


ENC
Community
CHRONICLE

March 28, 1975
No. 9 of 1975

SUNDAY - March 30


dies solis

MONDAY - March 31

2:00 - Budget Committee


dies lunae

Noon - CC Theatre - Garrett Birkhoff
from Harvard U. speaks on "Calculus
with Computers"

7:00 P.M. - CC233 - Bruce Guernsey will
give reading of his poetry

TUESDAY - April 1


dies martis

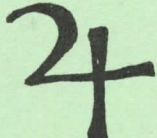
2:15-5:00 - FEC

WEDNESDAY - April 2


dies mercurii

2:00 - Curriculum Committee - CC229

THURSDAY - April 3

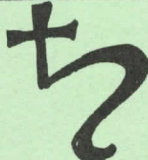

dies jovis

10-12 - President's
Council

FRIDAY - April 4


dies veneris

SATURDAY - April 5


dies saturni

DEAN'S ANNOUNCEMENTS

Faculty Development

A small portion of available faculty development funds will give priority to proposals which implement the Christopher Newport College Affirmative Action plan. Faculty members who wish to have proposals considered in this context should send their applications directly to the Dean instead of to the Faculty Advisory Committee. Procedures for applying for all faculty development awards will be published in the very near future by the Faculty Advisory Committee.

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Travel Requests

The Academic Budget Committee has recommended a cut-off date of April 15, 1975, as the last date for requesting travel funds. Any faculty member anticipating travel before June 30, 1975, should submit his travel requests by April 15.

NOTICES

CNC Host to State Council of Higher Education

Christopher Newport College will serve as host to the Council of Higher Education on Tuesday, April 11. The meeting will take place in the Board Room of the Campus Center. President Windsor will make a presentation of the history and progress of the College to the Council.

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CNC Student Wins French Award

Dana Sample, a sophomore majoring in French at CNC, has won the annual scholarship sponsored by the peninsula chapter of the Alliance Française. On the basis of a competitive examination, open also to students from William and Mary and Hampton Institute, Dana was awarded the \$400 travel grant which she intends to apply toward a month's study in Paris this May. On Saturday April 12th, the Alliance will hold an awards ceremony at which Dana will be presented her scholarship by M. Schmidt, the French Consul from Norfolk. (CC233, 2:00 P.M.).

Susan St. Onge

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Harvard Math Professor to Speak

Garrett Birkhoff, Professor of Pure and Applied Mathematics at Harvard University, will give a talk at Christopher Newport College, Monday (March 31) at 12:00 noon in the Campus Center Theatre. The talk is open to the public. Mr. Birkhoff's topic is "Calculus with Computers." His talk is the third in a series of the Visiting Scholars Program of the University Center in Virginia.

Professor Birkhoff is noted for his investigation in modern algebra, fluid mechanics, numerical analysis and nuclear reactor theory. He has been the Putnam Professor of Pure and Applied Mathematics at Harvard University since 1969.

* * * *

Poet to Appear at CNC

Bruce Guernsey will deliver a reading of his poetry Monday (March 31) at 7:00 P.M. in room 233 of the Campus Center of Christopher Newport College. Mr. Guernsey has recently published a collection of poetry, Lost Wells. He is currently teaching courses in Creative Writing at Virginia Wesleyan College. He will appear at CNC under the auspices of the College's literary magazine The Undertow staff and Paula Rankin, CNC graduate and poetess. The event will be free of admission and will be open to the public.

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TO: All Concerned.

FROM: Agency Personnel Supervisor.

Subject: Student Employment.

The undersigned contacted Mr. Forrester, Department of Labor, Norfolk, to clarify the requirement of the Fair Labor Standards Act in regard to the number of hours a week a student may work. The law provides---- By special certificate of the Secretary of Labor, colleges and universities may employ their full-time enrolled students (regardless of age but in compliance with applicable child labor laws) at 85% of the prevailing minimum wage rate or \$1.60, whichever is higher. The special certificates provide that students shall, except during vacation periods, be employed on a part-time basis and not in excess of 20 hours in any workweek. Hours in excess of 20 must be at the prevailing minimum wage rate.

It was decided effective May 1, 1975, ALL STUDENTS WHO ARE EMPLOYED BY THIS COLLEGE WILL BE PAID THE PREVAILING MINIMUM WAGE RATE. Therefore, the number of hours of work within each week is at the discretion of the supervisor.

It has been the consensus at State level and Local level that supervisors employ only full-time students (12 credit hours or more) and should not be scheduled to work more than 20 hours a week when classes are in session during fall and spring semesters. Not more than 40 hours a week during vacation periods.

