

*Archives*

# CNC Community CHRONICLE

February 25, 1977  
#6 of 1977

SUNDAY - February 27

Birthday Congratulations to  
Ross Brackney & Galen Hill



dies solis

MONDAY - February 28

Women's Basketball - (away) - Chowan College  
6:00 P.M.



dies lunae

TUESDAY - March 1

FAC - 3:15 - CC Board Room

Bookstore Order Forms for Summer Session  
Distributed to Faculty

Deadline, Step #10 Faculty Evaluation  
for 1st Year Faculty



dies martis

WEDNESDAY - March 2

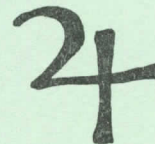
12:00 - Nominations Committee



dies mercurii

THURSDAY - March 3

10:00 - President's Administrative  
Council



dies jovis

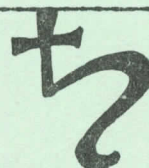
FRIDAY - March 4

FACULTY MEETING - N125 - 3:00 P.M.



dies veneris

SATURDAY - March 5



dies saturni

Birthday Congratulations to  
Ron Mollick





## DEAN'S ANNOUNCEMENTS

### Departmental Elections

Several departments recently completed balloting for the position of Department Chairmen with the following results:

Elected for a three-year term beginning May 16, 1977:

Department of History - Associate Professor Bostick  
Department of Management, Marketing, and Retailing - Professor A. King  
Department of Physical Education - Associate Professor Cummings  
Department of Physics - Associate Professor Buoncristiani.

Re-elected for a three-year term:

Department of Biology and Environmental Science - Associate Professor  
Banks

Department of Chemistry - Professor Sacks  
Department of Economics - Associate Professor Maniyar  
Department of English - Associate Professor Chambers.

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### Department for the Health Professions

A Department for the Health Professions has been established at the College. The purpose of the Department is to initiate and plan for programs in health and health-related fields. It provides a departmental home for the diploma school graduates who are enrolled in the ODU Degree Program in Nursing and who are taking part of their course work in our campus through a special cooperative arrangement with Old Dominion University.

Other career fields that are being considered are Medical Records Administration, Radiological Technology, School and Community Health, Gerontology, and Health Administration.

Since the College is a member of the Tidewater Area Health Education Consortium, the Department will be involved in planning cooperative arrangements for health-related professions curricula with Eastern Virginia Medical School, Old Dominion University, Norfolk State College, Hampton Institute, and The College of William and Mary.

Members of the Department faculty are drawn from several existing departments and are listed below:

Marshall Booker  
Carl Colonna  
Gary Hammer

Ruth Kernodle  
Mary Lu Royall  
Ruth Simmons

Aletha Markusen,  
Department  
Chairman.

\* \* \* \* \*

### Course Allocations for Fall 1977 and Spring 1978

Please note that the number of course sections allocated to your department in our memo of February 7, 1977, does not include off-campus courses nor independent study courses. I would also like to remind you that your proposals are due in my office no later than March 4, 1977. If you have any problems or conflicts in



working out your schedule, please bring them to my attention at an early date.

R. J. Edwards

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### Operation Self-Help

The Student Government Association has developed plans for a new program at CNC: Operation Self-Help. The purpose of the program is to offer students the opportunity to earn money and college credit through experiential learning projects designed by students, faculty, and administration. Some of the projects which have been suggested include the construction of a new greenhouse, the administration of a student health center, the development of a community service center, a campus landscape design, a campus parking lot design, classroom layout and design, budget analysis, institutional systems analysis, and a variety of departmentally sponsored research projects.

The SGA would like to conduct a student survey concerning this project on Tuesday, March 1, at 11:00 A.M. and on Wednesday, March 2, 7:00 P.M. Faculty members who teach classes at these hours will be contacted by representatives of the SGA concerning the use of approximately five minutes of class time for the purpose of conducting this survey. Your cooperation with this worthwhile SGA project will be appreciated.

