development in radiation protection special interdisciplinary training through direct experience with the professional staff and the broad range of operational policies and methods used to protect all personnel in a major and diverse nuclear facility.

Members of the regular full-time faculty in the sciences, engineering, and mathe-

atics from colleges or universities offering courses in Health Physics or engaged in the planning of a curriculum in this area are eligible to apply. Appointments consist of ten-week assignments in the ORNL Health Physics Division beginning June 14, 1976. Appointees receive an allowance for one round trip of travel and a dislocation allowance of \$100 per week during residence in Oak Ridge. Applications are due by April 9, 1976, for appointments beginning in June. For application materials write directly to Education and Information Section, Health Physics Division, Holifield National Laboratory, P. O. Box X, Oak Ridge, Tennessee 37830.
