Student Evaluations Evaluated

The following information is from an "Analysis of Student Evaluations of Faculty at the College of Charleston, Spring 1986" compiled by Wendy Baughman (Institutional Research) and Sara Heller (Geology).

Methods:

Data for the analysis of student evaluations of faculty at the College of Charleston in Spring 1986 was obtained from 4 sources:

1. The Section Enrollment Report run at official enrollment;
2. A printout of faculty from the Employee Master File;
3. The Grade Report printout giving the mean GPR for each section;
4. The Course Evaluation printouts.

...728 [course] sections with class mean ratings [were] available...team taught sections were excluded, resulting in 715 sections for analysis. All data manipulation and statistical analyses were performed using SAS (Statistical Analysis System).

Summary of Findings

1. No significant difference was found between overall ratings of lower versus upper division courses.
2. As class size goes up, overall ratings decrease.
3. No significant correlation was found between overall ratings of courses and students' perceived workload in those courses.
4. As the mean grade point ratio for each course goes up, overall ratings go up significantly.
5. A high percentage of male enrollment in the course has a negative association with ratings of female professors, but no association with ratings of male professors.
6. Female professors received slightly higher mean ratings than male professors, although the difference was not statistically significant....
7. No significant correlation was found between overall ratings and faculty age.
8. No significant difference was found between the overall ratings of roster versus adjunct faculty.

Grants Officer Opening

The College of Charleston is seeking an experienced grants officer to develop funding sources for projects involving faculty research, development and curriculum enhancement, and to assist departments and faculty members with grant proposals and preparation.

Minimum five years experience as lead writer in academic grant activities required; must possess a knowledge of grant sources and funding procedures; baccalaureate degree required. Salary is commensurate with experience and success in grants development and attainment. This twelve month administrative position reports to the Senior Vice President for Academic Affairs.

Send a letter of application describing education and work experience and the names of three persons familiar with past experience by January 7, 1987 to Fred Daniels, Chair, Search Committee, College of Charleston, Charleston, SC 29424. An equal opportunity, affirmative action employer.

The College of Charleston's answer to the Bolshoy Ballet: Bolchoz' Cloggers

The inner workings of that monolithic edifice so frequently referred to with a dry wit as "the Administration" is normally of little or no personal concern to most members of the Faculty unless/until something has suddenly gone wrong, or something needs to be put right with all deliberate speed. Whenever that occurs, you'll need to know who does what to whom, how, how soon, and how much money is involved.

The first thing most of us would think to do is to ask these very same questions of some colleague who has been at the College for at least one or two generations, and whose knowing glances during department meetings are routinely accompanied by the sage comment, "Humm...!" When humbly petitioned for advice, such an august individual can be relied upon absolutely to describe the powerful bureaucrat in question as "I can't remember his/her name, but he/she used to have long/short/medium length brunette/blond/red/grey/blue..."
hair and a wide/surprised/embarrassed/defeated smile..."

It is at such moments that no one should be without the College of Charleston Faculty Insider's Guide to the Attainment of Truth, Justice and Apple Pie. Part one of this opus minimum (to be continued in the next issue) covers the Office of the Controller (2-5570), expertly led by Joe "The Buck Stops Here" Bolchoz, Jr. Seriously though, with sincere congratulations to all of them for a job expertly done, the following is a list by function of the principal individuals involved:

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dept. Transfers</td>
<td>Marie Morris</td>
</tr>
<tr>
<td>Employee Payroll</td>
<td>Daphne Stephens</td>
</tr>
<tr>
<td>Grant Accounts</td>
<td>Mary Deas</td>
</tr>
<tr>
<td>Level I Questions</td>
<td>Ernie Torres</td>
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<tr>
<td>Student Aid</td>
<td>Audrey Partlow</td>
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<td>Student Billing</td>
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<tr>
<td>Student Loans</td>
<td>James Pooser</td>
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<td>Student Payroll</td>
<td>Barbara Pittilo</td>
</tr>
<tr>
<td>Travel Payments</td>
<td>Phyllis Singleton</td>
</tr>
<tr>
<td>Vendor Payments</td>
<td>Emma Williams</td>
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</tbody>
</table>

**Faculty Professional Activities**

[The passing of Paul Hamill, Jr., sometime Director of Faculty Research & Development, to greener fields as associate provost at Ithaca College in New York, has left a hole big enough to drive a Mack truck through in this part of NEWSpeak. So, for the next semester, please send your own modest (or otherwise) report of professional activities to the Speaker, who will collect them in a mayonnaise jar until publication time--the more, the better!—Ed.]

