



CHRISTOPHER
NEWPORT
COLLEGE

December 6th

THE CHRONICLE

#37 of 1985

1985-86 Academic Year

Monday

December 9

Tuesday

December 10

Wednesday

December 11

Thursday

December 12

Friday

December 13

Saturday

December 14

Men's Basketball - (home) -
Mary Washington College - 2:00
PM

Sunday

December 15

OFFICIAL ANNOUNCEMENTS

Holiday Period Christmas/New Year 1985/86

Governor Robb has authorized two additional days of holiday leave for the 1985 Yuletide season. Therefore, the College will close for the holiday period at the end of business December 20, 1985 and re-open at 8:00 a.m. January 2, 1986.

-- Robert C. Hixon, Director of Personnel
* * * * *

Board of Visitors

At the meeting of the Board of Visitors held on November 20, 1985, the following resolutions were passed:

- Resolution 1, National Faculty Exchange Program
- Resolution 2, Investment Policies and Guidelines, Christopher Newport College
- Resolution 3, Debt Cancellation, Christopher Newport College

The next regular scheduled session of the Board of Visitors is Wednesday, January 29, 1985.

-- Joanne Landis, Board Liaison Officer
* * * * *

NOTICE TO ALL CLASSIFIED EMPLOYEES AND OTHERS WHO ARE INTERESTED!

The Commonwealth of Virginia has adopted a new pay for performance policy at the insistence of the General Assembly and with the approval of Governor Robb.

The new plan will permit classified employees to receive annually a cost-of-living increase when voted by the General Assembly; a 4.5% step increase from step 1 through step 7 if their performance is satisfactory; and a \$1,000.00 Exceptional Performance Award (EPA) if their evaluation score is high enough and they are within the top 20% of the classified employees being rated during that period.

An explanation of the new system and what it means to each employee will be covered in a 1-hour briefing. All interested employees are urged to attend. The schedule of presentations is as follows:

December 11, 1985	9:00 am - 10:00 am	Admin. Bldg., Room 105
December 12, 1985	9:00 am - 10:00 am	Admin. Bldg., Room 105

Personnel Office
* * * * *

Fall 1985 Commencement

Commencement ceremonies for the current semester will be held on January 12, 1986 at 3:00 p.m. in Ratcliffe Gymnasium.

Faculty will robe in the Small Gymnasium at 2:30 p.m.

The speaker will be Thomas Graves immediate past president of The College of William and Mary.

-- Office of the Registrar
* * * * *

Library Fall Exam Period & Holiday Schedule

The Captain John Smith Library will be open late during the fall exam period for studying. The library will be open late the following days:

Sunday, December 8th	1:00 pm to 10:30 pm
Friday, December 13th	8:00 am to 10:30 pm
Saturday, December 14th	9:00 am to 5:00 pm

After the exam period the library will be open Monday to Thursday from 8:00 am to 5:00 pm and Friday from 8:00 am to 4:45 pm until school begins again. We will also be closed all weekends. However, we will close on December 24th at noon and will be open late on Tuesday.

and Wednesday, January 14th and 15th until 9:00 pm for registration.

The library will close for the Christmas holidays at noon on December 24th and reopen on January 2nd at 8:00 am.

-- Wendell Barbour, Library Director

NEWS & GENERAL INFORMATION

Chronicle Publication

This will be the last Chronicle published this semester. The next issue will come out on January 10, 1986.

-- Asst., Vice President for Academic Affairs

* * * * *

The warehouse will be closed for the semi-annual inventory of supplies, Monday, December 16, through Wednesday, December 18. No supplies will be issued on those dates. Please assess your needs and plan accordingly.

-- Purchasing Office

* * * * *

Southeastern Virginia Chapter Monthly Meeting

The Southeastern Virginia Chapter of the American Society for Training and Development will hold its regular monthly meeting on Wednesday, December 18, from 2 p.m. to 5 p.m. in the Campus Center at The College of William and Mary. The program, which is open to the public, will be a panel presentation on "The Role of Training and Development in Organizations." The panel includes representatives from banking, government, manufacturing, and consulting. In addition, regional and national ASTD officials will discuss ASTD resources available to individuals and organizations.

Cost for the December 18 program is \$6 for members and \$8 for guests. Advance registration is required and must be made by noon on December 16. For reservations or further information, contact Eileen Werber at 441-4505 (Southside) or Norma Brown at 599-7153 (Peninsula).