Supervisors who cannot concur with the policy to employ only full-time students to work only 20 hours a week should contact the President of the College for an exception to the rule.

Mrs. Elizabeth P. Welch

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Popular Magazines and Records

The College Shop in the Campus Center Building is now selling the latest editions of popular magazines and the most current LP records. You are encouraged to stop in and browse.

Jackie Haskins

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CNC VA Representative Receives Award

Robert Aspell, Veterans Administration representative to Christopher Newport College, was presented a plaque for services he has rendered to CNC student veterans of the United States Armed Forces during his stay at the College. William Highfill, Director of the Veterans Administration Regional Office of Roanoke, Virginia, made the presentation.

* * * *

CNC Offers Course in Self Defense

Dr. Lora Friedman, who holds the 2nd Degree Black Belt, United States Judo Federation, is conducting a training program in self-defense for men and women of all ages this semester on Thursday evenings in the Ratcliffe gymnasium. The purpose of this course is to learn how to immobilize your opponent without hurting yourself using techniques adapted from the oriental martial arts and judo.

* * * *

- In conformity with College procedures, Christopher Newport College is announcing internally the following faculty vacancies:

Sociology

Instructor or Assistant Professor (one to two year Temporary contract to replace faculty on leave) to teach courses in Manpower and some combination of Industrial Sociology, Demography, Social Problems, or Introductory Sociology. Ph.D. or ABD required. Salary commensurate with qualifications. CNC is a four-year, urban comprehensive college with emphasis on teaching and community service. Affirmative Action/Equal Opportunity employer. Applicants should send curriculum vitae and other supporting materials by May 20 to Joseph Healey, Chairman, Search Committee, Department of Sociology, Christopher Newport College, P. O. Box 6070, Newport News, Virginia 23606.

Mathematics

Assistant or Associate Professor, Ph.D. or equivalent excellence required. Preference given to candidates having background (either course work or experience) in operations research, numerical analysis, or a field utilizing numerical techniques. Must be committed to excellence in teaching. Teaching load twelve-thirteen hours per week, freshman through senior level. Faculty rank and salary commensurate with qualifications. Applicants should send curriculum vitae and other supporting materials to Dr. John Avioli, Chairman, Department of Mathematics, by April 1, 1975.

Education

Faculty rank commensurate with qualifications. Early Childhood Education. Doctorate preferred with teaching experience at the public school or college level. Specialization: early childhood-elementary curriculum, and supervision of student teachers. Salary commensurate with qualifications. Applicants should send curriculum vitae and other supporting materials to Mr. John Jenkins, Chairman, Department of Education, by May 1, 1975.

Political Science

Christopher Newport College of The College of William and Mary. Salary range \$11,400-\$11,800. Anticipate leave of absence of department member probably will permit hiring of replacement for a one-year period beginning September, 1975. Temporary appointment at the rank of Instructor. Minimum requirements: MPA or MA in Political Science with concentration in public administration. Ability to maintain rapport with local governmental agencies. Teaching responsibilities include governmental budgeting, public personnel administration, public management and supervision of practicum in undergraduate governmental administration degree program. Teaching experience preferred, but not required. CNC is a four year, urban, comprehensive College located in Newport News, Virginia in a metropolitan area of approximately 350,000 population. Christopher Newport College is an equal opportunity, affirmative action employer. Inquiries should be sent by May 15 to Professor Robert Doane, Political Science Department, Christopher Newport College, Box 6070, Newport News, Virginia 23606.

Computer Science

Assistant Professor (possible Associate) to teach undergraduate computer science courses including introductory subjects and advanced subjects such as data structures, compiler theory, and operating systems. Commitment to quality undergraduate teaching essential. Department seeks a person with a Ph.D., preferably in computer science, but a Ph.D. in some other area with extensive course work in computer science will be considered. Faculty rank and salary commensurate with qualifications. Applicants should send curriculum vitae and other supporting materials to Mr. Hugh Hilliard, Chairman, Department of Computer Science, by April 1, 1975.

Finance

Faculty position to teach courses and help develop a program in Finance with

strong quantitative/accounting background. ABD with expectation of degree required, Ph.D. or DBA in Business preferred. Salary and rank commensurate with qualifications. CNC is a four-year, urban, comprehensive college with emphasis on teaching and community service. Affirmative Action/Equal Opportunity employer. Applicants should send curriculum vitae and other supporting materials by May 1, 1975 to Mrs. Mary Anne Swindlehurst, Department of Accounting and Finance, CNC, Box 6070, Newport News, Virginia 23606.

