

# CNC CHRONICLE

## 1982-83

#14 of 1983  
April 15th

8:15 pm - CC Theatre - Rita Susan Goode, Junior Voice Recital

### MON.

APRIL 18

Noon - N125 - Mr. Richard D. Gainar, Speaker

4:00 - Honors Council - CC Board Room

Ad Hoc Curriculum Task Force - 2:00-4:00 CC Board Room

### TUE.

APRIL 19

President/Vice President

Cable TV - 14 or 25 - 8:30 pm - "Crossroads: Decisions for the Eighties" - Mr. John Greacen National Center for State Courts - "Judging the Performance of the Courts"

Special Meeting of Board of Visitors - 6 pm, Usry Board Room  
Campus Center

### WED.

APRIL 20

Cable TV - 14 or 25 - 9:30 am - "Crossroads: Decisions for the Eighties" - Mr. John Greacen National Center for State Courts - "Judging the Performance of the Courts"

3:00 - FAC/President

### THU.

APRIL 21

### FRI.

APRIL 22

### SAT.

APRIL 23

### SUN.

APRIL 24

9 am - 3 pm - CC Theatre - Spring Meeting of South East Chapter of American Musicological Society

8 pm - CC Theatre - Jerome Hines, Bass, Ramseur Artist in Concert Series

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Vice President for  
Academic Affairs



## OFFICIAL ANNOUNCEMENTS

### Documentation

The personal approval of the President, the Vice Presidents, and Deans on a project or expenditure does not relieve the individual or department of the responsibility for proper initiation and processing of documentation concerning the expenditure.

-- President Anderson

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### Board Meeting

A special meeting of the Board of Visitors has been called for Wednesday, April 20th, 6:00 pm, Usry Board Room, Campus Center.

The subject of the meeting will be the continuation of the review of the College Handbook.

-- Board Liaison Officer

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### Position Announcement: Director of Financial Aid

Christopher Newport College seeks application for a director of student financial aid. The Director administers programs totaling approximately two million dollars annually, directs a professional and clerical staff of three, and reports directly to the Vice President of Student Affairs. A qualified applicant must have broad-based financial aid experience (including evidence of successful financial management, familiarity with computerized functions and demonstrated leadership qualities) and a bachelor's degree; master's degree desirable. Salary commensurate with experience and qualifications. Résumé and letter of application including a statement of your personal philosophy of financial aid should be postmarked by April 30, 1983 to: Robert Netter, Chairman of Search Committee, Christopher Newport College, 50 Shoe Lane, Newport News, VA 23606. Affirmative Action/Equal Opportunity Employer.

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## NEWS & GENERAL INFORMATION

### Virginia Humanities Conference

I'd like to encourage interested faculty to submit proposals for papers for next year's Virginia Humanities Conference. The theme will be "Work & Humane Values." Anticipated sessions will include "Work, status & identity," "Women & the workforce," "Work, money & power," "Corporate cultures," "Work, leisure & Culture," "The protestant ethic and the spirit of capitalism," "Work & the imagination," "Living without working," "Evolution of work," "Vocations and liberal learning," "The worker as philosopher/critic," "From feudalism to technocracy," and "Work and non-literate cultures." These headings are designed to prompt ideas for the meeting; the exact program will be organized around the submitted ideas.

Abstracts and/or proposals should be sent by June 30 to Dr. Larry Bowden, Virginia Humanities Conference, Randolph-Macon Woman's College, Lynchburg, VA 24503. (Phone: [804]846-7392) Selections and notification will be made by October 1.

The 1984 Conference is scheduled for April 13 and 14 in Lynchburg. For those people who have never attended the VHC, I would mention that the meetings are small and informal. The purpose is to foster an exchange of ideas across disciplines. There is not the formality and pressure sometimes associated with "professional" conferences.

As a member of the Executive Board of the VHC, I am eager to see people from CNC join the program. In 1985 CNC will host the meeting. The 1984 meeting thus provides a chance for some of us to become involved ahead of that. I hope you will be interested in taking part in 1984, and that you will send your ideas to Larry Bowden. If



I can help you with more information about the VHC, please let me know (7072).

