

# CNC Community CHRONICLE

April 23, 1976  
#15 of 1976

SUNDAY - April 25



dies solis Happy Birthday Jean Pugh!

SUNDAY - April 26

Gov. Governor Dalton - CC Theatre  
15 - Division Coordinators



dies lunae

Tennis - D.I.A.C. Tournament - Greensboro, N.C.

Intent to Graduate/August Submitted by Students to Registrar (deadline)

Chairmen - Social & Behavioral Sciences - Noon

TUESDAY - April 27



dies martis

Tennis - D.I.A.C. Tournament - Greensboro, N.C.

WEDNESDAY - April 28



dies mercurii

THURSDAY - April 29

10:00 President's Administrative Council  
3:30 P.M. - Awards Banquet (Physical Education)



dies jovis

FRIDAY - April 30

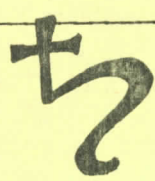
1:00 P.M. - Faculty Meeting - N125  
Lunch - FEC - Conference Room  
Last Day of Classes



dies veneris

CNC Choir - 8:00 P.M.  
Div. of Bus. & Econ. - Noon  
Library Book Requests from Faculty-Library Coord.  
Due Acquisitions (deadline)

SATURDAY - May 1



dies saturni

## DEAN'S ANNOUNCEMENTS

### Special Faculty Meeting

The special Faculty Meeting for the purpose of completing the business of the agenda of the April 9 Faculty Meeting will be held next Friday, April 30, in N125 at 3:00 P.M. Additional information concerning the new tenure policy may be found in this issue of the Chronicle under Committee Reports.

\* \* \* \* \*

### Campus Visit of Health Profession Consultants

I would like to thank all those faculty members who participated in the visit of Dr. Ralph Boatman and Dr. William Knisley last Tuesday. Drs. Boatman and Knisley indicated a strong favorable impression of the Christopher Newport College and its faculty. Formal suggestions and recommendations are forthcoming, and I will be pleased to share this information with you when it arrives.

---

## NOTICES

### CNC Student Recitals

A group of applied music students will be presented in a student recital this evening at 8:00 P.M. by the Department of Fine and Performing Arts in the Campus Center Theatre. This is the second recital presented this week by the Department, the first having been last Tuesday at Trinity Lutheran Church. It included the organ students as well as piano and voice students.

On this evening's program there will be piano selections played by Bruce Dowdy, Walter Pace, Michael Obrien, and Glen Vanmetre; vocal selections sung by Chuck Johnson, Dorothy Brigman, Aline Laufer, Fredricka Murphy, and Marie Carrithers; and violin works by Mark Goldstein and Lynn Ringen. Students who performed on Tuesday's recital include pianist Larry Tarwater; vocalists Paul Phinney, Elizabeth Harper, Regina Forrest, Deborah Kennard, and Helen Forsythe; and organists Robert Carty and Kathy Singleton.

Among the featured works on this evening's program are the "Fantasy" from Bach's "Chromatic Fantasy and Fugue," the first movements from Beethoven's "Pathétique Sonata," and the first movement of one of Viotti's Violin Concertos.

The applied music teachers presenting these students are Cathy Vadala, piano, Tom Forrest, voice, Ronald Marshall, violin, and Don Golden, organ.

All friends, faculty, and students are cordially invited to attend.

\* \* \* \* \*

### Time Sheets for Student Assistants

The Business Manager requests that all department Chairmen, or whomever they designate, be responsible for submitting the time sheets for the students employed by their department. These time sheets must be in the Business Office no later than the last working day of the month (April 30, 1976, at 5:00 P.M.).

Prompt submission by one person in each department is necessary to insure timely receipt of payroll checks.

Pay checks will be distributed to students on May 14, 1976.

Business Manager

---

#### FACULTY NEWS

Congratulations to GAY & MARTY BARTELT on the birth of their daughter, Margaret Helen Bartelt, April 19, 8 lbs., 6 ozs.