Rosemary Brana-Shute (History) has received a National Endowment for the Humanities Fellowship to undertake a project entitled, "The Manumission of Slaves in Suriname, 1760-1830."

Glen Lesses (Philosophy), whose specialty is Ancient Greece, has also received a National Endowment for the Humanities Fellowship for College Teachers.

Michael Finefrock (History) demonstrated a computer program on the Iranian, Armenian and Coptic calendars at the 10th Turkish Historical Congress in Ankara last September. In November he collaborated on a feature story, "Apple Trying to Take A New Bite Out of the Micro Market" for PC Week magazine.

**The Reports of Faculty Committees**

**Committee on Academic Standards, Admissions & Financial Aid**

Since the election of new members to the Committee in the Spring of 1986, much of the Committee's effort has been toward reducing the volume of paperwork being forwarded to the Committee. Included in this growing number of petitions:

1. Requests for grade changes beyond the 60-day limit;
2. Petitions for reinstatement of financial aid;
3. Various problems of transfer credits;
4. Requests for exemptions to the rule requiring the last thirty hours to be taken at the College; and
5. Petitions for substitute courses for the foreign language requirement based on a learning disability.

Discussions with the Interim Dean of Undergraduate Studies and the new Director of Financial Aid, setting up very specific guidelines for denying or appealing petitions, have resulted in a dramatic reduction of the sheer amount of paperwork forwarded routinely to the Committee. The Committee feels that full-time administration officials should be able to make responsible decisions and only come to the Committee for broad policy interpretations or for appeals from the student who feels he or she has not received a fair consideration of a case.

The whole issue of learning disabilities is still a problem for the Committee and the various groups and departments concerned. The basic human rights as well as the legal rights of students must be protected, but the Academic Standards of the College must also be upheld and not lowered because of the wiles and whims of a few who try to take advantage of the simians legalities involved.

The Committee has worked closely with the administration involved in efforts to rationalize admissions policy and streamline the financial aid procedures. In all cases the Committee hopes policies and procedures will be so clear that constant appeals and interpretations are not necessary.

Finally, the Committee appeals to all faculty members and particularly to department chairs to stress to part-time and temporary faculty the importance of following proper procedures in the use of the grade report of "T" (see page 323 of the College of Charleston Undergraduate Bulletin 1986-1987, 1987-1988).

It is incumbent on the faculty member granting an "T" to make arrangements for the satisfactory completion of the work within the proper time.

Chair, K. Mike Jensen (2-5646)

**Committee on Graduate Education, Continuing Education & Special Programs**
The Committee met three times and devoted considerable effort to preparing for expected increased involvement in the area of graduate education. The "new graduate program development process" was reviewed. It was recommended that the Committee critically examine program proposals immediately prior to Graduate Council review.

The Committee addressed student placement problems associated with convenient registration procedures practiced by Continuing Education students. The Continuing Education Department decided to eliminate phone-in registration and to make advising assistance available to Continuing Education students on Saturday.

(Chair's note -- Four letters of intent for Masters programs have been filed with the South Carolina Commission on Higher Education: Computers in Education, Historical Studies, Education of Gifted and Talented, and International Studies).

Chair, Robert Nusbaum (2-5596)

Committee on Curriculum & Academic Planning

During the Fall 1986 semester the Committee approved and sent to the Faculty for its approval the following new courses:

PSC 495 International & Regional Organization
PSC 355/IS 355 Major Issues in Global Studies
PHYS 298 Special Topics in Physics
BA 260 Special Topics in Business Administration
HIS 331 American Jewish History
HIS 332 American Ethnic History
HIS 341 Modern Jewish History

The Committee approved and sent to the Faculty for its approval the Jewish Studies Program and the Jewish Studies Minor.