Travel Requests

FACULTY NEWS

Van Orden Art Exhibition

There will be an exhibition of watercolors and drawings by Dr. Stuart Van Orden in the second-floor gallery of the Campus Center of Christopher Newport College from March 31 to April 12. Faculty are most cordially invited to visit the gallery.

NOTICES

CNC Host to State Council of Higher Education

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Drs. Maniyar and Booker Will be Guests on WVEC-TV

Dr. Vinod P. Maniyar, and Dr. H. Marshall Booker, will appear on the "Tidewater A.M." Show of WVEC-TV (channel 13), Tuesday (April 1) between 8:00 A.M. and 9:00 A.M.

Ms. Jackie Miller will interview Drs. Maniyar and Booker on the topic of "Current Economic Conditions."

LIBRARY NEWS

TO: Faculty.

FROM: Division Library Coordinators.

We wish to remind you that book ordering time is almost upon us. The library staff will distribute to you by March 28 the forms which it has prepared for book orders. Department chairmen will also be informed of allocations by April 3. We ask that you begin now to think about your book orders so that each of you will have your orders ready for your faculty library coordinator by April 28.

The library coordinators for the divisions are as follows:

Arts and Letters - Dr. Theodora Bostick
Social and Behavioral Sciences - Mr. Ken Kirby
Natural and Quantitative Sciences - Dr. George Webb
Business and Economics - Mr. Gary Vazzana
Education and Communication - Mr. John Harwood.

GRANTS & FELLOWSHIPS

Racism and Mental Health Program

The Center for Minority Group Mental Health Programs has implemented a new research and manpower development and training program designed to impact upon the problem of racism within our society. The racism program has three primary goals:

1. Delineation and analysis of the dynamic aspects of institutional racism at the operational level in mental health and human services agencies with a goal of developing specific and valid intervention methodologies.
2. Examination of the effects of white racism upon the majority population with

an emphasis on identifying the deleterious psycho-social consequences. This should include identification of factors related to the reduction of the psychosocial resistances which impede efforts to eliminate individual and institutional racism.

3. Development of a pool of skilled professionals available to plan and implement programs designed to eliminate racism within a variety of institutional settings.

The Center for Minority Group Mental Health Programs, therefore, is now interested in receiving grant applications as follows:

A. Research

1. Studies of the dynamics and operational elements of institutional racism present within mental health, human services agencies and other organizations and institutions which impact upon the mental health of minority groups. The research should attempt to identify and study alternative strategies and intervention methodologies to eliminate racist structures and behaviors within varied organizational systems and settings.
2. Studies which identify the deleterious psychosocial effects of white racism upon white populations. Such research should have a clear relationship to the development of interventions designed to reduce resistance to the elimination of racist attitudes and behavior.
3. The development of state of the art reviews based upon convocations of scholars and annotated reviews of the literature in each of the aforementioned research areas.

B. Manpower Development and Training

Graduate-level training programs designed to develop professionals equipped to plan, implement, and evaluate sustained programs to eliminate institutional racism within varied institutional and organizational settings. The training programs should include a field placement within a mental health or human services agency or an organizational system which has a significant impact upon the mental health of minority group populations.

All applications must clearly specify the extent to which specific minority groups (Blacks, Hispanic, Asian and Pacific Islanders, American Indians and Alaskan Natives) will be represented in the project as principal investigators, researchers, training staff and trainees.

Minority Center staff are available for consultation in the development of applications. For additional information please contact Mr. Richard M. Shapiro, Assistant Chief for Racism and Mental Health, Center for Minority Group Mental Health Programs, Division of Special Mental Health Programs, National Institute of Mental Health, Parklawn Building, Room 7-103, 5600 Fishers Lane, Rockville, Maryland 20852, (301) 443-2988.

Grant application deadlines are June 1, October 1 and February 1.

ACADEMIC INTEREST**President Voices
Hope for Expanded
Academic Dialogue**

President Ford expressed the hope this week that the dialogue between the academic community and the Federal Government "will not only expand but grow by leaps and bounds." The President made the comment at a news conference March 17 during a day-long visit to the University of Notre Dame where he gave the principal address at a morning convocation.

In his speech, the President appealed for continued support of foreign-aid programs and deplored "the dangerous notion that our fate is unrelated to the fate of others." The President noted the efforts in the academic community directed at world food problems and commented on his Administration's relationships with colleges and universities.

"Right here in Indiana, Purdue University scientists have made discoveries in high protein aspects of sorghum, a basic food of more than 300 million people in Asia and Africa," he said. "Not only the scientists at Purdue, but people throughout America realize that no structure of world peace can endure unless the poverty question is answered. There is no safety for any nation in a hungry, ill-educated and desperate world.