\* \* \* \* \*

DR. STUART C. VAN ORDEN appeared on the Mid-Day Show, WVEC, Channel 13, Thursday, April 22nd and discussed the Arts & Letters Program at CNC.

\* \* \* \* \*

JON FREIDEN was selected as one of the ten American Marketing Association doctoral research grants in the 1975-76 national competition. The award carries a cash stipend to assist Jon in meeting the expenses of his research to complete his doctoral education.

\* \* \* \* \*

The Annual convention of the Eastern Economic Association was held at Bloomsburg State College, Bloomsburg, Pennsylvania April 15-17, 1976. All three members of our Economics Department presented papers. Dr. Booker also organized and chaired the session on Economic Education and earlier in the week delivered a dinner speech to the Tidewater Chapter of Machine Engineers.

---

#### GRANTS & FELLOWSHIPS

##### Annual Competition for Overseas Study Opens

The Institute of International Education today announced the official opening of the 1977-78 competition for grants for graduate study or research abroad in academic fields and for professional training in the creative and performing arts. It is expected that approximately 550 awards to 50 countries will be available for the 1977-78 academic year.

The purpose of these grants is to increase mutual understanding between the people of the United States and other countries through the exchange of persons, knowledge and skills. They are provided under the terms of the Mutual Educational and Cultural Exchange Act of 1961 (Fulbright-Hays Act) and by foreign governments, universities and private donors.

Applicants must be U.S. citizens at the time of application, who will generally hold a bachelor's degree or its equivalent before the beginning date of the grant and, in most cases, will be proficient in the language of the host country. Except for certain specific awards, candidates may not hold the Ph.D. at the time of application. Candidates for 1977-78 are ineligible for a grant to a country if they haven't been doing graduate work or conducting research in that country during the academic year 1976-77.

Creative and performing artists are not required to have a bachelor's degree, but they must have four years of professional study or equivalent experience. Social work applicants must have at least two years of professional experience after the Master of Social Work degree; candidates in medicine must have an M.D. at the

time of application.

Selection is based on the academic and/or professional record of the applicant, the validity and feasibility of the proposed study plan, the applicants, language preparation and personal qualifications. Preference is given to candidates who have not had prior opportunity for extended study or residence abroad.

Information and application forms may be obtained from Dr. Knorr, Fulbright Program Adviser at 599-7109. The adviser is located in Wingfield 218 and has office hours on MWF from 11-1. The deadline date for receipt of applications in the Adviser's office is October 1, 1976.

---

## OF ACADEMIC INTEREST

### Projected Demand for and Supply of Ph.D. Manpower, 1972-85 from: *Monthly Labor Review*, December 1975, Elinor W. Abramson

By 1985, jobs requiring doctorates will increase to about 475,000, if trends continue in the use of Ph. D.'s relative to other workers in the same occupation (table 1). Demand for Ph. D.'s between 1972 and 1985 will grow nearly twice as fast as for all workers, but more slowly than for college graduates as a whole, according to a Bureau of Labor Statistics study.

About 335,000 holders of doctorates were employed in 1972. Nearly one-half had doctorates in engineering or natural science. Approximately 70 percent worked in educational institutions; smaller proportions were employed in private industry, government, and nonprofit organizations. Almost one-half of all Ph. D.'s were employed in teaching, while one-third were working in research and development. Smaller proportions were employed in administration, provided professional services to individuals, and were also engaged in other activities.

Projected growth rates will vary among different employers as well as among occupational fields. Demand for Ph. D.'s in educational institutions is expected to increase by only 32 percent; in government, almost 55 percent; in nonprofit organizations, 79 percent; and in industry and business, 100 percent.

Job openings for doctorate holders will number about 187,000 between 1972 and 1985 (table 2). One-fourth will replace Ph. D. workers who retire, die, or leave the labor force for other reasons, and about three-fourths will be needed for occupational growth. Most of the openings resulting from growth will stem from increased numbers of workers in each field (employment expansion). The remainder will result from the educational upgrading of jobs and will reflect the projected increase in the proportion of workers in each field holding a doctorate.