For further information, contact: Norma Brown, Asst. Director, Continuing Education, CNC
50 Shoe Lane, Newport News, VA 23606 599-7153

FACULTY/STAFF/STUDENT NEWS

Dennis Ridley participated in a special course for "Assistant-to's," which was given by the American Management Association. The course was held December 2-3, 1985 in Washington, D.C.

* * * * *

Volume 7 (October 1985) of the Journal TEACHING THINKING & PROBLEM SOLVING has an article by George Teschner describing the CNC Conference on Critical Thinking of April 1985.

* * * * *

On December 2, 1985, John E. Jenkins spoke to a session of the Professional Day Conference of the Virginia Association of Independent Schools which met at the Collegiate School in Richmond. The topic of the session presentation was "Brain Growth Periodization: Implications for Middle School Curriculum."

* * * * *

Faculty Release Time Grants

<u>Name</u>	<u>Purpose</u>
Ruth Kernodle	To write a text for Sociology 202, "Society, Culture, and the Individual," which will be developed from the "global perspective" using cross-cultural materials.
William Winter	To write an introductory Political Science textbook which will focus on international affairs and will serve as a possible text for the newly approved "global perspective" course in Political Science.
Donna Scheeter	To develop and co-author a biomechanics/kinesiology laboratory manual for undergraduate students. The manual will emphasize a quantitative approach to analyzing human movement.

Susan St. Onge To complete a revision of the textbook series Interaction/Interculture including an all French version of the existing grammar text, as well as massive revisions of the lab manual/tape program, and addition of an entirely new element, a literacy reader with a cross-cultural focus.

Ronald Mollick To continue his study of the effects of the tidal gradient on several aspects of the biology of estuarine animals using the mud snail as an example. The results and their interpretation will be formulated in a paper for presentation at professional meetings and for publication.

COMMITTEE INFORMATION & FACULTY BUSINESS

Faculty Liaisons to Board of Visitors - Reports to FAC

TO: Members of the Faculty

FROM: FAC

RE: Board of Visitors meeting of November 20, 1985

Following are brief synopses of reports made to the FAC by the faculty liaisons to the various committees of the Board:

Committee on Development and College Relations (George Webb) - President Anderson opened the meeting with a summary of CNC's interactions with the state legislature since his arrival at the College. The record shows that whereas our capital outlay requests were often not in the original versions of the Governor's budget, we have been remarkably successful in inserting our capital fund requests by means of legislative action. He urged the members of the Board to prepare for similar action this year in support of the capital outlay requests of CNC.

The remainder of the meeting focused on the development of statements of goals for the public relations office and the division of intercollegiate athletics. Paula Delo and Bev Vaughan both presented goals for their programs for the Board's information and suggestions.

Barry Wood closed the meeting with a summary of the timetable for the Annual Fund Drive of 1986 and of the progress of the 25th anniversary committee.

Academic Affairs (Jean Pugh) -

1. Recommend Board approve participation in the National Faculty Exchange
2. Heard a report from Dr. Paul on the Honors Program
3. Preliminary report on search for Dean of School of Business and Economics (79 applications)
4. VPAA Summerville discussed the trends in enrollment and Faculty utilization (Reading File memo 11/20/85)
5. Discussed the time constraints at committee meetings (especially this committee) which prevents any indepth discussions of areas of mutual concern.

Committee on Student Affairs (Jim Morris) - the subjects of college dormitories and tight scheduling in the Campus Center opened the meeting; Chuck Behrymer described the staff retreat designed to improve services for students; Keith McLoughland discussed the increasing high-pressure competition being carried on in the Tidewater area for potential students; this led into an extended discussion on the absolute necessity of finding monies for academic scholarships.

Audit Committee (Bob Fellowes) - nothing of interest to faculty.

Financial Affairs Committee (Ruth Kernodle) -

1. Report on current fund revenues and expenditures for the four months ending October 31, 1985.
2. Financial statement from the College Bookstore.
3. Liability insurance update.
4. Status of operating and addendum Budget Requests 1986-88
5. Funding of Honors Program
6. Resolve to develop investment policy guidelines.

Building and Grounds (Paul Killam) - nothing of particular interest to faculty.