-- Jay Paul

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### Menu for Week of April 18-22

Mon.	Roast Beef Mashed Potatoes Corn	\$2.15	Thurs.	Chili & Ham Sandwich Apple Crunch	Lasagna Garlic Bread Apple Crunch	\$2.15
Tues.	Barbecued Chicken Macaroni & Cheese Butter Beans/Corn	\$2.15	Fri.	Salisbury Steak Mashed Potatoes Corn		\$2.15
Wed.	Lasagna Garlic Bread Salad	\$2.15		Clam Chowder	.85/bowl	

-- Manager, Food Service

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### Guest Speaker

On Monday, April 18, 1983 at noon in Newport 125 the Department of Economics & Alpha Kappa Psi will sponsor a public lecture by Mr. Richard D. Gainer, A Steel Fellow from the United States Steel Corporation. He will discuss several of the issues facing the steel industry today, such as employment costs, productivity and raw material costs. Time will also be allowed for questions and discussion. Mr. Gainer is presently a Staff Assistant in Personnel with responsibilities in management personnel planning with US Steel in Pittsburgh.

-- Marshall Booker

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### FACULTY/STAFF/STUDENT NEWS

Doc Powell, Faculty Sponsor, and Christine Seifert, student delegate, attended the National Convention of Alpha Chi in San Antonio, Texas, April 7-9. Alpha Chi is a national College honor scholarship society. The most exciting news of the Convention was the announcement at the last business meeting that Sue Killam of Christopher Newport College was one of three Alfred H. Nolle Fellowship winners. The competition was "stiff" for these awards. We have every reason to be pleased for and proud of her and the members of the College faculty should take a bow also.

\* \* \* \* \*

Bob Durel, Joe Healey, Chung-Wu Chang, and Ruth Kernodle attended the annual meeting of the Southern Sociological Society in Atlanta April 6-9. Bob Durel was the convener of a Roundtable Session on "Theory and Social Problems," Joe Healey was the organizer and reader of a session on "Sociology of Nonviolence," and Ruth Kernodle presented a paper on "Patterns of Social Participation and Social Interactions of Residents of an Elderly Housing Complex."

\* \* \* \* \*

Jay Paul attended the 1983 Virginia Humanities Conference at Virginia Commonwealth University on April 8 and 9, serving as Secretary-Treasurer.

In April Jay will serve as a judge at the Peninsula Spelling Bee and conduct a workshop on writing fiction at the CNC Writers Conference.

On April 28 and 29 he will be the featured writer at the Western Illinois University Poetry Festival. He will give a reading from his poems on April 28, and conduct workshops for high school teachers and students on April 29.

\* \* \* \* \*

Congratulations to Debbie and Alan Witt on the birth of their son, Alan, Jr. born April 2, 1983; 8lbs. 8 ozs.

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COMMITTEE INFORMATION & FACULTY BUSINESS

Curriculum Committee - March 31, 1983

Present: Professors G. Hammer (Chair), J. Jenkins, L. Olson, T. Morgan, R. Hubbard, C. Mathews, Student M. Shires and Dean Durel (ex officio).

Absent: V. Maniyar, Students (2)

1. Minutes of March 17, 1983 were approved (Motion Olson, Second Morgan).
2. Agenda for next meeting will include LSPE, MLSC and ED proposals.
3. Dr. Hammer appointed a sub-committee to outline a curriculum review procedure for this committee. Members are L. Olson (Chair), M. Shires, J. Jenkins, and G. Hammer.
4. Dr. Squires was invited to comment on the Pass/Fail sub-committee's proposal. After hearing no objections the following proposal was moved and seconded (Olson, Morgan) but voting was postponed in order to obtain faculty comment (Secretary to request same through Community Chronicle publication with an April 19th deadline):

"Seniors (see Classification of Students" section) may take one elective course each semester on a Pass/Fail basis except for distribution, major, concentration or program requirements. Seniors, no matter how many semesters they are so classified, may exercise the Senior Pass/Fail option TWICE.