The Committee discussed the Chemistry and History peer reviews with their respective chairmen. In addition, it decided to review all previous peer reviews in order to make a report to the President and Faculty concerning the common findings of these reviews relating to administrative and budgetary support.

The Committee is continuing to research and consider a proposal by the College Planning Council to add a non-Western course requirement to the general degree requirements of all students. A report and recommendation will be ready in the Spring semester.

The Committee reached an agreement with the Coordinators and directors of the American Studies, Studia Humanitatis, and International Studies Minors that they identify the courses eligible for credit in these minors each semester in the "Special Notes" section of the Course Information booklet.

The Committee also recommended that the advisory committees for all Programs and Minors be Faculty committees.

Chair, Douglas S. Friedman (2-5701)

Faculty Advisory Committee to the President

The President has not met with the Committee since the current membership was elected.

Chair, Julian Harrison III (2-8081)

Faculty Welfare Committee

In response to several requests, the Faculty Welfare Committee has been studying various problems related to supplemental disability insurance for the faculty and staff: payroll deduction, kinds of policies, state regulations, etc.

Another concern of the Committee has been the Faculty-Administration Manual. We met with the legal counsel for the College, Andy Abrams, and discussed some of the offensive passages in the tome. (Mr. Abrams would not agree to a Halloween Book Burning). Later, President Lightsey announced that he had deleted from the manual the "inappropriate" changes in the by-laws of the College of Charleston Faculty.

At the November meeting of the Faculty the Committee presented a motion to amend section Q.1.d. of the Faculty-Administration Manual relative to conditions under which a tenured faculty member's contract can be terminated. [For details see the minutes of the November and December Faculty meetings--Ed.]

Next semester the Committee will present a forum on the legal liability of faculty members. And, of course, parking remains an abiding concern. [The President has indicated that in future faculty parking lots will not be "oversold"--Ed.]

Chair, Nan Morrison (2-5784)

Committee on the Library

The Library Committee has met twice this semester. This year there are two exciting projects happening in the Library. First the automation of the Library is underway. There are already terminals in the card catalogue area in use. By next summer the circulation system will be computerized and bar coding of all books should be completed. Second, renovation of the basement will begin shortly. David Cohen and library staff have some exciting plans including group study areas, individ-
ual study areas, and more shelf space. If you have any questions or comments on either of these projects, direct them to any member of the Committee.

Chair, Mary Dowlen (2-5733)

Committee on Student Affairs & Athletics

The major activity of the Committee during the fall semester 1986 has been the review of the criteria for selecting students for nomination to Who’s Who Among Students in American Universities and Colleges and the selection of those students to represent the College.

The selection criteria were designed to recognize upperclass students whose academic standing, leadership in extracurricular activities, and community service were decidedly above average. The Committee selected a minimum cumulative GPR of 3.0 for consideration of a student. A point system was developed to evaluate students. Academic honors such as participation in the honors program, study abroad, and presentations of works or papers at exhibitions or conferences were acknowledged. Simple membership in an organization did not fulfill the requirement for leadership in extracurricular activities. The evaluation of contributions in the category of community service enabled the nontraditional student to earn points.

Thirty-two students were nominated from the 110 applications that were received. One-fourth of these were in the non-traditional student category. Six were female. Twenty-one were seniors. Following the public announcement of the recipients of this honor a reception will be held during the spring semester for these students and their families.

Discussions were held early in the semester on problems associated with the start-up of classes including the Drop/Add procedure, schedule fix-up, issuing of parking permits, the academic calendar, and housing.

Chair, Deborah A. Miller (2-5558)

Honors Program Committee

No report received. The Speaker of the Faculty was not informed of the dates, places or agenda of any meetings of the Committee during the fall semester.

