

May 18, 1973

FACULTY APPOINTMENTS
TO FILL NEW POSITIONS

Christopher Newport College

Because of expansion of program and increase in enrollment, it is necessary to employ additional faculty in the Departments of Education, Communications, Sociology, Geography, Economics and Business Administration, Humanities, and Physics. It is recognized that in some cases it is necessary to make appointments above the minimum salary for a particular rank in order to get qualified faculty members,

BE IT RESOLVED, That the Board of Visitors of the College of William and Mary hereby approves the establishment of the permanent new faculty positions indicated below and the appointment of the following persons designated by rank and salary for these positions:

ELIZABETH-ANNE DALY, Assistant Professor in the Department of Education, at a salary of \$11,500.

B. A. , Boston University; M. Ed. , Boston University; D. Ed. , College of William and Mary (June, 1974).

STAN FEDYSZYN, Assistant Professor in the Department of Communications, at a salary of \$11,800.

B. S. , Syracuse University; M. A. , Baylor University; additional graduate work, Higher School of Theatre, Warsaw, Poland.

CHARLOTTE FITZGERALD, Instructor in the Department of Sociology, at a salary of \$9,200 (below entering step for rank).

B. A. , Hampton Institute; M. A. , University of Virginia (June, 1973).

J. WOLF PROW, Assistant Professor in the Department of Geography, at a salary of \$11,700.

B. A. , University of Maryland; M. A. , College of William and Mary.

JAMES WILLIAM THOMSON, Assistant Professor in the Department of Economics and Business Administration, at a salary of \$12,000.

B. A. , University of California at Berkeley; M. A. , California State at San Jose; Ph. D. , University of Illinois.

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FACULTY APPOINTMENTS
TO FILL NEW POSITIONS

Christopher Newport College

JANE KELLER, Assistant Professor in Division of Humanities, part-time, at a salary of \$3,625.

B. A. and Ph. D. , Tulane University.

GEORGE RANDOLPH WEBB, Associate Professor in the Department of Physics, at a salary of \$10,875 (Part-time - 3/4).

A. A. , Old Dominion University; B. S. , Massachusetts Institute of Technology; Ph. D. , Virginia Polytechnic Institute and State University.

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FACULTY APPOINTMENTS
TO FILL EXISTING VACANCIES

Christopher Newport College

Vacancies in the Faculty have resulted because of leaves of absence for educational reasons. It has been necessary to make these appointments above the minimum for each rank in order to get qualified faculty members,

BE IT RESOLVED, That the Board of Visitors of the College of William and Mary approves the following appointments to fill existing vacancies:

HORTON HOBBS, Acting Instructor in Biology, at a salary of \$10,200.
(Replacement for Ron Mollick).

B. A. , University of Richmond; M. S. , Mississippi State; Ph. D. , Indiana University.

ROY A. HYLE, II, Acting Instructor in Biology, at a salary of \$10,200.
(Replacement for Harold Cones).

A. B. , East Carolina University; M. A. , East Carolina University; Ph. D. , University of North Carolina (June, 1973).

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FACULTY PROMOTIONS

Christopher Newport College

The following members of the faculty have been recommended for promotion in rank by their department chairmen and the Dean of Academic Affairs,

BE IT RESOLVED, That the Board of Visitors of the College of William and Mary approves the promotion and designated salary of the following members of the Faculty of Christopher Newport College:

Associate Professor to Professor

ALETHA MARKUSEN, Department of Biology, at a salary of \$13,350.

JO ANNE SQUIRES, Department of Psychology, at a salary of \$14,400.

Assistant Professor to Associate Professor

DAVID BANKES, Department of Biology, at a salary of \$12,375.

EDWIN C. BOYD, Department of Business Administration, at a salary of \$12,125.

VINYOD P. MANIYAR, Department of Economics, at a salary of \$12,625.

LEE CHARLES OLSON, Department of Biology, at a salary of \$12,905.

BETTE V. MOSTELLER, Librarian, at a salary of \$15,961.

NANCY A. RAMSEUR, Dean of Admissions, at a salary of \$13,392.

Instructor to Assistant Professor

PHILBERT C. DOLEAC, Department of Business Administration, at a salary of \$10,500.

EDWARD L. FLIPPEN, Department of Economics and Business Administration, at a salary of \$9,900.

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FACULTY PROMOTIONS

Christopher Newport College

Instructor to Assistant Professor (continued)

LEA B. PELLETT, Department of Sociology, at a salary of \$9,800.