Douglas Gordon
Chairman, FAC

* * * * *

TO: Rector, President, All Faculty, Administrators, Staff

FROM: Mary Lu Royall 7/11/82
Director of the Institutional Self-Study

DATE: December 3, 1985

SUBJECT: Progress Report of the Steering Committee of the Institutional Self-Study

Christopher Newport College is into the final stages of the Institutional Self-Study required by the Southern Association of Colleges and Schools for the College's reaffirmation of accreditation. The Steering Committee for the Self-Study held its first meeting on May 7, 1984 and since that time a great deal of Self-Study activity has taken place.

To date, the ten Standard committees have spent a great deal of time organizing and identifying the questions to be asked and pinpointing the appropriate population to solicit the answers to these established questions. Data collection has included interviews, perusal of college documents, a telephone poll of Alumni and six questionnaires which were administered to faculty, students, administrators, Board of Visitors, staff and department chairmen.

One-hundred and twenty Faculty Questionnaires were administered in the spring of 1985 with 80% return. The first student questionnaire (1,589) was administered in the spring of 1985. The Second Student Questionnaire (748) was administered in the fall of 1985 as a follow up to the fall questionnaire.

Forty-four Administrative Faculty Questionnaires were administered in the fall of 1985 with a return rate of 68%.

Twenty-eight Board of Visitors were sent questionnaires during the summer of 1985 with a 68% return. These twenty-eight Board members represent service under two different administrations over the past ten years.

One-hundred and fifteen questionnaires were sent to classified and hourly personnel in the fall of 1985 with a 39% return.

Each department Chairman was sent a Departmental Questionnaire in the fall of 1985. At present there is an 83% return. Three departments have not responded. The Steering Committee will continue to press for them with the desire of having a 100% return representing all departments on campus.

Drafts from the Standard Committees are being updated and typed. The Steering Committee will read and review all of these documents with the beige SACS Manual as their guide in a working session on December 16, 1985. These documents will be sent to the editor for his review and organization over the semester break.

It is anticipated that the camera-ready copy of the Self-Study Report will be ready to be sent to the printer by January 1986.

On February 28, 1986 Christopher Newport College will receive Dr. Walter Smith, Visiting Committee Chairman on his preliminary visit to prepare for the Visiting Committee in April. Dr. Smith will have available to him on February 28, 1986 the three major documents which the Visiting Committee will have access to during their visit. These documents will include the final printed copy of the Self-Study Report and the data collected from each of the questionnaires.

The Final Self-Study Report will be mailed to each of the Visiting Committee members no later than March 10, 1986. The Visiting Committee is scheduled to visit Christopher Newport College on April 29 through May 1, 1986. Several review steps take place following the submission of the committee report to the Commission on Colleges. First, the Visiting Committee report is reviewed carefully by Dr. Henry Ashmore, the staff member assigned to Christopher Newport College. Secondly, the report and responses are reviewed by the appropriate Committee on Standards and Reports. Thirdly this Committee makes recommendations regarding reaffirmation to the Executive Council and the Commission on College. Lastly, the final decision is made on reaffirmation by the College Delegate Assembly. The final action on reaffirmation is expected from the College Delegate Assembly in the Fall of 1986.

On behalf of the Steering Committee, I want to express sincere thanks to each of you who has contributed to this undertaking to date. An awesome amount of work has been done; with the most important yet to occur.

cc: Self-Study File

CORRESPONDENCE SUBMITTED FOR PUBLICATION

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION • 11 Dupont Circle, Suite 120 • Washington, D.C. 20036 • Telephone (202) 462-1038



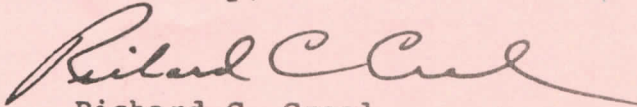
November 14, 1985

Dear Colleague:

In view of the proposed tax reform legislation, which has now been approved by the House Ways and Means Committee, and its probable impact on the higher education community, the CUPA Board of Directors has passed the following resolution. To further understanding of the tax reform bill and its possible impact, a CUPA Special News Alert is enclosed concerning the bill.

Also enclosed is information concerning legislation recently passed relating to the application of the Fair Labor Standards Act to public employers.

Sincerely,



Richard C. Creal
Executive Director

CUPA Resolution of the Board of Directors

The College and University Personnel Association opposes any change to Section 403(b) of the U.S. Tax Code because of the serious impact the change would have on the higher education community.