Chair, John H. Rashford (2-8188)

Faculty Research & Development Committee

It is a pleasure to announce the names of colleagues who have been awarded College Grants for projects to be conducted in the spring of 1987:

Abdul Aziz  (Business)
Alpha Bah  (History)
Larry Carlson  (English)
Bevery Diamond  (Mathematics)
Michael Finefrock  (History)
G. David Gentry  (Psychology)
Richard Godsen  (Phys. Ed.)
James Hagy  (History)
Stuart Knee  (History)
Bret Lott  (English)
Gary Tidwell  (Business)
Carl Whitney  (Biology)

Applications for the second round of College Grants, which covers projects to be conducted during the summer of 1987, are now invited. Applications may also be submitted for Summer Grants. The completed proposals should be delivered to the Office of the Vice-President for Departmental Affairs no later than 1 p.m. on January 30, 1987.

The College Grant program, described in the following guidelines, covers projects in five areas: Faculty Research, Faculty Development, Curriculum Development, Starter Grants, and Faculty Professional Support. College Grant budgets may not exceed $1,500; grants-in-time are limited to a maximum of $1,600, depending on actual departmental replacement costs. Due to the limited funds available, the Committee has decided to award no more than one grant-in-time per project per grantee though the guidelines state that the Committee may award two. In the future, as funds increase, the Committee would like to be able to award two again. Please note that anyone considering submitting a proposal for the fifth category, Faculty Professional Support, should contact Rosemary Brana-Shute well in advance of the deadline to make certain the project qualifies for this category.

Summer Grants are awarded for projects that will occupy (at least) five consecutive weeks of a researcher’s time. One may not accept this award concurrently with other remunerative employment. A Summer Grant is $2,500, although in some rare instances this sum may be reduced. For example, over a consecutive three year period, should total Committee support to an individual, including a new Summer Grant, exceed $4,500, the Committee may wish to award less than $2,500 rather than award nothing at all. Please contact a member of the Committee if you have any questions about your own case.

Funds for research and development are now available in each academic department. You will need to indicate in your proposal the extent and nature of your department’s support. If you are contemplating a project that deals essentially with curriculum development, you should speak first with Dr. Chester Bain about your ideas, as he has some funds for curricular initiatives, and with your...
department chair, before deciding to apply to the Committee.

This autumn the Committee deliberated long and hard over proposals it received in October. The Committee has some recommendations for new applicants. First, be sure everything that has been asked for is in fact included with your proposal. Curriculum vitae must accompany proposals or they may be rejected out of hand as incomplete. Budgets must be complete and justified by line item. It is the responsibility of the proposer to ensure that proposals are complete and detailed, and to this end the Committee suggests that everyone interested in submitting a proposal do so only after speaking and working with one or more members of the Committee. If equipment is to be requested, it is especially important that you discuss your needs with a Committee member, as many equipment requests would be more appropriate for funding at the departmental level.

Application instructions and cover sheets may be obtained from the Office of the Vice President for Departmental Affairs. Questions about the programs of the Committee may be addressed to any of the following: Chair, Rosemary Brana-Shute (2-5663), Linda Dykes (Business), Rose Hamm (Mathematics), Sara Heller (Geology), Michael Marcell (Psychology), Ken Severens (Fine Arts) and Frances Welch (Education).

Faculty Research & Development (R & D) Committee Guidelines

Programs of Support, Application Procedures and Evaluation Criteria (Revised December 1986)

I. Introduction

The Committee is charged with responsibility to support and encourage faculty research and development at the College. The Committee supports a wide range of professional activities that will benefit the College and the professional development of the faculty member. The Committee recognizes that research and faculty development vary from discipline to discipline. Preference is given to faculty who are tenured or who hold tenure track appointments. Individuals and groups are welcome to apply for projects including research, teaching improvement, interdisciplinary learning, and work with professionals outside the College. Proposals from new faculty, proposals leading to external funding, and proposals with interdisciplinary dimensions are encouraged. (See the Faculty By-Laws, Art. V, Par. h for the description of the Committee.)