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### Agenda for March Faculty Meeting

The March Faculty Meeting will be held Friday, March 4, in N125 at 3:00 P.M. The agenda for the meeting is as follows:

- I. Approval of the Minutes of the regular February Faculty Meeting.
- II. Election of members to the Admissions and Curriculum Committee - Dr. Knorr.
- III. Committee Reports:
  - A. Academic Status Committee - Dr. Booker
  - B. Admissions Committee - Mr. Guthrie
  - C. Curriculum Committee - Dr. Pugh
  - D. Degrees Committee - Dr. Jones
  - E. Faculty Advisory Committee - Dr. Daly
  - F. Faculty Evaluation Committee - Dr. Sacks
  - G. Nominations Committee - Dr. Knorr
  - H. Other committee reports, if any.
- IV. Old Business:
  - A. Resolutions of the Ad Hoc Committee to Reconcile the Policy Documents on Promotions, Tenure and Reduction in Faculty Positions with the By-Laws of the Faculty and other policies affecting the Faculty - Dr. Durel.
- V. New Business:
  - A. Resolutions of the Degrees Committee - Dr. Jones
- VI. Adjourn.

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## American Council on Education Cooperative Personnel Exchange Programs

If any faculty member is interested in either of the following two programs sponsored by the American Council on Education, please indicate that interest to Dean Edwards by March 18, 1977.

# ACE Governmental Fellows

Through Title IV of the Intergovernmental Personnel Act (IPA) of 1970 (Public Law, 91-648), Federal executive agencies are authorized to exchange personnel with state and local governments and colleges and universities. Sharing expertise, coordinating joint efforts, exchanging ideas, and strengthening intergovernmental relations are the IPA's stated purposes.

Under agreement between the American Council on Education and the U.S. Civil Service Commission, the ACE Cooperative Personnel Exchange will select 20-25 faculty members and professional staff from member institutions for one- or two-year appointments in policy-level positions in the Federal Government. Assignments may be with Federal agencies in Washington, DC, or at regional offices; ACE Governmental Fellows will be assigned by Federal agencies according to their expertise. Some Fellows may have core managerial responsibilities, such as those involving budget, research, data processing, writing and editorial work, policy development and evaluation, equal employment opportunity programs, management and programmatic analysis, and personnel. Others may be concerned with scientific research, engineering, education, and social programs. Federal agencies benefit by being able to "borrow" expertise for set time periods and by establishing long-term contacts with the academic community. Assignees increase their range of experience by involvement in a new administrative environment.

Faculty members and staff from ACE member institutions are eligible to participate. Requirements include:

- Nomination by the president, chief academic officer, or senior officer designated by the president;
- Full-time employment by the nominating institution;
- Record of substantial professional accomplishment;
- Evidence of expertise which could be utilized by the Federal Government;
- Limited or no work experience with Federal agencies;
- Possession of appropriate professional credentials for the candidate's present post, normally meant to include college-level teaching experience and a generally recognized terminal degree;
- Evidence of benefits to the nominee and to his or her institution as the result of the Federal work experience; and
- Stated commitment by the candidate to return to the nominating institution after completion of the ACE Governmental Fellowship.

Nominees lacking these prerequisites but having compensating qualifications may be chosen. Race, sex, type of nominating institution, and other such factors will constitute no barrier to selection and placement.

ACE's Office of Leadership Development will collect and screen dossiers of nominees and a panel will select 20-25 finalists. After placement, which cannot be guaranteed, the finalists will be designated ACE Governmental Fellows. Other program details include:

- Each campus may nominate up to two candidates;
- The U.S. Civil Service Commission's Bureau of Intergovernmental Personnel Programs in cooperation with ACE will negotiate with Federal agencies about job assignments;
- Compensation for each Fellow will be determined by the Civil Service Commission and the participating Federal agency, using normal procedures. Salaries will vary according to the Fellow's experience, but will be in the general range of GS-12 to GS-15 (approximately \$19,000 to \$31,000).



Relocation expenses may be paid by the Federal agency. Arrangements will be made with the nominating institution for the fringe benefit package;

- Nominating institutions must designate a liaison officer for each nominee;
- Conflict-of-interest or the appearance thereof must be avoided absolutely through adherence to Federal guidelines;
- As a supplement to the Federal work experience, the Fellows will be encouraged to reflect on higher education in its totality and their place in it through a reading program and contacts with national higher education associations and education agencies;

## Higher Education Association Interns

The major higher education associations, most of which are located at The National Center for Higher Education, One Dupont Circle, Washington, DC, seek to identify faculty and staff members interested in brief association internships. The American Council on Education's Office of Leadership Development will broker these internships and recommend guidelines for their implementation. This is a free service available to professional employees of any U.S. college, university, consortium, or state coordinating agency.