All CUPA members are encouraged to work with the institutions' chief executive officers and other administrators and Board members to develop a local campaign with faculty and staff for the purpose of informing members of Congress and Senators of the detrimental effects of the proposed changes.

College Retirement Programs to be Substantially Diminished Under House Tax Reform Proposals

Current Tax Code provisions provide favored treatment to college and university retirement annuity programs. The House Ways and Means Committee has approved tax reform proposals that would substantially cut back on that favored treatment. As explained below, the financial effects of these proposals could be far-reaching for the institutions involved and for their employees. Responsibility now rests with the Senate Finance Committee to act on these proposals or draw up proposals of their own. The members of the House Ways and Means Committee, the House Pension Task Force, and the Senate Finance Committee are listed in full at the end of this update for use in contacting key legislators concerning individual views on the tax reform proposals. A concerted effort should be made to communicate with key Senators, as the next action taken on the proposals will be taken by the Senate.

The overwhelming majority of college and university retirement programs are adopted under Section 403(b) of the Internal Revenue Code. The entire TIAA-CREF retirement annuity program, covering 3,000 colleges and 800,000 participants, and similar retirement benefits offered by private mutual funds and insurance companies, covering tens of thousands more higher education participants, all exist pursuant to Section 403(b).

The House Ways and Means Committee, in an effort to generate more tax revenue, has approved restrictive changes across the Internal Revenue Code. The changes proposed for Section 403(b) would impose a substantial cost increase on colleges providing retirement plans. At the same time, these changes would require a cutback in the amount of money that may be set aside for each college employee for retirement.

7

In a nutshell, Section 403(b) retirement annuities are available only to employees of public and private colleges and universities and to certain other non-profit, charitable, religious, scientific, and educational organizations. Generally, contributions are paid by the employer on behalf of the participant, either as an additional benefit or, based upon a signed agreement between the institution and the participant, as

* This CUPA Special News Alert was written by Washington, DC attorney Ira Michael Shepard, Partner with Schmeltzer, Aptaker & Sheppard, P.C. Mr. Shepard serves as CUPA labor law counsel.

a reduction of present salary. The employee/participant pays no income tax on the employer contributions and deducts employee contributions. Earnings on the contributions accumulate during working years tax-free. The accumulated money is taxed as ordinary income when it is withdrawn and thus, if withdrawn at retirement, is generally taxed at a lower rate. The favored treatment of college and university retirement plans has historically been justified by the adverse wage disparity between employees of these institutions and private sector employees. Taking away favorable tax treatment in order to raise more government revenue ignores the historic and present day validity of the rationale for favored treatment.

The most costly House proposal affecting college pension plans is the requirement that the plans meet the same coverage and contribution rules that are applicable to private industry plans. Under the current Section 403(b) provision, college retirement annuity plans are exempt from the strict, complex, and difficult to administer "non-discrimination rules". A college or university may provide a Section 403(b) retirement annuity for any employee or employee group it chooses. Outside of the college and university sector, all employers adopting pension plans must provide the same program of benefits to all employees.

This proposed change in Section 403(b) would dramatically increase the institutions' cost of providing these retirement programs. Under this change, the present benefits enjoyed by university professors and staff would have to be applied to all other university employees. For example, all part-time employees (including students working more than 1,000 hours a year) would have to be covered by the same retirement program as professors and full-time staff. Moreover, the House proposals would tighten the current test for non-discrimination and would apply the new, tighter test to Section 403(b) college and university plans. Under the proposal, only employee voluntary contributions are exempt from the non-discrimination rules, and only as long as all employees are allowed to contribute.

The House Ways and Means Committee proposal would also limit the maximum annual contribution to a Section 403(b) college plan to \$7,000, less any amount contributed to an Individual Retirement Account. For example, a \$5,000 limit would apply if an additional \$2,000 were contributed to an IRA. This cap creates an undue hardship on higher education, where 403(b) is the primary retirement vehicle. The private industrial sector has no similar cap on its primary private retirement vehicle. The committee also has approved applying restrictive withdrawal provisions to Section 403(b) plans. These provisions would impose a 15 percent tax on early withdrawals that were not due to hardship.