A total of THREE (3) courses recorded as Pass/Fail on the Transcript may be offered toward graduation, including courses offered as Pass/Fail ONLY and courses elected under the Senior Pass/Fail Option. Successfully challenged courses (see "Challenge" Section) are NOT counted toward the three allowed toward graduation as herein specified."

5. Dean Durel was asked to comment on the MLSC proposal. He described a wide variety of host-college policies regarding the acceptance of ROTC courses for college credit (from 6 hours to 24 hours counting toward a degree). Currently all MLSC courses at CNC count toward graduation (a possible 17). This will be discussed with the MLSC Dept before any proposals are made to the faculty.
6. There is still no response from the Business School regarding their acceptance of the newly proposed Computer Science 210 course for the distribution requirement (currently Computer Science 220). They will be invited to the committee again (both Durel and Hammer will request a representative's attendance).
7. The new course proposed by Modern Languages and Music was again discussed. The committee feels strongly that the course cannot serve the purpose of UL out of department credits. Dr. Guthrie will be asked to bring a revised proposal lowering the course level to a 100 or 200 level, to which the committee would be favorably disposed. Pre-requisites would need appropriate adjustment. A motion so stating was passed by the committee (Mathews, Morgan).
8. Committee adjourned (Morgan, Mathews).

Respectfully submitted,

Cheryl M. Mathews, Secretary



cc: Dr. Anderson  
 Dr. Summerville  
 Dr. Durel

Dr. King  
 Registrar  
 Reading File  
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### Admissions Committee

The Admissions Committee will meet next at 2:00 pm, Friday, May 6, 1983, in A305.

-- Rich Butchko, Chairman

\* \* \* \* \*

### Admissions Committee

The Admissions Committee would like to present to the faculty an overview of the Admissions Office Recruitment and Retention Plan which was submitted to SCHEV in response to the agreement between the Commonwealth and the Office of Civil Rights. The entire document will be a matter of record in the Reading File or may be obtained through the Admissions Office or an Admissions Committee member. The report consists of two major parts: The College Recruitment Plan and the Retention Plan.

-- Rich Butchko, Chairman

#### I. Recruitment:

##### A. Numerical objectives for enrollments of blacks

--The target is at least 156 in-state 1st time students (new and transfer) for each of the years 1983, 1984, and 1985.

##### B. Recruitment goals and strategies for "other race" students

1. Direct Mail. The college will continue to direct a minimum of 25% of the direct mail budget to recruiting black students.
2. Publications. The goal is to conceive a publication which will be created by the Black Student Association to assist new blacks upon admission to the college. It is hoped that funding will be through the "Funds for Excellence Subprogram." The publications will also be included as part of a direct mail campaign.
3. Pictured Recruitment Literature. All items will continue to portray pictorially the multi-ethnicity of the College community.
4. Community College Articulation  
 --The Admissions Office will continue to make special efforts to recruit blacks from 2 year institutions as outlined in the Commonwealth's commitment to the Office of Civil Rights.
5. High School Visits. Special efforts will continue to be made in contacting black students, and timing of visits will be such such that they will occur just prior to college nights.
6. College Nights  
 --Special follow-up by mail will be made to those potential students who are members of minorities.
7. Counselor Workshops. Funds have been cut, but should they be reinstituted under the Funds for Excellence Subprogram, special emphasis will be built in for black recruitment.
8. Other Programs  
 --Bringing secondary school students to campus. (For example, of the high school students who attended the Theater Department's production of "Antigone" 25% were black)  
 --CNC attendance at College Fair sponsored by National Scholarship Service for Negro Students in Richmond (budget restrictions)



caused missing the 1982 event, but should new funding become available, renewed participation will implemented for 1983, 1984.)