WYLEY L. POWELL, Department of Modern Languages, at a salary of \$9,530.

MARY LUELLA ROYALL, Department of Physical Education, at a salary of \$9,500.

NAN EDDINS, Associate Librarian, at a salary of \$11,573.

JANE C. PILLOW, Registrar, at a salary of \$12,140.

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FACULTY RESIGNATIONS

Christopher Newport College

The following faculty members have resigned, effective June 30, 1973, for the reasons noted:

RONALD S. STEWART, Assistant Professor of English. To return to graduate studies.

KEVIN McKAY, Assistant Professor of Business. To pursue graduate studies.

DONALD W. GILMAN, Instructor in Modern Languages. Educational travel.

ELISABETH SMITH PRICHARD, Instructor in Psychology. Married.
Left area.

ELLEN LEVY, Instructor in Psychology. Leaving area.

BE IT RESOLVED, That the resignations of these faculty members be accepted by the Board of Visitors of the College of William and Mary.

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FACULTY LEAVES OF ABSENCE

Christopher Newport College

The following faculty members have requested a leave of absence for the reasons and periods indicated:

JOSEPH R. AMBROSE, Assistant Professor of Political Science. To pursue graduate studies at the University of Maryland, for the session 1973-74, with a stipend of \$2,500.

HAROLD CONES, Assistant Professor of Biology. To pursue graduate studies at Bowling Green University, for the session 1973-74, with a stipend of \$2,500.

RONALD MOLLICK, Assistant Professor of Biology. To pursue graduate studies at North Carolina State University, for the session 1973-74, with a stipend of \$2,500.

JOSEPH HEALEY, Instructor in Sociology. Extension of academic leave, University of Virginia, for the session 1973-74, with a stipend of \$2,500.

MARIO MAZZARELLA, Instructor in History. Extension of leave, first semester of session 1973-74, with a stipend of \$1,300.

HOLLY HO CHEN, Assistant Professor of Chemistry. Non-academic leave. Her husband is being transferred for a year.

BE IT RESOLVED, That the Board of Visitors of the College of William and Mary hereby approves these leaves of absence for the 1973-74 session.

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PLAN OF COMPENSATION

Christopher Newport College

The memorandum from the Governor of the Commonwealth entitled Consolidated Salary Authorization for Teaching and Research Staffs in Institutions of Higher Education, dated May 13, 1971, directs that "Each governing board shall establish and administer the compensation plan for each year of the biennium. The plan shall be in accordance with provisions of this authorization and of stated legislative requirements."

The Salary Average Standard for Christopher Newport College, effective September 1, 1973, is \$13,080 for fiscal 1973-74. The projected actual average is \$11,930.

Salaries for faculty personnel shall be based on the following compensation plan:

	1	2	3	4	5	6
Professor	14,000	NOT	SPECIFIED	*		
Associate Professor	11,500	NOT	SPECIFIED	*		
Assistant Professor	9,500	NOT	SPECIFIED	*		
Instructor	8,800	NOT	SPECIFIED	*		

* (1) The normal increment shall not exceed 15%. The actual average percentage increase in salary for the faculty of Christopher Newport College for fiscal 1973-74 will be 5.5%.

(2) The normal time interval between increments shall be one year. Increments per rank for 1973-74 are as follows:

Professor	750
Associate Professor	625
Assistant Professor	500
Instructor	425

In addition to the increments listed above, small adjustments will be made in the salaries of certain members of the faculty in order to correct inequities.

Granting of increments will depend upon the availability of necessary funds.

(3) Granting of Promotions.

If a faculty member possesses the necessary qualifications and if his performance warrants, he may be promoted to the next higher rank in accordance with the following criteria:

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PLAN OF COMPENSATION

Christopher Newport College

(3) Granting of Promotions (Continued)

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.

All such promotions must be recommended by the President of the College and approved by the Board of Visitors.

(4) Granting of Tenure.

Review of material and recommendations for tenure are made within the Department.

Beginning with the appointment to the rank of full-time Instructor or a higher rank, the probationary period should not exceed seven years, including within this period full-time service in all institutions of higher learning; but subject to the proviso that when, after a term of probationary service of more than three years elsewhere, a teacher joins this Faculty, it may be stipulated in the initial contract that his appointment provides a probationary period of not more than four years, even though thereby the teacher's total probationary period in the academic profession is extended beyond the normal maximum of seven years. Notice is given at least one year prior to the expiration of the probationary period if the Faculty member is not to be continued in service beyond the expiration of that period.