Finally, as part of the tax reform, the committee is considering a proposal to levy a tax on organizations such as TIAA-CREF. TIAA-CREF has argued that this would create a substantial inequity because individual account pension plans offered by mutual funds and other private competitors are not taxed.

Below is a list of the House Ways and Means Committee, the House Pension Task Force, and the Senate Finance Committee. A major effort should be undertaken by every university, involving interested administrators, professors, and staff, with regard to this issue. Particular effort should be made to contact Senate Finance Committee members. If the higher education community believes that the special favored pension provisions of the present law continue to be justified, then interested individuals should stand up and let their views be known. Letters to the legislators listed below, and particularly to the senators listed below, are the most effective means of addressing the problem.

House Committee on Ways and Means

Rep. Dan Rostenkowski (D-IL), Chairman

Majority (Democrats):

Alabama	Rep. Ronnie G. Flipppo (5th district)
Arkansas	Rep. Beryl Anthony, Jr. (4th district)
California	Rep. Robert T. Matsui (3rd district)
	Rep. Fortney H. Stark (9th district)
Connecticut	Rep. Barbara B. Kennelly (1st district)
Florida	Rep. Sam M. Gibbons (7th district)
Georgia	Rep. Wyche Fowler, Jr. (5th district)
	Rep. Ed Jenkins (9th district)
Hawaii	Rep. Cecil L. Heftel (1st district)
Illinois	Rep. Dan Rostenkowski (8th district)
	Rep. Marty Russo (3rd district)
Indiana	Rep. Andrew Jacobs, JR. (10th district)
Massachussetts	Rep. Brian J. Donnelly (11th district)
Missouri	Rep. Richard A. Gephardt (3rd district)
New Jersey	Rep. Frank J. Guarini (14th district)
New York	Rep. Thomas J. Downey (2nd district)
	Rep. Charles B. Rangel (16th district)
North Dakota	Rep. Byron L. Dorgan
Ohio	Rep. Donald J. Pease (13th district)
Oklahoma	Rep. James R. Jones (1st district)
Pennsylvania	Rep. William J. Coyne (14th district)
Tennessee	Rep. Harold E. Ford (9th district)
Texas	Rep. J.J. Pickle (10th district)

Minority (Republicans):

California	Rep. William M. Thomas (20th district)
Illinois	Rep. Philip M. Crane (12th district)
Louisiana	Rep. W. Henson Moore (6th district)
Minnesota	Rep. Bill Franzel (3rd district)
Nebraska	Rep. Hall Daub (2nd district)
New Hampshire	Rep. Judd Gregg (2nd district)
New York	Rep. Raymond J. McGrath (5th district)
Ohio	Rep. Willis D. Gradison, Jr. (2nd district)
Pennsylvania	Rep. Richard T. Schulze (5th district)
South Carolina	Rep. Carroll A. Campbell, Jr. (4th district)
Tennessee	Rep. John J. Duncan (2nd district)
Texas	Rep. Bill Archer (7th district)

House Pension Task Force

Oklahoma	Rep. James R. Jones (1st district), Chairman
Connecticut	Rep. Barbara B. Kennelly (1st district)
Minnesota	Rep. Bill Franzel (3rd district)
New York	Rep. Raymond J. McGrath (5th district)
	Rep. Charles B. Rangel (16th district)
North Dakota	Rep. Byron L. Dorgan

Senate Committee on Finance

Sen. Bob Packwood (R-OR), Chairman

Majority (Republicans):

Colorado	Sen. William L. Armstrong
Delaware	Sen. William V. Roth, Jr.
Idaho	Sen. Steven D. Symms
Iowa	Sen. Charles E. Grassley
Kansas	Sen. Robert Dole
Minnesota	Sen. Dave Durenberger
Missouri	Sen. John C. Danforth
Oregon	Sen. Bob Packwood
Pennsylvania	Sen. John Heinz
Rhode Island	Sen. John H. Chafee
Wyoming	Sen. Malcolm Wallop

Minority (Democrats):

Arkansas	Sen. David H. Pryor
Hawaii	Sen. Spark M. Matsunaga
Louisiana	Sen. Russell B. Long
Maine	Sen. George J. Mitchell
Montana	Sen. Max S. Baucus
New Jersey	Sen. Bill Bradley
New York	Sen. Daniel P. Moynihan
Oklahoma	Sen. David L. Boren
Texas	Sen. Lloyd Bentsen