- Admissions Office presentations are given at Upward Bound/Talent Search Programs.
- Admissions Office is becoming increasingly involved in presenting to black church and youth groups in our area.
- New...programs are expected to have broad appeal to the minority community of the...peninsula.
  - \*B.S. in Applied Physics
  - \*B.S. in Nursing
  - \*M.B.A. Program

- D. Admissions policies and practices for entering "other race" students
  1. For "other race" freshmen, criteria of admission are applied liberally with special reference to S.A.T. scores which are weighed against other criteria.
  2. Students admitted under such conditions, i.e. of below minimal scores are assigned to courses in the College Basic Studies Program as a condition of admission.
- E. Financial Aid opportunities available for entering "other race" students
  1. Virtually no aid is available other than state and federal financial aid programs.
  2. College will support the proposed Virginia Transfer Student Grant Program.

## II. Retention Activities

- A. In order to impact retention, efforts have been focused on: 1) orientation, 2) academic advising, and 3) basic studies.
  1. Orientation programs are held for new students prior to the start of each semester.
  2. Freshmen advising is backed by a team of specially selected and trained faculty members, with attention given to their ability to deal effectively with concerns of other race students.
  3. Basic studies provides services to academically underprepared students.
- B. College participated, via two faculty members, in the Richmond Conference entitled "White Faculty, Black Students." It is believed the information they gathered will ultimately be made available in some form to the faculty as a whole.
- C. The college will send a representative to the state-wide workshop on student retention in the fall of 1983.
- D. Within general curriculum are courses which directly address the black or other race experience. (Sociology & History are noted in particular, while other departments are also able to offer special topics courses.
- E. Support program available to "other race" students
  1. College has had a minority counselor during the previous 5 years. (Budget restrictions however eliminated this position)
  2. Black Student Association and Alpha Kappa Alpha Sorority have paired their members with incoming students for peer assistance as they are initially entering the college.
  3. Counseling, consultation, workshops, and career development opportunities are available to minorities.



4. New publications for incoming students will give emphasis to concerns of incoming minority students.
5. The College sent student to The Annual Conference for Potential Minority Graduate Students sponsored by the Virginia Council of Higher Education and Opportunities for Minority Students in Graduate Education sponsored by a consortium of Ivey League Institutions.
6. Basic studies.

"Since the 1978 iteration of the Virginia Plan Christopher Newport College has consistently approached, met, or exceeded...first time black student enrollment objectives. The College is proud of this record of service to citizens of the Tidewater Region of Virginia; it also recognizes and accepts its continuing obligation to serve under the 1983 amendments to the Virginia Plan."

#### CHRISTOPHER NEWPORT COLLEGE

Table I: Black Student Headcount by  
Major Academic Division, Spring 1983

<u>Major Division (HEGIS)</u>	<u>Number Black</u>	<u>Percent Black</u>	<u>Percent of all Majors</u>
Biological Sciences	7	.05	.01
Business & Management	139	.12	.29
Communications	7	.24	.01
Computer/Information Sciences	65	.15	.13
Education	25	.12	.05
Engineering	11	.07	.02
Fine & Applied Arts	8	.06	.02
Foreign Languages	2	.07	.00
Health Professions	19	.10	.04
Law	2	.14	.00
Letters	7	.07	.01
Mathematics	4	.06	.01
Psychology	17	.11	.04
Public Affairs and Services	17	.18	.04
Social Services	29	.12	.06
Undecided	125	.13	.26
All majors combined	485	.12	100



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Part-time	253	.11
Full-time	232	.13
	* * * * *	

# Faculty Advisory Committee Report

I. The oral report of F.A.C. given by the Chairman at the Faculty Meeting on April 8 is printed below.

1. On February 21, 1983, President Anderson directed the Faculty by memorandum to elect an ad hoc Committee on Reductions in Faculty Positions.
2. At the March 11 Faculty meeting the Faculty passed the motion that "the conflict between the stipulations of parts C & D on page 51 of the "pink pages" be reconciled through dialogue between President Anderson and the Faculty Advisory Committee prior to election of the R.I.F. committee."
3. On March 16, the F.A.C. and President Anderson met to discuss the alternative means by which the conflict could be resolved. At the beginning of this meeting the President distributed to all members of F.A.C. a memo which states in part:

"I shall endeavor again to obtain faculty participation keeping in mind, however, that deadlines for giving notice of one year to certain faculty who may be adversely affected will be observed, as will be the discharge of other financial and ministerial duties imposed on this office by the Board of Visitors and the Executive Branch of Government of the Commonwealth of Virginia."