"In a time of recession, inflation and unemployment at home, it is argued that we can no longer afford foreign assistance. In my judgment, there are two basic arguments to the contrary. First, foreign aid is a part of the price we must pay to achieve the kind of a world in which we want to live. Let's be frank about it. Foreign aid bolsters our diplomatic efforts for peace and for security. But secondly, and perhaps just as importantly, even with a recession, we remain the world's most affluent country and the sharing of our resources today is the right, the humane and the decent thing to do. And we will.

"But just as we seek to build bridges to other nations, we must unite at home. The Administration wants better communication with the academic world and I express again my appreciation for the warmth of this reception. But this communication must not just be a search for new technology, but for the human and spiritual qualities that enrich American life. In the future, fewer people must produce more. We must, therefore, unleash intellectual capacities to anticipate and solve our problems. The academic world must join the revival of fundamental American values. Let us build a new sense of pride in being an American. . . ."

He said he was "especially proud to be on a campus that looks up to God and out to humanity at a time when some are tempted to turn inward, and turn away from the problems of the world."

At a news conference later, Ford was asked to "elaborate on your feelings about restoring better relations with the academic world" and responded as follows:

"One of the first actions I took, one of the first trips I undertook, was to go to the campus of Ohio State University. I might say, parenthetically, for a Michigan graduate to go to Ohio State is doing double duty. But I was well received there, and I had a fine opportunity to present a new concept that we have for higher education. This is another opportunity on the Notre Dame campus—to continue that dialogue that I hope will not only expand but grow by leaps and bounds between the academic community and the Federal Government.

"There is no reason why we should not work together. There are a great many reasons why we should use the talent, the ability, the personnel that does exist on the campuses all over the United States, and I certainly intend to do so in the months ahead."

Asked "How much of a job is there ahead of you to restore better relations?," the President replied:

"Based on the very warm welcome I received at Notre Dame today, I think we are on a good footing, and I certainly will bend over backwards to continue it and to expand it.

"I think the dialogue is excellent. About a week or ten days ago I met with ten or 15 top college and university presidents. That was another step in this better rapport between the academic community and

The President also was asked at the news conference if he had any plans for additional appointments or duties for Rev. Theodore M. Hesburgh, president of Notre Dame, who formerly headed the U.S. Civil Rights Commission and currently is a member of the Clemency Board. "I think Father Hesburgh and the others on the Clemency Board are going to be pretty busy in the months ahead," the President said. "But let me assure you and others that someone who has as much talent and tremendous civic interest, once that job is over, I think we can use someone like Father Hesburgh in many more responsibilities."

Attorney General Edward H. Levi, former president of the University of Chicago, accompanied the President to Notre Dame and spoke briefly at a luncheon where the guests included college and university presidents from the area.

In a related development in Washington, both President Ford and Vice-President Rockefeller were to meet with the National Science Board, governing body of the National Science Foundation, to receive its annual report. The meeting was scheduled on the afternoon of March 21 at the White House.

**Liberal Arts Job
Problems Analyzed
By Placement Panel**

A special committee of the College Placement Council, completing a year's study, recommended this week that increased attention be given to enhancing the employability of liberal arts graduates. "Of deep national concern," the committee said, is the dilemma of a growing proportion of students studying in the humanities, social sciences and other liberal arts disciplines, and a shrinkage of jobs particularly in teaching and social service.

"CPC is not advocating that liberal arts colleges be turned into trade schools," said Alva C. Cooper, director of career counseling and placement at Hunter College, who headed the committee. "The fundamental liberal arts education is a sound one. What must be found are means to make the liberal arts graduates more aware of the work world and more competitive in the employment market place, particularly in reference to entry-level positions." She added that "the need for action is documented by a Bureau of Labor Statistics study which found, in a 1971-72 study, that humanities and social sciences graduates had the highest percentage of unemployment—more than double all other fields." The committee made the following recommendations:

Colleges and universities—Make available a broader selection of elective courses that would benefit liberal arts graduates in a work environment; provide opportunities for all types of experiential education (cooperative education programs, scheduled part-time and intermittent work-learn experience, internships); provide greater support, from the freshman year on, to the career planning and placement function as an important link in the overall educational program; introduce a career planning course and encourage students to take it no later than the sophomore year; involve faculty members as specialized career advisers.

Employers—Re-examine job specifications, bearing in mind that a basic liberal arts education produces a person who is capable of growth and is educable in a continuing sense; participate actively in cooperative education, internship, and career information programs; give financial support to areas clearly identified with career planning objectives.

Federal Government—Provide additional financial assistance for career counseling programs and cooperative education experiences at colleges and universities; intensify efforts to develop and disseminate information on occupational trends; create more career materials for college students, utilizing all media.