Based on the U.S. Office of Education's projections of earned degrees, the supply of new Ph. D.'s between 1972 and 1985 is estimated at about 580,000 persons (table 3). Therefore, if present trends continue in patterns of use of Ph. D.'s relative to other workers and in the proportion of persons obtaining doctorates, by 1985 the number of Ph. D.'s would be more than double the number of jobs traditionally available to Ph. D.'s.

The implications of this projected imbalance between supply and demand are of concern to individuals, universities, employers, and society. Underemployment is likely to increase and salary differentials paid to Ph. D.'s may narrow in relation to other workers. Universities may not have adequate funds to train and employ Ph. D.'s. Employers may have to consider ways to restructure jobs to make use of Ph. D.'s. Society will have to determine the course of future support of graduate education in terms of

Additional information on the employment outlook for Ph. D.'s is contained in *Ph. D. Manpower: Employment, Demand, and Supply, 1972-85*, Bulletin 1860 (Bureau of Labor Statistics, 1975), and is available from the Superintendent of Documents, Washington 20402, GPO Bookstores, or BLS Regional Offices for 75 cents.

Table 1. Ph. D. employment, 1972, and demand, 1985

Field	Employment, 1972	Demand, 1985	Percent change, 1972-85
All fields.....	334,600	474,500	41.9
Engineering and natural science.....	161,700	243,700	50.7
Engineering.....	31,000	59,100	90.5
Physical science.....	63,800	91,700	43.8
Chemistry.....	35,900	50,500	40.7
Physics.....	22,600	29,400	30.0
Life science.....	54,500	73,100	34.2
Mathematics.....	12,400	19,800	59.3
Social science and psychology.....	63,800	87,100	36.5
Psychology.....	22,700	34,400	51.7
Arts and humanities.....	38,800	49,400	27.3
Education.....	58,300	79,200	35.9
Business and commerce.....	5,400	6,300	18.2
Other fields.....	6,700	9,100	37.2

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 2. Source of demand for Ph. D.'s, 1972-85

Field	Total demand	Growth			Replacement needs
		Total	Educational upgrading	Employment expansion	
All fields.....	187,400	140,300	30,800	109,500	47,100
Engineering and natural science.....	105,600	82,000	19,900	62,100	23,600
Engineering.....	33,300	28,100	5,500	22,600	5,200
Physical science.....	37,100	28,000	8,900	19,100	9,100
Chemistry.....	19,600	14,600	7,100	7,500	5,000
Physics.....	9,700	6,700	1,100	5,600	3,000
Life science.....	26,000	18,600	3,400	15,200	7,400
Mathematics.....	9,300	7,400	2,100	5,300	1,900
Social science and psychology.....	32,100	23,300	4,900	18,400	8,800
Psychology.....	15,000	11,700	4,100	7,600	3,300
Arts and humanities.....	15,700	10,600	200	10,400	5,100
Education.....	28,900	20,900	4,000	16,900	8,000
Business and commerce.....	1,700	1,000	300	900	700
Other fields.....	3,400	2,500	1,700	800	900

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 3. Supply of and demand for Ph. D.'s, 1985

(In thousands)

Field	New supply, 1972-85	Openings, 1972-85	Difference
All fields.....	583.4	187.4	396.0
Engineering and natural science.....	224.4	105.6	118.8
Engineering.....	50.3	33.3	17.0
Physical science.....	60.3	37.1	23.2
Chemistry.....	25.8	19.6	6.2
Physics.....	19.9	9.7	10.2
Life science.....	92.2	26.0	66.2
Mathematics.....	21.6	9.3	12.3
Social science and psychology.....	101.6	32.1	69.5
Psychology.....	37.7	15.0	22.7
Arts and humanities.....	79.6	15.7	63.9
Education.....	148.8	28.9	119.9
Business and commerce.....	19.2	1.7	17.5
Other fields.....	9.7	3.4	6.3

Submitted  
by Marshall  
Booker



## COMMITTEE REPORTS

### Ad-Hoc Committee on Tenure Policy

#### Notice to the Faculty

The Ad-Hoc Committee on Tenure Policy, the President and the Dean of Academic Affairs, and the President and Vice-President of CNC/AAUP have agreed that, before a new tenure policy is adopted, one important and controversial issue needs to be debated and resolved by the Faculty of CNC. This issue concerns the role and function of a Campus-Wide Tenure Committee.