II. Programs of Faculty R & D Support Available through the Committee

I. College Grants

College Grants provide grants-in-time (release from teaching one or two courses) and/or financial support for faculty research, professional advancement, and development projects. Proposals may be submitted in the following categories:

A. Faculty Research -- To help establish, maintain and support scholarly and artistic activities and research projects.

B. Faculty Development -- To assist faculty in improving their professional skills or in developing new areas of expertise. Types of activities include but are not limited to short courses, workshops, colloquia, ACE Fellowships, etc.

C. Curriculum Development -- To assist faculty in new course development, including cross-disciplinary Projects. Support is available for Professional (non-degree) study and training, and for the acquisition and preparation of instructional material.

D. Starter Grants -- To assist tenure track faculty in their first year of appointment at the College in establishing a program of research, scholarship or creative production. Starter Grants are awarded for projects conducted during the Fall and/or Spring semesters only; no summer Starter Grants are awarded.

E. Faculty Professional Support -- To assist faculty in the dissemination of their scholarly or artistic work. Types of activities include but are not limited to: final word processing of manuscripts for publication; page costs for journal articles; shipping costs for art works in juried exhibitions. Anyone considering submitting a proposal in this category should first contact the chair of the Committee well in advance of the deadline in order to make certain his or her project qualifies for this category. Normally, faculty Professional Support covers non-travel expenses. Requests for supplementary travel expenses for participation in professional meetings should be directed to the faculty member's own department.

College Grants are awarded on the basis of proposals submitted to the Committee. Three rounds of College Grants are awarded. In categories A, B, C and D above, the first round is awarded each fall for projects conducted during the Spring semester; the second round (excluding category D) is awarded each winter for projects conducted between spring Commencement and fall registration; the third round is awarded each spring is conducted during the next fall semester. In category E (Professional Support), more immediate requests may be considered; fall awards are for first
semester projects, winter awards for second semester projects, and spring awards for summer projects. College Grant budgets may not exceed $1,500, not including the cost of any grants-in-time awarded by the Committee to the proposer's department, covering replacement costs during the proposer's release time). College Grant applications must include a detailed budget. Applicants may request support for part-time work on their projects, and may accept concurrent supplementary employment. Recipients of grants-in-time may not teach an overload during the same award period. Anyone proposing to work full-time for at least five weeks on a project during the summer should apply for a Summer R & D Award rather than a College Grant. No one may apply for a concurrent College Grant and Summer R & D Award. The dates for projects undertaken during the summer should be specified in the proposal.

2. Summer R & D Awards
Summer R & D Awards provide a $2,500 stipend for full-time work on a research or development project conducted during a continuous five week period between Spring Commencement and fall registration. The dates for this period should be specified in the proposal. Projects may be in categories A, B, or C (described under "College Grants"). Summer R & D Awards are given each Spring after a competitive review of proposals submitted to the Committee. No one may apply for a concurrent College Grant and Summer R & D Award. Award holders may not accept supplementary employment during the term of award, and must remain on the College faculty in the academic year following the summer of the award. Stipends are included in the summer paycheck(s) and must be treated as taxable income.

III. Other Types of Faculty Research, Development & Supplementary Travel Support Available at the College
(Applications should be directed to the appropriate office.)

1. All academic departments have research, development, and supplementary travel funds. Departmental policies vary on the use of these funds, so that faculty with needs for support in any of these areas should consult first with their department chairs.

2. The office of the Senior Vice President for Academic Affairs has funds available to support curricular initiatives. This money is not being used for supplemental travel support. Applications should be addressed to Dr. Chester Bain. Department chairs have a memorandum from Dr. Bain delineating the priorities for these funds.

3. Faculty members may wish to discuss with Dr. Hines, Dr. Bain, or Teresa Farris of the Foundation, the possibilities of generating public or private funds to support faculty development.