Internships may last from one-to-twelve months. Interns could be involved in special projects or in routine association operations. The association will benefit through fresh input of ideas and each intern will have an important Washington experience.

The Council will collect resumes for circulation to interested associations and provide guidelines. The associations will make their own selections and negotiate directly with nominating presidents on the nature of assignments, length of internship experience, and salary arrangements. Placement with an association cannot be guaranteed.

Expressions of interest in this program should be noted on the enclosed form. This form should be returned to Dr. Thomas M. Stauffer, Office of Leadership Development in Higher Education, Association Internships, One Dupont Circle, Washington, D.C. 20036 (202/833-4763). Application forms are enclosed. All applications must be postmarked no later than April 1, 1977. The compiled list for circulation to the associations will remain active until the end of 1977.

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### FACULTY NEWS

DICK GUTHRIE delivered a paper before the Alliance francaise of the Peninsula at its monthly meeting Wednesday evening, February 23 at 8:00 P.M. in the Board Room of the Campus Center. The subject of the paper: "Voltaire vu par son traducteur allemand, G.E. Lessing" -- concerned the reaction of the young Lessing (who was to become one of Germany's greatest dramatist as well as drama critics) as court-appointed interpreter to the old--and very egocentric--Voltaire during his stay in Prussia.

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JIM HUBBARD served as a Meet Official for the Virginia State High School and College Championships held at the Richmond Coliseum on Monday, February 21, 1977.

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On Tuesday, February 15 MARSHALL BOOKER was the guest speaker at the Tidewater Virginia Chapter, Bank Administration Institute...His topic was "Money, Banking, and the Economic Outlook," and on Friday, February 18, Marshall was interviewed by Ms. Harriet Passarelli on WVEC-TV MIDDAY discussing the impact of the energy



crisis and cold weather on tourism in the Tidewater area.

Marshall also has had a paper accepted for presentation at the 5th Congress of the International Economics Association meeting in August, 1977, in Tokyo, Japan. The paper is entitled, "Can Man Survive, or Merely Exist in the Twenty-First Century: Potential for World Economic Growth"?

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#### NOTICES

##### Seminar and Field Study in England

The University of Virginia is sponsoring a Field Study Seminar at the University of London's Institute of Education in conjunction with the Third World Congress of Comparative Education Societies with a theme "Diversity and Unity Through Education." The Conference will be hosted by the Comparative Education Society of Europe. Participants in the program will have unique opportunity to attend this Congress and interact with experts from all over the world in addition to a special series of lectures and visits to various educational institutions prior to the opening of the Congress.

The proposed dates of the Seminar are June 20 through July 4 (with a possible extension through July 11), 1977. The cost of the program will be \$695 which includes air transportation, transfers, lodging (double room occupancy) including a continental breakfast, Congress registration, and seminars. This does not include other meals, airport taxis, university credit fees (if desired), passport, or single room supplement. Additional information may be obtained from Dean Musial's office.

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##### 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 (February 28, 1977, 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 the students March 15, 1977.

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#### ACADEMIC INTEREST

##### Faculty Recommends New Writing Requirements

A faculty committee at the University of Wisconsin at Madison has proposed major additions to the curriculum to insure that graduates of the university are effective writers.

A special committee studying the improvement of student writing suggested that all freshmen who test below a certain level in basic writing skills be required to take four to five credits of basic or intermediate writing. In addition, all juniors and seniors would be required to take an advanced writing program to be developed by their college.



The investigation of the cause of the accident is a complex task. It requires a thorough understanding of the system, the equipment, and the human factors involved. The first step is to gather all available information, including witness statements, technical data, and any other relevant documents. This information is then analyzed to identify the sequence of events leading up to the accident.

Once the sequence of events is established, the next step is to determine the root cause of the accident. This involves identifying the underlying factors that contributed to the failure. These factors can be technical, such as equipment malfunction or design flaws, or human, such as operator error or inadequate training.

