


CNC Community CHRONICLE



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September 5, 1975

#18 of 1975

SUNDAY - September 7

MONDAY - September 8
Budget Committee - 2:00



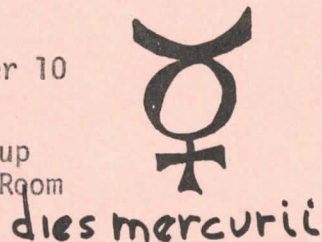
Chairpersons-Ed. & Comm. Div. - Noon
Social & Behavioral Sci. Div. - Noon
Arts & Letters Div. - Noon

TUESDAY - September 9



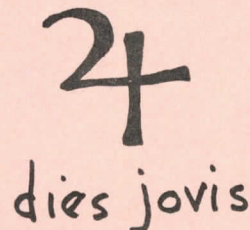
WEDNESDAY - September 10

Faculty Theology Group
Campus Center Board Room



THURSDAY - September 11

President's Administrative Council
10:00 A.M.



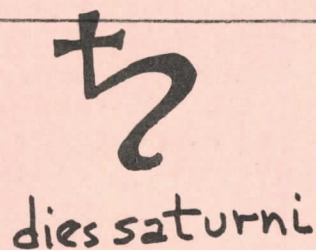
FRIDAY - September 12



Faculty Meeting - N125 - 3:00

Ed. & Comm. Div. - 9:00 A.M.

SATURDAY - September 13



DEAN'S ANNOUNCEMENTS

September Faculty Meeting

The September Faculty Meeting will be held at 3:00 P.M. on Friday, September 12, in room N125. The agenda for the meeting is as follows:

- I. Approval of the Minutes of the May 9 and May 14 Faculty Meetings.
- II. Presidential Report (Dr. Windsor).
- III. Committee Reports:
 - a. Academic Status Committee (Dr. Bankes)
 - b. Admissions Committee (Mrs. Hubbard)
 - c. Curriculum Committee (Dr. Pugh)
 - d. Degrees Committee (Dr. Wise)
 - e. Faculty Advisory Committee (Dr. Bostick)
 - f. Faculty Evaluation Committee (Dr. Millar)
 - g. Nominations Committee (Mr. Morgan)
 - h. Ad Hoc Committee Reports, if any.
- IV. Old Business.
Proposal of the Division of Social and Behavioral Sciences to revise "Promotions" section of the Standards document (See COMMITTEE REPORTS in this issue of the CNC Community Chronicle) (Mrs. Kernodle)
- V. New Business, if any.
- VI. Adjourn.

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Dr. Wildblood Chosen Chairperson

The members of the Psychology Department have unanimously endorsed Dr. Robert Wildblood as Chairperson of the Department of Psychology. Dr. Wildblood's term of office will be three years. We extend our sincere congratulations, Bob.

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CNC Benchmark Institution

This summer, the State Council for Higher Education approved a series of out-of-state "Benchmark Institutions" for each of Virginia's schools of higher education. These listings were designed for use by the Governor's Office in preparing faculty salary authorization levels which colleges will employ in generating their 1976-78 biennial budget request. The Division of Personnel has information on salary levels of institutions across the nation, and using this salary data and the State Council's listings of similar institutions for each Virginia college, will compute a salary average for each Virginia institution. In choosing out-of-state institutions similar to Virginia's institutions, the Council used the following criteria: Institutions must: (1) be of similar type as identified by the classification system of the National Center for Higher Education Management Systems; (2) have an enrollment distribution by level which approximates that of the Virginia institutions with which it is being compared. These levels would be undergraduate (lower and upper) and a graduate (including first professional); (3) offer generally similar curricula in the level of degrees

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offered, in the number of disciplines in which degrees are offered by level, and in the number of degrees conferred by level; (4) be State supported; and (5) have appropriate representation of out-of-state institutions selected from the geographical region of the United States of which Virginia is a part. CNC's "Benchmark Institutions" that have been approved are as follows:

East South Central and South Atlantic Institutions:

Bluefield State College (West Virginia)
Concord College (West Virginia)
Fairmont State College (West Virginia)
Glennville State College (West Virginia)
Shepherd College (West Virginia)
West Liberty State College (West Virginia)
West Virginia Institute of Technology
West Virginia State College
Elizabeth City State University (North Carolina)
Fayetteville State University (North Carolina)
Pembroke State University (North Carolina)
University of North Carolina at Asheville
University of North Carolina at Wilmington
Delaware State College
Albany State College (Georgia)
North Georgia College
Mississippi Valley State College
Augusta College (Georgia)
Kentucky State University