A professor who is retired, but by mutual consent continues teaching, receives a temporary appointment.

BE IT RESOLVED, That the Board of Visitors of the College of William and Mary approves the above Plan of Compensation for Christopher Newport College for fiscal year 1973-74.

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RETIREMENT PLAN

Christopher Newport College

Christopher Newport College has recently formulated a new statement which sets forth College policy on retirement. The statement is as follows:

A Faculty member normally retires at the age of sixty-five but by mutual agreement between him and the College, he may continue to teach until he is seventy, at which age retirement is compulsory. A retired professor who continues to teach loses his tenure and receives a temporary appointment.

Retirement benefits are currently determined by the State of Virginia under the Virginia Supplemental Retirement System (VSRS) and Federal Social Security benefits.

BE IT RESOLVED, That the Board of Visitors of the College of William and Mary approves the above stated Retirement Plan for Christopher Newport College, effective September 1, 1973.

Board of Visitors

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PRESIDENT'S ADVISORY COUNCIL

Christopher Newport College

As an urban institution of higher education which serves several political jurisdictions, Christopher Newport College would benefit greatly from the support and guidance which would be provided by a council of local citizens. The Council would be advisory only, it being clearly understood that the Board of Visitors of the College of William and Mary would continue to make all policy decisions relative to Christopher Newport College.

The Council, if approved, will develop a set of by-laws under which to operate. These by-laws will be presented to the Board of Visitors for review and approval.

A distinguished group of local citizens have agreed to serve as the President's Advisory Council of Christopher Newport College. They are listed on the attached sheet.

BE IT RESOLVED, That the Board of Visitors of the College of William and Mary approves (1) the appointment of a President's Advisory Council for Christopher Newport College, and (2) the membership of the Council as set forth on the attached list.

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PRESIDENT'S ADVISORY COUNCIL

Christopher Newport College

1. Mr. Franklin O. Blechman
Attorney
2. Mr. Harrol A. Brauer, Jr.
Vice President and Director of the Peninsula
Broadcasting Corporation (WVEC-AM-FM-TV)
3. Mr. F. Hunter Creech
Vice President
Newport News Shipbuilding and Dry Dock Company
4. Dr. David G. Fluharty, Jr.
Physician
5. Mrs. Mary C. Hastings
Vice President
Hastings-Raydist
6. Dr. Joseph H. Lyles
Assistant Superintendent in charge of Instruction
Hampton Public School System
7. Mr. E. J. King Meehan
Executive Director
Peninsula Industrial Committee
8. Mrs. Mary Ellen Mitchell
Principal
Palmer Elementary School
9. Major General Howard Schiltz
U. S. Army, Retired
Former Commanding General, Fort Eustis
10. Mr. Harry Wason
Wason Realty
11. Mr. William Wilkerson
Director
Mariner's Museum
12. Mr. Y. B. Williams
President's Staff
Newport News Shipbuilding and Dry Dock Company

Board of Visitors

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APPROVAL OF NAME
FOR NEW BUILDING

Christopher Newport College

A campus center building is presently under construction at Christopher Newport College. This building, which will house a cafeteria, theater, offices for student activities, and lounge areas is expected to be completed in the fall of 1973.

The College Buildings and Grounds Committee, after careful consideration, has recommended that this new structure be named "Campus Center." The President of the College agrees with and supports the recommendation of the Committee.

BE IT RESOLVED, That the Board of Visitors of the College of William and Mary approves the name "Campus Center" for the new campus center building at Christopher Newport College.

Board of Visitors

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APPROVAL TO ACCEPT
PROCEEDS FROM ESTATE

Christopher Newport College

The will of the late Robert M. Usry, former Assistant Professor of History at Christopher Newport College has bequeathed to the College a residence with an appraised value of approximately \$35,000, and cash in the amount of approximately \$23,000. The will directs that the residence be sold and that the total proceeds from the estate be deposited in accounts with the Bank of Virginia, and that the interest be utilized to award scholarship grants to students of Christopher Newport College. Specific criteria for the awarding of grants are set forth in the will.

BE IT RESOLVED, That the Board of Visitors of the College of William and Mary approves the acceptance by Christopher Newport College of the proceeds of the estate of the late Robert M. Usry, with the understanding that these funds will be utilized as set forth in the will of the deceased.