4. In addition to the above sources, there are often individual grants available on campus. For example, for the period 1 July 1986 to 30 June 1987, the International Studies program has a grant to internationalize the curriculum. Within this framework there are opportunities for faculty support in curriculum development, development of Middle East courses, development of computer literacy programs, language programs, and programs of a tutorial nature with selected groups of students. For more information contact Dr. Tom Palmer, Director of International Studies (2-8137).

In the future, as other grants become available on campus, we will inform the faculty.

IV. Application Procedures

1. Eligibility: All members of College faculty, as defined in the Faculty By-Laws, are eligible to apply for College Grants and Summer R & D Awards. Preference is given to faculty who are tenured or hold tenure track appointments. Newly appointed tenure track faculty may apply before and during their first semester of teaching for Starter Grants. Members of the Committee are not eligible to apply for College Grants or Summer R & D Awards during the time they are sitting on the Committee. Members of the Committee may apply to the Senior Vice President for Academic Affairs for research and development support.

2. Conditions on Awards

(a) Typically the Committee does not support work toward completion of an academic degree on the part of the principal investigator.

(b) Awards will be made only for projects for which the proposer is (one of) the principal investigators.

(c) The Committee does not determine whether faculty are to be released from teaching duties. Such release for research or development purposes is determined by academic departments and the Dean of the Faculty. The Committee may award actual replacement costs (up to a maximum of $1,600 per section) for an award holder's release time.

(d) All awards are subject to the College policies on leaves, copyrights, patents, royalties and conflict of interest. (See the College Manual.)

(e) Summer R & D Award holders may not accept supplementary em-
ployment during the five-week term of the award.

(f) Summer R & D Award holders must remain on the College faculty during the academic year following the summer of the award. If they leave the faculty award funds must be returned to the College.

(g) All award holders must submit a final report to the Vice President for Departmental Affairs on work conducted during the award, within six weeks of the end of the term of the award. Final report forms are available in the office of the Vice President for Departmental Affairs. Failure to submit a final Report will prejudice the R & D against future applications from the award holder.

3. Application Deadlines for Each Program

Applications are to be submitted to the office of the Vice President for Academic Affairs by 1:00 P.M. of the deadline date.

(a) College Grants:
1st Round - Last Friday of September.
2nd Round - Last Friday of January.
3rd Round - First Friday of April (flexible in the Starter Grant category)

(b) Summer R & D Awards:
- Last Friday of January

4. Application Forms

Applications for College Grants and Summer R & D Awards follow the same format. Cover sheets and application instructions are available in the office of the Vice President for Departmental Affairs. Please direct questions to the Committee. It is advantageous to review the project design and the proposal with one or more members of the Committee before it is finalized and submitted.

Failure to conform to the application format (see instructions) will make the application less competitive.

V. Evaluation Procedures

The Committee uses the following criteria in evaluating proposals:

I. The Quality of the Project

A. How significant is the project for the discipline or disciplines involved?

B. How will the results benefit the College and the professional development of the investigator? Will the result in desirable program changes, teaching innovation, publication, exhibition, performance?

C. Is the logic and methodology adequate to achieve the proposed results?

D. Is the budget realistic? Is the necessity and cost of each item justified?

E. Is the proposed time schedule realistic?

F. Will the proposal lead to external funding or other new resources for the College?

2. Quality of the Proposal:

A. Is the proposal clear, well-organized, and understandable to non-experts? Is the proposal complete and fully detailed in project? Does the proposal conform to the application format?

B. Is the proposal well written and typed? The Committee will be prejudiced against proposals which are carelessly written and poorly proofread.

C. Does the proposal show familiarity (in references, bibliography, etc.) with work which is most important to the proposed project?

3. While the Committee strongly encourages proposals from new faculty and faculty working in new research and teaching areas, the Committee also weights the curriculum vitae to assess the likelihood the principal investigator will be successful in carrying out the project.

4. The Committee encourages faculty to apply for external funding for both research and development projects. The Committee looks favorably on proposals indicating faculty efforts to pursue external support. The Committee will be prejudiced against ants who continuously apply for Committee support without submitting evidence of having sought external support.

