

May 2, 1975

No. 14 of 1975

SUNDAY - May 4

MONDAY - May 5

Noon - Nominations Committee CC229

dies lunae

2:00 - Division Coordinators Conference Room

TUESDAY - May 6

2:15-5:00 - FEC

dies martis

dies solis

WEDNESDAY - May 7

dies mercurii

9:30 - Curriculum Committee

THURSDAY - May 8

dies jovis

10:00 - President's Council

FRIDAY - May 9

dies veneris

10:30 - Dean's Administrative Council

3:00 - Faculty Meeting N125

SATURDAY - May 10

10:30-3:00 - German American Society Ma\*fest - CC.

dies saturni

#### DEAN'S ANNOUNCEMENTS

## May Faculty Meeting

The May Faculty meeting will be held at 3:00 P.M. on Friday, May 9, in Room 125. The agenda for the meeting is as follows:

- I. Approval of the Minutes of the April Faculty Meeting .
- II. Committee Reports.
  - a. Nominations Committee (Ms. I. Simmons)
  - b. Faculty Evaluation Committee (Dr. Squires)
  - c. Faculty Advisory Committee (Dr. Hammer)
  - d. Curriculum Committee (Dr. Pugh)
  - e. Academic Status Committee (Dr. Bankes)
  - f. Degrees Committee (Dr. Wise):
  - g. Admissions Committee (Mrs. Hubbard)
  - h. Ad Hoc Committee Reports, if any.
- III. New Business.
  - a. Revision of the Standards document (Mrs. Kernodle).
  - b. Other, if any.
- IV. Presidential Report (Dr. Windsor).
- V. Adjourn.

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#### Academic Hearing Board

According to the newly revised Honor Code, an Academic Trial Board whose function it is to review possible violations of the Honor Code is to be composed of three students, nominated by the Executive Council of the SGA and voted on by all members of the Student Government Assembly, and three faculty members, elected by their colleagues. In even years, one student and two faculty members are to be elected; in odd years two students and one faculty member are to be elected. All offices are held for a two year term with a maximum of four years continuous service.

The Nominations Committee has submitted the following faculty members to stand for election to the Academic Hearing Board. Each has accepted the nomination.

Marvin Brown, Assistant Professor, Division of Business and Economics Dr. Robert Durel, Assistant Professor, Division of Social and Behavioral Sciences Dr. James Morris, Associate Professor, Division of Arts and Letters.

Since this is an even year (1974-75), two faculty members should be elected to two year terms, and one faculty member should be elected to a one year term. The initial election should take place at the May Faculty meeting. Other nominations are welcome from the floor.

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# Grand Marshal; Faculty to Assist with Hoods

Dr. Larry Sacks, Vice Chairman of the Faculty, will serve as Grand Marshal at the May, 1975, CNC commencement at the Hampton Coliseum on Sunday, May 18. Professors Squires, Maniyar, Hilliard, Friedman, and Doane will assist students with their hoods as they are called upon the stage to personally receive their diploma from the President.

#### NOTICES

#### Virginia Senate

[A portion of an article which appeared in the previous issue of the <u>CNC</u>

<u>Community Chronicle</u> inadvertantly was omitted. The complete article appears below.

-- T.J.M.]

Larry Sacks has been elected Vice President of the Faculty Senate of Virginia for the 1975-76 year at the spring meeting of the Senate held April 12 at the University of Richmond. Dr. John Rilling of the University of Richmond was elected President. The Faculty Senate consists of representatives elected by the faculties of both public and private institutions of higher education throughout the state. As Vice President, Dr. Sacks chairs the Committee on Academic Freedom and Tenure, which will be concerned during the coming year with the legislative study on the faculty tenure and workload, conducted by the State Council of Higher Education. According to Dr. Sacks, the Faculty Senate will work to assure an accurate representation with aspects of tenure and workloads as they pertain to quality education. "We agree that an objective study can benefit our colleges in several ways, but we see no possibility of an objective study unless faculty and students are included in the study, not just members of the administrations of the various colleges. We understand the concerns of the Legislature and the citizens they represent. We believe the financial and educational problems can be resolved, but only if all parties concerned are willing to discuss them honestly and openly. There cannot be two sets of problems--one which is discussed for an hour or two publicly and the one really concern, which is only discussed in the inner circles. Too much is at stake -- the very nature of our institutions and therefore the type of quality of education available to our students for many years to come."

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#### WORLD GLOBE

The one and only globe owned and operated by the Geography Department has disappeared from Room N214. It is a 24 inch physical globe produced by the Nystrom Co. The return of this important teaching tool would be appreciated.

Wolf Prow

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## German Club

The German Club of Christopher Newport College and the German American Society are sponsoring their second annual Mainfest, on May 10, 1975, from 10:30 to 3:00 in the Campus Center.

You, your family and friends are cordially invited to attend the festivities.