Other Out-of-State Institutions:

Arkansas Polytechnic College
University of Arkansas at Little Rock
University of Arkansas at Monticello
California State College at San Bernardino
Lewis-Clark State College (Idaho)
Indiana State University, Evansville Campus
Indiana University at Kokomo
Indiana University at Northeast
University of Maine at Farmington
University of Maine at Fort Kent
University of Maine at Machias
University of Maine at Presque Isle
Lake Superior State College (Michigan)
University of Michigan, Flint
University of Minnesota, Morris
Peru State College (Nebraska)
Ramapo College of New Jersey
State University of New York College at Old Westbury
State University of New York College at Purchase
Cameron College (Oklahoma)

Other Out-of-State Institutions (continued):

University of South Dakota at Springfield
Southern Utah State College
University of Wisconsin, Green Bay
University of Wisconsin, Superior
City University of New York, York College
University of Wisconsin at Parkside
Ferris State College (Michigan).

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Mixed Chorus Expanding

Jim Hines, CNC's first full-time music faculty member, invites and encourages faculty members with singing experience or an interest in music to join the chorus. Jim was greatly encouraged by the turn-out and first rehearsal this week. From less than twenty students last year, the chorus has already expanded to about thirty singers. The chorus is an excellent College activity in which students, faculty, administrators, and staff members can participate together. Singing is fun, and the present and potential expansion will help to guarantee a fine choir, which will be a strong asset to the school. Rehearsals are conveniently scheduled at the noon hour on Tuesdays and Thursdays. Anyone who is interested should contact Jim at 7074.

NOTICES

William and Mary Library

The attention of faculty members and of students is called to the recently adopted policy of Swem Library of William and Mary of having books checked out only with the use of a plastic identification card. (Books and magazines may be read in the Library without it.) These cards may be obtained at the circulation desk, and are free to Christopher Newport faculty and students, so long as we remain a part of the College of William and Mary. It would be well, however, to have with you some identification of your CNC status when you apply for this card.

If you have some question about this, I shall be glad to try to find out the answer for you.

Joyce K. Sancetta

GRANTS AND FELLOWSHIPS

The National Science Foundation welcomes proposals for student originated studies. The goals of the student-originated studies are (1) to provide talented students with science learning opportunities above and beyond those normally available in most formal science education programs, (2) to increase the variety of instructional modes and of institutional patterns of instruction by demonstrating to both students and faculties the capacity of students to be motivated by independence and thus to accept greater responsibility for planning and carrying out their learning activities, and (3) to encourage college students to express in productive ways their concern for the well being of our nation by applying their scientific and technological expertise to the study of significant societal problems.

Ken Chang has the guide for preparation of proposals. The closing date for receiving proposals is November 10, 1975.

FACULTY NEWS

At its regular meeting on August 18, the City Council of the City of Virginia Beach approved the reappointment of SPENCER WISE to the Southeastern Virginia Air Pollution Control Committee for a term of two years beginning August 1, 1975, and ending July 31, 1977.

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JACK ARMISTEAD served as chief referee for the 1975 Inter-service Tennis Championships at the United States Military Academy, West Point, New York on July 28-31. Byron E. Gibson, Staff Athletic Director at Fort Monroe, praised Jack's work as contributing a great deal to the smooth and efficient conduct of the tournament, and for the tournament's high standard of tennis officiating and etiquette.

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WOLF PROW of the Geography Department appeared on WVEC-TV (Channel 13) on Thursday morning, September 4. Ms. Jackie Miller interviewed Wolf on the topic of "Geography in Virginia."

ACADEMIC INTEREST

Rising College Costs Bode Restructuring of Teaching by Edward B. Fiske

College costs are not only going up--they are going up faster than most other things.

This basic fact about higher education, bothersome, but tolerable in the expansionary times of the past, is causing increasing concern in the academic world. A result is growing attention to that most uncomfortable of words to academic ears--"productivity"--and a growing conviction among some educators that the ultimate result must be some major changes in the structuring of the teaching-learning process.

Any analysis of the economics of higher education begins with the fact that it is a labor-intensive industry, with as much as 80% of most college budgets going into salaries. In contrast to other industries, higher education finds it difficult to absorb the cost of salary increases by substituting capital for labor.

As a result, according to figures from the United States Office of Education, the cost of higher education during the decade beginning in 1964 rose 15% faster than the Cost of Living Index. One private university, Stanford, reported last week that from 1966 to 1974 its costs had risen at 1.4 times the general rate of inflation.