Report of the Council of Chairmen

The Council of Chairmen discussed two major issues this fall. The first issue involved the manner in which "release time" was handled by different departments. The spectrum of opinion ranged from "... we need guidelines from the administration" to "... as long as I can cover my courses within my allotted budget then I am free to assign loads as I see fit". It was quite clear that different policies were being used in almost every department.

Another problem that arose was "equitable" teaching loads across the campus. Some departments felt that they were "understaffed" since their teaching assignments left little opportunity for "release time". Given the fact that no new faculty slots appear to be available and there will probably be little adjustment in funds for adjunct faculty, some targets for FTE production by departments appear to be inevitable.
This creates a further problem since the data that is published by the Office of Institutional Research in the form of FTE/IFTE ratios (basically student to instructional faculty ratios) is not a true picture of commitment of faculty time since teaching laboratories are not adequately counted, directed or independent studies distort the ratio, and the granting of large amounts of release time can actually make credit productivity look better.

At this point, the Council and the Office of Academic Affairs are negotiating on how to arrive at FTE targets. Many Chairmen feel that the guidelines promulgated by the Commission on Higher Education are somewhat fictitious and do not accurately reflect the realities of mounting a sound academic program with effective departmental majors. Further discussion of this issue is planned for the spring semester.

The second major issue raised this semester was the annual evaluation of tenured faculty. A question was raised that perhaps a full evaluation could be done on a less frequent basis. It was pointed out that since the State of South Carolina requires annual evaluations and these evaluations are used to determine merit pay raises, whatever modification might be proposed must be consistent with these requirements. A working committee consisting of Marty Perlmuter (Philosophy), Norman Olsen (English), and Bill Golightly (Mathematics) was formed to investigate possible changes in this procedure. Their charge was to investigate how annual evaluations were handled at other institutions in South Carolina and to report to the Chairmen at the January meeting.

Other issues that came before the Chairmen included the availability of additional classroom space (extra classrooms will be available in the Education Center), budget prospects for next year (the belt grows tighter), increased access to the student database on the computer (Chairmen can apply for access to student schedules, class roles, etc.), and questions concerning the registration calendar (drop/add will begin to take place before classes start in the spring).

Chair, W. Frank Kinard (2-5587)

The Fifth Column

[This is the place for personal observations—whether in support of the system, some supposed alternative, or pure anarchy for its own sake—which in other publications might be lumped under the less colorful label of "Letters to the Editor." As in the rest of NEWSpeak, material submitted may be edited for both consistency (like capitalization & terminology) and unnecessary redundancies, including near duplicate submissions.]

Historical footnote #1: the term "fifth column" was coined during the Spanish Civil War (1936) when the insurgents were said to have four columns marching on Madrid, while a fifth column of sympathizers, already inside the city, were ready to reveal their true sentiments.

Historical footnote #2: The Fifth Column barely squeaked out as the heading for this part of NEWSpeak. Cries and Whispers came in a close second. Please note that official letters to the editor will be placed under the heading ADMINISTRATIONSpeak.—Ed.]

The Fall '86 Exam Schedule

[This letter was also sent to the Academic Standards Committee—Ed.] I want to call your attention to a conflict in this semester’s exam schedule. The 8:00 MWF class exam is scheduled for the same time as the 3:00 MWF class exam.

Now the students in my 3:00 class (there are three, I think) must run around making arrangements. It isn’t fair to them, to me, or to their 8:00 teacher to have to make arrangements. I’m willing to stand corrected, but I was under the impression that the job of administration was to take care of things like logistics so students could be students and teachers, teachers. My students have worked in groups for two weeks to prepare for their final essay. I’m perfectly willing to let these students write their exam another time, but since they did work in groups, I believe there is a subtle disadvantage in their writing their exam sitting with strangers or alone in my office. By the same token, if their other teacher changes his time, he may have to give them another test—there again a slight psychological disadvantage to the student.

If the problem is that it truly is impossible not to conflict, then we need more exam days. If the problem is that it is a mistake, then we must do our best to make sure that it does not happen again.