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## Realtors Provide Assistance to Students

Morris Sherwin Green, a junior at Christopher Newport College, received the Thomas J. Hundley Award, a scholarship given at the Newport News-Hampton Board of Realtors Annual Realtor Week luncheon in the Hampton Holiday Inn at Noon on April 22, 1975. The #300 Hundley Award, named for the dean of local realtor board members, always goes to a Christopher Newport College student. Also receiving awards were students from Hampton Institute and Thomas Nelson Community College. Mr. Green is scheduled to graduate in the Spring of 1976 with a degree in Business. He is

currently working in the auditing department of Sears Roebuck and Company in Newmarket North Shopping Center and plans to become an accountant after graduation.

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#### Captain John Smith Library Exam Hours

May	2,	1975	Friday	8:00 A.M. to 10:30 P.M.
May	3		Saturday	8:00 A.M. to 6:00 P.M.
May	4		Sunday	1:00 P.M. to 8:00 P.M.
May	5,	Monday	through May 9,	Friday 8:00 A.M. to 10:30 P.M.
May	10		Saturday	8:00 A.M. to 6:00 P.M.
May	11		Sunday	1:00 P.M. to 8:00 P.M.
May	12		Monday	8:00 A.M. to 10:30 P.M.

ALL BOOKS DUE FOR INVENTORY MAY 14, 1975.

The Library will be open weekdays only from May 13, 1975, through June 30, 1975.

Lucy Latchum

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#### Library Inventory

The Captain John Smith Library will conduct an annual inventory of all library books from May 14, 1975, through May 27, 1975. Please return all books that you no longer need to the library. Thank you for your cooperation.

Lucy Latchum

## Psychology Honors

Debbie Conley and Nancy Gardner, both psychology majors, presented research papers at the Northwestern Pennsylvania Psychological Association Research Conference at Edinboro State College in Edinboro, Pennsylvania on April 26.

Mrs. Conley's paper was entitled: "Depressive reactions in premenopausal women due to panhysterectomy." Mrs. Gardner's paper was entitled: "Attitudes concerning death in prolonged exposure to the critically ill."

These research papers evolved out of course work under Drs. Mulliken and Lopater.

Ruth Mulliken Sandy Lopater

#### COMMITTEE REPORTS

#### ACADEMIC STATUS COMMITTEE

The Academic Status Committee hereby presents the following motion to the Faculty for its consideration:

"The grade  $\underline{R}$  (re-register) be established for students in basic studies courses who have made an effort but whose progress has been so limited that they should re-register, paying full fees for the succeeding semester. The grade  $\underline{R}$  applies only to basic studies courses."

## Deliberations of the Committee

# Summary of Arguments in Favor of this Motion.

The Basic Studies faculty has encountered an administrative problem whose dimensions were unanticipated during the planning of the Basic Studies courses. The Basic Studies courses were conceived originally by the Basic Studies Department as essentially one-semester programs. Although the Department was aware that the courses would admit students of an extraordinarily broad range of ability and preparation, it was unable to anticipate the large proportion of students who would require a substantial amount of instruction and practice beyond one semester to be prepared to move confidently into such courses as Mathematics 110, English 101, and other courses demanding a high degree of verbal comprehension.

The present grading system for Basic Studies courses is Pass, Fail, or Incomplete. For the first semester of 1974-75 the faculty were obliged to give grades of "Incomplete" to 20% of the Basic Studies mathematics students, 33% of the writing students, and 40% of the reading students. A grade of "F" would not have reflected the diligence with which they had applied themselves to the instruction designed to alleviate long-standing and serious deficiencies. Students given I grades were required to re-enroll for a second semester in a course or laboratory section. The instructors again devoted a substantial amount of time to the students; however, the College was deprived of FTE count and the revenue generated by an additional tuition fee. The current grading system also penalized groups of students such as veterans whose private or governmental support is contingent upon registration for a minimum of 12 semester hours. The veteran, for example, who needs more than one semester's instruction must register for a full academic load plus the Basic Studies course(s). Ironically, the student's academic welfare is jeopardized by his situation.

The Basic Studies Department has considered a number of solutions for alleviating the problems outlined above. It has decided that the simplest and fairest solution would be to utilize the following grading system:

# Grade: P Passing

- Failure (indicating that the student has made an insufficient effort to improve his own skills)
- I Incomplete (the student has nearly completed the requirements and can reasonably be expected to

complete them with minimal instruction assistance within a few weeks during the following semester)

- R Re-register (the student has made an effort, but his progress has been so limited that he should re-register, paying full fees during the succeeding semester.
- II. Summary of Arguments Against this Motion.

None were expressed by the Committee.

#### III. Effect on Existing College Documents.

The  $\underline{R}$  grade would have to be included in all Documents that currently show our present grading system.

#### IV. Consequences of Faculty Approval.

Students who are penalized by the present grading system (see Item I. above) would benefit. The Basic Studies Department and the College would receive proper credit (FTE's) and remuneration for their efforts.

## V. Consequences of Faculty Rejection.

The Basic Studies Department would have to live with the present grading system.