The final step in the investigation is to develop recommendations to prevent a similar accident from occurring in the future. These recommendations should be based on the findings of the investigation and should address the root cause of the accident. They may include changes to the system, equipment, or procedures, as well as additional training for operators.

The investigation of the cause of the accident is a continuous process. As more information is gathered and analyzed, the understanding of the accident may evolve. It is important to remain open-minded and to be willing to revise the findings as new evidence is discovered.

The investigation of the cause of the accident is a critical task. It is essential to identify the root cause of the accident in order to prevent a similar accident from occurring in the future. This requires a thorough understanding of the system, the equipment, and the human factors involved.



## COMMITTEE REPORTS

### MEMORANDUM

TO: The Faculty

FROM: The Ad Hoc Committee to Reconcile the Policy Documents on Promotions, Tenure and Reduction in Faculty Positions with the By-Laws of the Faculty and other Policies Affecting the Faculty.  
(i.e., R T P D O P T A R I F P W T B L O T F A O P A T F)

DATE: February 22, 1977

RE: Amendments to the By-Laws

At the March Faculty meeting, the ad hoc committee will present our full report to the faculty. By early next week you will receive the reorganization of Section V of the Faculty Handbook in which the policy documents on promotions, tenure and reduction in faculty positions are integrated. At that time we will present a list of amendments to those documents which we feel are appropriate for reconciliation.

At this time we are presenting the following amendments to the By-Laws to bring them into accord with the policy on tenure approved by the faculty last May. Our By-Laws require notification of amendments one academic week prior to consideration.

I. Article V, Section 1.1:

AMENDMENT: Add Faculty Criteria Committee to list of elected Committees of the Faculty.

II. Article V, Section 1.2:

AMENDMENT: Add Faculty Criteria Committee to list of elected Committees that do not include the Dean of Academic Affairs as an ex officio member.

III. By-Laws, Article V, Section 8.3 (Handbook IV-4):

NOW READS: The Faculty Evaluation Committee shall receive all evidence collected by the department in support of the recommendation concerning a Faculty member's retention, promotion, tenure, and merit increase and



a description of the procedures followed in collecting the evidence and arriving at the decision. The committee shall certify that acceptable criteria have been established and procedures consistent with College-wide policies have been followed.

AMENDMENT: The Committee shall certify that acceptable criteria have been established, except in the case of tenure where this responsibility lies with the Faculty Criteria Committee, and procedures consistent with College-wide policies have been followed.

IV. Article V, Add following sections:

Section 9.1: There shall be a Faculty Criteria Committee composed of five tenured representatives, one elected by each Division for a term of three years, with no member eligible for immediate re-election. No faculty member may serve on the Faculty Evaluation Committee and the Faculty Criteria Committee at the same time.

Section 9.2: The Faculty Criteria Committee is charged with the responsibility of studying the objective criteria established by each department for tenure recommendations and with making recommendations through the Dean of Academic Affairs where the need is indicated to bring about a campus-wide uniformity of criteria. Any subsequent changes in departmental criteria must be approved by the Committee.

V. An Additional Change to Section IV of Handbook:

Faculty Evaluation Committee - Delegated Authority (Handbook IV-7)

NOW READS: The Faculty Evaluation Committee receives a description of the procedure to be followed by the Peer Group in collecting evidence in support of its recommendations concerning retention, promotion, tenure, and merit increases and of the standards on which the recommendations are to be based. The Committee evaluates the procedures and standards with respect to consistency with College-wide policies and notifies the Peer Group, the evaluatee, the Dean of Academic Affairs and the Chairperson of the evaluatee's department of the decision, specifying any deficiencies.

AMENDMENT: The Committee evaluates the procedures and standards with respect to consistency with College-wide policies (except in the case of tenure where the Faculty Criteria Committee evaluates Departmental standards to insure campus-wide uniformity) and notifies the Peer Group, the evaluatee, the Dean of Academic Affairs and the Chairperson of the evaluatee's department of the decision, specifying any deficiencies.

Committee Members: Bob Durel  
Bill Parks  
Larry Sacks



## REPORT OF THE NOMINATIONS COMMITTEE

At the March 4 Faculty Meeting elections will be held to fill positions on the Admissions and Curriculum Committees.