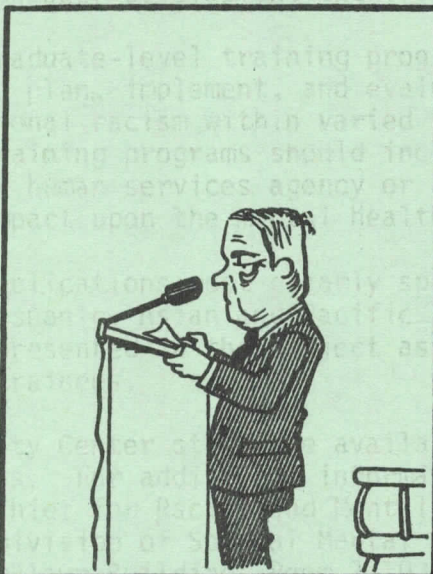
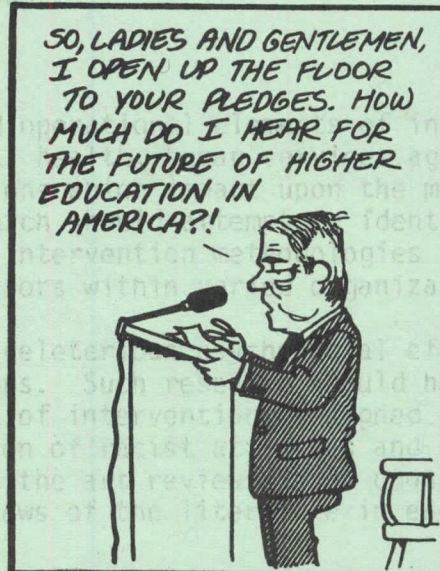
Students—Take advantage of career planning programs early, preferably by the sophomore year; select a minor or elective courses that will demonstrate interest in business, industry and government; take part in experiential programs offered by colleges and employers; identify employment options and remain flexible regarding career decisions; recognize that, once employed, progress will depend upon continuing education and training.

Additional members of the committee were the following:

John E. Demlow, Chrysler Corporation; Jerrene Edmonson, Associated Merchandising Corporation; William C. Gutman, Temple University; Ronald R. Pariseau, John Hancock Mutual Life Insurance; Donald M. Robbins, U.S. Civil Service Commission; Richard N. Stevenson, Proctor and Gamble Company, and Weldon H. Williams, Exxon Company, U.S.A.

Doonesbury

By G. B. Trudeau, '70



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--Submitted by Walter Knorr

COMMITTEE REPORTS

Minutes of the FAC Meeting

A special meeting of the FAC was held Friday, February 28 in W122 at noon, Professor Bostick, Vice-chairperson, presiding.

Professor Squires, Chairperson of the FEC, and Professor Persky, Secretary of the FEC, were present at the FAC invitation to discuss FEC procedures and explain important points concerning FEC procedures:

1. A log is maintained by the FEC to monitor the various steps in the evaluation process as they are completed by the departments and peer group evaluation committees.
2. All FEC materials are kept in locked filing cabinets. A file is maintained for each department and for each individual faculty member.
3. In order to assure consistency, the previously approved criteria and procedures established by the department, the summary statement and recommendations, and the dossier are examined simultaneously by two members of the FEC. If inconsistencies are noted all members of the FEC review the materials.
4. The FEC then certifies in writing that the documents have been reviewed with respect to conformity to College and departmental criteria, stated procedures, and documentation in the dossier. The satisfactory conformity with criteria and procedures and the support of statements and recommendations are certified. This certificate is sent to the Dean A/A, the evaluatee, the department chairman, and two copies are retained in FEC files.
5. The dossier and the certification of the evaluation are forwarded to the Dean of Academic Affairs. No recommendations are made by the FEC concerning retention, promotion, tenure, or merit increase of an individual faculty member.
6. If inconsistencies or procedural errors are noted, they are listed on the certificate, the dossier is retained by FEC or returned to the peer groups, the evaluatee & peer group are informed and asked to rectify the procedural error and/or add material to the dossier to support the conclusions made in the summary statement. Any additions must have the signatures of the peer group and the evaluatee. In some cases where necessary, the summary statement must be appropriately amended and resigned by all concerned.
7. All conclusions made in the summary statement must be supported by data in the dossier. Faculty members may write depositions concerning the evaluatee's performance in any pertinent area. These depositions are included in the dossier and may be used for support for conclusions made in the summary statement.
8. The Dean of Academic Affairs returns the dossier to the appropriate department.

Respectfully submitted,

Elizabeth A. Daly
Secretary - FAC