The question, most simply stated, is whether the faculty wants a Campus-Wide Tenure Committee to act in tenure consideration procedures as recommending agency between the Departments, where the procedures are initiated, and the Administration, where the ultimate decisions are made. The question, thus stated, seems to offer clear alternatives and seems to offer no great problem. On deeper reflection however, one can discover implications that warrant careful consideration.

The following arguments, pro and con, are offered to stimulate your thinking and, perhaps, to give some structure to the debate in which you will be asked to participate on April 30.

#### ARGUMENTS FOR A CAMPUS-WIDE TENURE COMMITTEE ACTING AS A RECOMMENDING AGENCY

When a faculty member is tenured, he becomes a permanent member of the faculty as a whole. Therefore, the granting of tenure should reflect a faculty-wide perspective. The best way to effect this participation of the faculty as a whole is to establish a CWTC for the purpose of making definitive recommendations to the Administration.

#### ARGUMENTS AGAINST A CAMPUS-WIDE TENURE COMMITTEE ACTING AS A RECOMMENDING AGENCY

While tenure does give a faculty member a permanent status in the faculty as a whole, the primary relationship that is established is between the faculty member and his Department. While a campus-wide perspective is indeed imperative, this perspective should arise from a close and regular liaison between the Administration and the Departments. This will allow the Departments, which have a primary interest in the tenure decision, to base its recommendations on both Departmental and campus-wide perspectives.

A CWTC will be able to bring a different kind of objectivity to the tenure recommending process. It will, in other words, be free of the pressures imposed by faculty relationships within the Department.

A CWTC will bring a lesser degree of expertise to the recommending process. Departmental peers, schooled in the same discipline and involved in a close working relationship on a day to day basis, are better qualified to judge the merits of tenure candidates than other members of the faculty. Though pressures are imposed by faculty relationships within the Department, they should be countered by the establishment and monitoring of uniform campus-wide criteria and procedures, the requirement that positive tenure recommendations reflect the long term needs of the Department and mission of the College, and, last but not least, the encouragement rather than discouragement of professional responsibility.

A tenure recommendation, with the endorsement of a CWTC, will carry more "weight" and thus make it more difficult for the Administration to deny the decision of the faculty.

This seems to establish or presume an adversary relationship between the Administration and the faculty which should be discouraged rather than encouraged. The goals of both, with regard to the formation of a highly qualified permanent faculty, should be the same.

A CWTC, bringing to bear its wider perspective and different objectivity, will override the less objective recommendations of the Departmental peer groups, and will thus aid the Administration in the necessary task of rejecting ill-advised Departmental recommendations. It will give the Faculty a role in making the difficult decisions which will have to be made by someone in the College.

A recommendation from a CWTC, which will be based upon the same evidence considered by the Departmental peer group, will add nothing in a qualitative sense to the original recommendation. If tenure must be denied for administrative reasons, it should be done by the Administration rather than by a faculty committee.

These few arguments indicate that at least two positions are possible on the issue of the advisability of a Campus-Wide Tenure Committee as a recommending agency at CNC. It is possible to argue that such a committee would bring a desirable perspective and objectivity to the tenure decision process, and just

as possible to argue that a CWTC would act only as an unnecessary encumbrance in a process that should be shaped by the simple goal of forming the best possible permanent faculty for CNC.

You will be asked to debate this issue at the special faculty meeting April 30th. Your decision at that meeting, rendered by secret ballot, will be incorporated in the final tenure policy proposal which will be presented at the regular faculty meeting May 14th.