### Admissions Committee:

<u>Name</u>	<u>Year First Elected</u>	<u>Term Ends</u>	<u>Rank</u>	<u>Dept.</u>	<u>Div.</u>
Collins	1976	1978	Asst.	Math.	N. & Q.
Guthrie	1974	1978	Asst.	Mod. Lang.	A. & L.
Killam	1977	1979	Assoc.	Pol. Sci.	S. & B.
Kostaki	1976	1978	Asst.	Bas. St.	E. & C.

(Ballot #1) One position must be filled from the B. & E. Division, and the member elected will fill the unexpired term of Marvin Brown.

### Nomination:

Vazzana	Asst.	M.M.R.
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(Ballot #2) One position is to be filled at-large.

### Nominations:

Armistead	Asst.	P. E.
C. W. Chang	Asst.	Soc.
Pellett	Asst.	Soc.
Royall	Asst.	P. E.
Vaughan	Asst.	P. E.
Wolf	Asst.	Eng.

### Curriculum Committee:

#### Remaining on the Committee:

<u>Name</u>	<u>Year First Elected</u>	<u>Term Ends</u>	<u>Rank</u>	<u>Dept.</u>	<u>Div.</u>
Hoaglund	1976	1978	Assoc.	Phil.	A. & L.
Reppen	1976	1978	Assoc.	Mod. Lang.	A. & L.



<u>Name</u>	<u>Year First Elected</u>	<u>Term Ends</u>	<u>Rank</u>	<u>Dept.</u>	<u>Div.</u>
Saunders	1976	1978	Assoc.	Hist.	A. & L.

(Ballot #3) One position from S. & B.:

Nominations:

Healey	Asst.	Soc.
Squires	Prof.	Psych.
B. Miller	Inst.	Pol. Sci.

(Ballot #4) One position from B. & E.:

Nominations:

A. King	Prof.	M.M.R.
Schell	Inst.	Acct.

(Ballot #5) One position from N. & Q.:

Nominations:

Avioli	Assoc.	Math.
Buoncristiani	Assoc.	Physics
Markusen	Prof.	Biol.
Persky	Asst.	Math.
Prow	Asst.	Geog.

(Ballot #6) One position from E. & C.:

Nominations:

Friedman	Assoc.	Educ.
Hornback	Inst.	Educ.

Note to all faculty members:

Please send to Walter Knorr any suggestions for the position of Vice-Chairman of the Faculty.



## Report from Committee on Degrees

The Committee on Degrees met on Friday, February 18, 1977, at 3:00 P.M., in the Conference Room of the Administration Building. Dr. Jones, chairman, presided. The Committee considered the following student requests:

Case #1 Student petitioned to combine Sociology 200 and 319 to satisfy the social science distribution requirement. Departmental recommendation to approve this request is on file.

Committee action: The Committee would like Faculty guidance on cases such as this one. Should students be allowed to combine the first semester of a distribution requirement and an additional semester of an upper-level course in that subject to satisfy the distribution requirement? Although the Committee on Degrees obtains departmental recommendation in such cases, it is ultimately responsible for making a recommendation to the Faculty. The Faculty might wish to establish guidelines which would apply to such requests.

Case # 2 Student petitioned to take twelve of her last thirty-two hours elsewhere (these hours will be courses in her major). It was necessary for this student to leave the area.

Committee action: Based upon the recommendation of the department chairman, who is also her adviser, Committee recommended approval of this student's request in light of unusual circumstances.

Case # 3 Student petitioned to be allowed to receive the Associate in Arts degree with less than fifteen hours as a classified student.

Committee action: Committee recommended approval of request.

Case # 4 Student petitioned to use Philosophy 201 and Philosophy 308 to satisfy the Math/Philosophy distribution requirement.

Committee action: Committee recommended denial of this request.

Following the consideration of student requests, the Committee discussed Dr. Wildblood's motion that veterans be given P.E. credit for equivalent experience with the understanding that this policy would in no way affect the student's right to waive one distribution requirement. The Committee on Degrees has prepared a substitute motion for the Faculty to consider at the meeting on Friday, March 4; a memorandum containing this motion and arguments for and against adopting it was distributed earlier.

February 22, 1977