No firm resolution of the conflict occurred at the meeting and President Anderson requested that F.A.C. send him its written recommendations.

4. Directly subsequent to this meeting and again after spring break on March 28, the F.A.C. met to formulate its recommendations which were hand delivered by the F.A.C. Chairman to President Anderson on March 29. This memo was published in the C.N.C. Chronicle by F.A.C. to the Faculty and the President republished this memo on the reverse side of his memo to the Faculty dated April 1.
5. On April 5, the memo from the President addressed to the Faculty dated April 1 was received by the Faculty through the Faculty mail.

Statement 1 of this memo is that "all academic departments will be affected adversely by a 5%, 10%, 15% reversion of funds to the State."

By this blanket identification, the President has made it literally impossible for the Faculty to elect a R.I.F. committee since "the pink pages" state:

"C. Committee Memberships



The Committee consists of five tenured members of the Faculty elected at large. These members are not members of the department involved in the reduction."

All Faculty have been excluded from possible membership by the President's definition of the departments to be adversely affected by possible reversion. For the Faculty to elect a R.I.F. committee now would

- violate the provision of the Handbook
- result in a committee whose membership would be forced to decide if the committee contained members from potentially adversely affected departments. This clearly could result in a conflict of interest.

The F.A.C. cannot report to the Faculty that the ambiguity contained in the current Faculty Handbook p. V23-3C/D has been reconciled. Conditions as specified in the current handbook under which it is appropriate to elect a R.I.F. committee have NOT been met.

Relative to Section 2 of the President's memo which states "Based on five-year historical enrollment trends (1977-78 through 1981-82), and extrapolations into the next two years, the data reveal those departments with growing, stable, and dwindling enrollments. Those with dwindling enrollments will be the first affected.", the F.A.C. submits the following observations:

- A. Are student enrollment data to be the sole basis for determining affected departments? Other significant factors would seem to be 1) the predicted job market, 2) admissions data and 3) the minimum number of faculty an academic department must have in order to maintain itself as a viable academic entity.
  - B. Exactly how are the terms "growing, stable, and dwindling" defined in terms of degree?
6. The data in the agenda of the Board of Visitors, Oct. 28, 1982 and February 11, 1983 show Faculty Utilization by Department; Enrollments, FTE Faculty Positions, Actual Pro-Rata Faculty Compensation; FTE Student Enrollments - FTE Faculty Positions, Actual Pro-Rata Faculty Compensation; and Five Measures of Levels of Staffing and Funding for Fall 1982 and Spring 1983 semesters. None of the factors listed in 5A1-3 above are discussed.

These data sheets are the same as distributed by the V.P.A.A. to the chairman of each academic department.

In the Oct. agenda, an additional sheet entitled C.N.C. Five-Year Enrollment Trends and Extrapolations is included. The trend data are in the form of Annual FTE Students for the last five years. A five-year correlation coefficient and five-year regression line slope have been shown. The linear regression statistic assumes that all significant factors in the situation will remain stable in the future. In addition the projected FTE students and faculty have been computed for 1982-83 and 1983-84.



In conclusion the F.A.C. reiterates that as the situation now stands the ambiguity in the "pink pages" cited herein has not been reconciled. Two logical courses of action appear possible:

- 1) do not elect a R.I.F. committee
- 2) elect a R.I.F. committee with the stipulation that prior to any action by the committee, the President academic departments most likely to be affected adversely by a 5-10-15% reversion of funds to the State.

The two sets of data referred to here and in the memo of the President dated April 1, 1983 will be on reserve in our library labeled Faculty Utilization Data fall 1982 and Spring 1983.