The Issue Posed

The message of such figures was put succinctly by the provost, William F. Miller. "If higher education does not experience increases in productivity," he said, "then either its workers cannot share in the real growth of salary and wages common to society as a whole, or [it] must receive what amounts to a subsidy from the rest of society."

The first alternative, reduced salary growth, poses obvious problems, while the second, increased subsidies, seems hardly likely, given the budget-cutting mood of most legislators today. Thus, increased attention is being given to improving productivity.

The current negotiations between the City University of New York and the Professional Staff Congress, which represents academic and staff personnel, is a good example.

Although both sides have agreed not to discuss specific issues, it is clear that the administration is pushing hard for more "flexibility" in the deployment of personnel.

The faculty union, while accepting the principle of efficiency, opposes talk of productivity on the often-cited ground that no one knows what it means. "No one has defined productivity except in terms of industrial models," said Arnold Cantor, executive director of the Professional Staff Congress. "We're dealing with human beings, not machines."

Output Proposals Abound

Nevertheless, proposals for improving academic output abound. The most obvious is increasing the student-teacher ratio, a course that has been followed by hundreds of colleges and universities, including the City University, in recent years.

Another is to increase faculty course loads, an approach that has political appeal but important drawbacks. "Teaching load is not a really good measure of productivity," said T. Edward Hollander, deputy commissioner for higher education for New York State. "The productive faculty member is also engaged in research, working with students, governing the institution and advancing his discipline."

Other frequently made suggestions include more efficient business-administration procedures, schedule changes to eliminate courses that attract relatively few students, and joint teaching of esoteric subjects by institutions situated near one another.

Joseph Duffey, executive director of the American Association of University Professors, said that the recent trend toward collective bargaining had aided the search for ways of improving productivity. "Open exchanges lead to trade-offs--like more secretarial help in return for taking on another course," he said.

Some educators are beginning to conclude, though, that their institutions are approaching the limit of savings that can be obtained by improving the present system if more efficiency is necessary, they argue, it will have to come from radical restructuring of the whole teaching process.

Some such efforts are already under way. Empire State College, for instance, a unit of the State University of New York established in 1971, has no campus and offers no instruction in the traditional sense. Instead, students pursue independent study under the supervision of a faculty "mentor" with whom they meet regularly.

Although it has yet to be proved that such a system--in which faculty members function as "brokers" rather than as purveyors of knowledge in the traditional sense--is more efficient than present structures, many educators feel that some such system will have to become widespread.

Other suggestions for restructuring include major investments in technology, such as videotaping equipment, as well as shorter degrees, more emphasis on low-cost, two-year public colleges and more willingness to give college credits for superior work in high school. Still another idea that is sometimes mentioned is to have two classes of faculty--one that would engage in research and publishing and another that would devote virtually all of its time to teaching.

From--

The New York Times



LIBRARY FIATS AND FOOTNOTES ...

Staff News

Deborah Heatwole, our Periodicals Assistant, left Friday, August 29, to pursue graduate studies in English at Old Dominion University. After completing her M. A. there, Debbie hopes to enter the publishing field. The library staff wishes Debbie the best of success in her new pursuit, and hopes that periodical users will bear with us, if the periodical service is not as good as usual, until budgetary conditions permit us to employ a new Periodicals Assistant.

Reserve Books

The library staff would like to remind the faculty that a 3-day notice is required to place books on reserve. This is necessary in order for the library staff to prepare the proper reserve book cards, to xerox material from journals and in some cases to call in the desired books. This 3-day period has become increasingly important this year because of staff shortages and an increased work load.

It would also be helpful if faculty members would inform students that reserve materials would be available on the date which is three days forward from the date that the faculty member places material on reserve. This year some enthusiastic students have turned up at the Circulation Desk to request material only an hour or two after faculty members have asked that it be put on reserve. The materials which the students requested were not available for their use, and this situation caused inconvenience for all concerned. We appreciate the cooperation of the faculty in this matter.

Recent Donation

The Peninsula Italian American Lodge has donated copies of four outstanding Italian literary works to the Captain John Smith Library to begin a collection of Italian language literature in the library. The four works that were donated are as follows: Orlando Furioso by Ludovico Ariosto, La Divina Commedia by Dante Alighieri, I Promessi Esposi by Alessandro Manzoni, and La Gerusalemme Liberta by Torquato Tasso.

COMMITTEE REPORTS

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:

1. "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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