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## DIVISION OF SOCIAL AND BEHAVIORAL SCIENCES

The Division of Social and Behavioral Sciences wishes to present a motion to the Faculty May 9, 1975, to revise the "Promotions" section of the "Standards and Criteria for Retention, Promotion, Tenure and Merit Increases in Salary."

The following revisions are offered in an attempt to remove the inequities and ambiguities of the document as now written.

The document presently reads as follows:

#### Promotion

All Faculty members are expected to grow in information and in the use of their skills; therefore, promotion is not automatic upon completion of a certain time in rank. The following are guidelines for minimum requirements:

To Assistant Professor: Three years as Instructor; Master's degree or equivalent experience in the field of the appointment; and performance at the College which reflects considerable promise of substantial contribution to the College.

To Associate Professor: At least four years as Assistant Professor (at least six years total college teaching); demonstrated competence in field of teaching activity; achievement of terminal degree in his field, or equivalent excellence in his chosen field if the terminal degree is not the best indication; and offers considerable promise of being a strong addition to his Department and in his professional field.

To Professor: At least five years as Associate Professor (minimum of ten years of college teaching experience); and has already demonstrated the activity and achievement stated above under Associate Professor.

Years at another accredited academic institution may be counted in the record toward promotion, but service outside the academic world or as an administrator is not. At the time of initial appointment the credit given for service at another institution or in his professional field is decided.

Promotion of one acting as Chairman: In case it is the Faculty member then acting as Chairman who is being considered for promotion, as a senior member of the Department will take the position of conducting departmental review and forwarding the results.

If these statements are followed exactly in all instances the following problems present themselves:

- 1. "To Assistant Professor: Three years as instructor. . ."

  Most faculty members at CNC with the terminal degree have been hired initially at the rank of Assistant Professor or above. Those persons who earn the terminal degree in the first or second year of an appointment as Instructor cannot receive the same salary or status as their colleagues with equivalent level of education and full-time service if they must remain in the Instructor rank for one or two more years. This differential could continue throughout their CNC career.
- 2. "To Associate Professor: . . . (at least six years total college teaching. . . "
  and "To Professor: . . . (minimum of ten years of college teaching experience):.

  Faculty members hired at the rank of Assistant or Associate Professor without prior college teaching are required to remain longer in rank than their colleagues of equivalent education and service to CNC.
- 3. Exceptional performance at CNC cannot be rewarded by early promotion if time requirements are inviolable.

Therefore the following changes are proposed:

"To Assistant Professor:

(a) Four years at the rank of Instructor if there is no additional work past the M.A.

(b) Three years at the rank of Instructor with a Masters plus 24

hours of additional course work.

(c) Two years at rank of Instructor with A.B.D.

(d) That a faculty member completing the terminal degree becomes eligible for promotion to Assistant Professor for the following contract year.

(e) That a faculty member who is hired as an Instructor with the terminal degree and no experience be promoted to Assistant Professor after one year of teaching experience."

2. "To Associate Professor:

(a) At least four years as Assistant Professor if the faculty member

was hired at this rank with the terminal degree.

(b) If hired as Instructor and without the terminal degree, years of total college teaching should conform to requirements for promotion from Instructor to Assistant Professor (i.e. (1) If hired as Instructor A.B.D. a total of six years college teaching would be the minimum. (2) If hired with the terminal degree, a total of five years college teaching would be the minimum.)

(c) If hired as Assistant Professor without the terminal degree(1) Six years of total teaching would be a minimum if the

terminal degree is attained during this period. (2) Five years of total teaching time would be the minimum if degree is received during the first year of appointment as Assistant Professor.

- 3. Addition of the Following statement:
  "Promotion before minimum time in rank has been completed can be considered if the faculty member has performed well above and beyond normal expectations for at least the two previous years in rank."
- 4. Addition of the following statement:

  "Persons without the terminal degree or equivalent experience in the field of appointment should be hired at the Instructor rank."

  Ruth Kernodle, Division Coordinator

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#### FACULTY BY-LAWS COMMITTEE

The ad hoc By-Laws Committee recommends the following amendment to the By-Laws:

Article V. Elected Committees of the Faculty
Section 8.1. There shall be a Faculty Evaluation Committee consisting of
two full Professors, two Associate Professors, and two Assistant Professors,
with not more than one member from any one department. The term of office
is 3 years, two terms expiring each years.

Amendment: change "two" (underlined, above) to: "at least one," and changes to singular.

Argument: When the present stipulation was formulated, there were three divisions. The change to five divisions severely limits the selection of members to the FEC, since there must be a representative from each division. The present stipulation effectively locks the rank into a given division. The amendment would provide greater flexibility in selection of members.

President Windsor has stated that, should this amendment be passed by the Faculty, he will certify that it may be employed for elections held this semester (prior to approval by the Board of Visitors), since it is essentially an internal matter.

Larry Sacks Chairman, By-Laws Committee