- II. The memo of March 14, 1983 from President Anderson referred to in the above report (#3) and in the comments made after the report of F.A.C. was given to the Faculty on April 11 is printed below. With the publication of the above report and this Presidential memo, all correspondence from President Anderson and from F.A.C. relative to the R.I.F. Committee has been published either by F.A.C. in the Chronicle or by the President in his memos addressed directly to the Faculty.

#### MEMORANDUM

March 14, 1983

TO: Vice President Summerville

FROM: President Anderson

SUBJECT: FACULTY MEETING, 3/11/83; AD HOC COMMITTEE ON REDUCTION  
IN FACULTY POSITIONS; YOUR MEMO OF 3/14/83

I concur that ample time for the raising and resolution of interpretative issues on the part of the faculty, the FAC and/or other appropriate faculty bodies was available between February 21, 1983, when the announcement of the election of the committee was made, and March 11, when the election was to have occurred.

I further concur that responsible faculty participation is desirable in addressing and confronting issues as unpleasant and unpopular as this issue of possible reductions may be.

To that end I shall endeavor again to obtain faculty participation keeping in mind, however, that deadlines for giving notice of one year to certain faculty who may be adversely affected ~~will be observed, as will be the discharge of other financial and ministerial duties~~ imposed on this office by the Board of Visitors and the Executive Branch of Government of the Commonwealth of Virginia.

I am, by distribution of this memorandum to the FAC, and the Vice Chairman of the Faculty serving notice of my intentions and



obligations, and stand ready to receive their advice so that the business of the College may go forward in a timely fashion.

  
JEA

JEA:ms

cc: Rector Mary L. Passage  
Executive Committee  
Ms. Pamela Sargent, Asst. Attorney General  
Faculty Advisory Committee  
Vice Chairman, Faculty  
Reading file  
FILE

III. At the April 8 Faculty Meeting the following motion by Dr. J. Morris was accepted by the Faculty:

that the Faculty not elect a R.I.F. Committee until all ambiguity in regards to the departments affected be cleared up between F.A.C. and the President.

To this end the F.A.C. met with President Anderson on Tuesday, April 12. Notice will be issued as soon as possible as to whether the outcome of that meeting result in a reconciliation of the ambiguity. It is possible that such notification may be received by the Faculty prior to the receipt of this issue of the Chronicle.

#### IV. Election of Faculty Senate

The following motion was unanimously approved by the Faculty at the Faculty Meeting on April 8:

That the F.A.C. be empowered to conduct, at the earliest opportunity, the elections of the faculty members from each of the three prospective schools who will serve on the Faculty Senate.

The procedures which will be used to conduct these elections were delineated as follows:

1. F.A.C. will determine the appropriate number of members from each school according to the formula passed by the Faculty i.e., 1 at-large member plus an additional member for each ten full-time faculty members in each school. No more than one of the non at-large members shall be from any one department.
2. Election shall be by separate ballot and majority vote of the present for the non at-large members. Run-off elections, as necessary, will involve the top two vote getters in the run-off.
3. Election of the at-large member from each school shall occur by majority vote of those present.
4. After the election from all three schools have been validated by F.A.C., the F.A.C. will schedule an organizational meeting of the duly-elected Senate for the following purposes:



- a) to determine by lot the respective 1 & 2 year terms as delineated in the By-laws.
- b) to conduct the election of the officers of the Faculty Senate.

IMPORTANT NOTICE

The F.A.C. will conduct these elections according to the following schedule:

- A. Monday, May 2, 3:00 pm, School of Business and Economics
- B. Tuesday, May 3, 3:00 pm, School of Letters and Sciences
- C. Wednesday, May 4, 3:00 pm, School of Social Sciences and Professional Studies.

Details relative to the place will be forthcoming.

V. Meeting of the Board of Visitors:

The Chairman and Vice Chairman of F.A.C. attended the special meeting of the Board of Visitors on Monday evening, April 11.

The agenda topic was the version of the College Handbook as modified by the President and Vice Presidents. A copy of this version is on reserve in the Library. The F.A.C. encourages all faculty members to review this version, in particular the section on Personnel Policies Affecting the Faculty.

-- E. Daly, Chairman

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