Paul Allen (English)

The Speaker's Soap Box

Back in February I expressed some of my views about the issues and problems that face the Faculty. Those words still seem about as true as any, so I hope you’ll forgive me for using them again:

It’s been said many times that the office of Speaker of the Faculty has very little real power. The incumbent is necessarily quite visible, presiding over faculty meetings and attending a plethora of campus functions and work sessions. However, the Speaker’s most important
duty is to help the faculty articulate its collective vision of the educational process. This means being a vocal representative of faculty interests before the administration. And he or she must be an energetic advocate of a constructive role for the faculty in the policy-making processes of the institution.

I then went on to identify some of the more important issues that should be addressed:

(1) the administration should be encouraged to improve faculty morale by making greater use of Faculty standing committees;

(2) the current Faculty-Administration Manual requires significant revision, and the best approach to such a task might be to eliminate any presumption of a basic adversary relationship between faculty and administration;

(3) the administration should continue to examine faculty salary structure, and develop better opportunities for sheltering retirement income;

(4) NEWSpeak should be made a vehicle for communication, a completely free forum of expression with any editorial policy clearly stated, and its readers should be encouraged to contribute (and hence participate) even when they do not seek involvement in debate;

(5) the College should institute a formal "Dean's List" honor roll to be published at the beginning of each semester, with a suitable ceremony of recognition for student excellence; and

(6) the administration should use its computer power to reduce the problem of faculty paperwork burnout. As you know, on the first point the President has been very responsive.

He has retained only three of the appointed ad hoc and College committees, and allocated the duties of the rest to standing committees of the Faculty, as the changes to the Faculty By-laws passed at the December meeting indicate.

One of these is the new role to be played by the Faculty Welfare Committee in reviewing the Manual on a continuing basis. This process has already begun with our recent discussion of the conditions under which tenured faculty may be terminated. However, if we are to be successful in dealing with point number two, then faculty members must recognize that they travel a two-way street in attempting to establish a nonadversarial relationship with the College administration. To his great credit, the President took the first step in acknowledging the absolute authority of the Faculty to make changes in its own By-laws, and thereby broke down a major barrier not of his making.

In defining the Speaker's duties, the Faculty By-laws make no reference whatever to the editing of NEWSpeak. Nevertheless, this newsletter can help the Faculty to articulate its vision, which is of course the fundamental responsibility of the Speaker. As members of the Faculty, you have the opportunity to make of this medium what you will. Consider yourself invited. You'll find what little editorial policy there is spelled out in the letters section.

As for items three, five and six above, they call for further constructive effort on the part of the administration, and will be the focus of my continued attention in the months to come—despite the State's $440,000 or 2.6% cut in the College budget.

Finally, I would like to inform the Faculty on one matter that appears a dead letter at this juncture, but which should be addressed nevertheless, if only for the purpose of completing the record.

Last summer, following some discussion of the College of Charleston 1986 Self-Study in the President's Planning and Budget Team, President Lightsey asked for any further comments on the document. It seemed appropriate to express the interest of the Faculty on a number of matters, but in particular on the report of the Self-Study Committee on Governance and Administrative Structure. On July 14 (Bastille Day), I offered the following comments and recommendations:

The charge to the Self-Study Committee on Governance and Administrative Structure included, inter alia, the responsibility to "recommend any needed changes that would bring the existing committee system into conformity with the best management practices...".

In the discussion of the committee's recommendations it is stated that "Modifying the existing system of faculty meetings would allow for a smaller body that would work effectively ... with top-level administration." It is further stated that "The goal should be to establish a decision process that is familiar, routine, and simple—timely and effective." The recommendations of the committee include the creation of a "President's Policy Advisory Board" which will be "the single most important internal deliberative body..."

I do not concur with the above noted proposals included in the report of the committee and, for the following reasons, recommend that no action be taken to implement them:

1. The report of the committee, if its purpose was other than
the immediate goal of reaccreditation, has largely been overtaken by events. It was prepared at the direction of a previous administration which, as noted in the report, had already begun a reorganization during the time the report was being prepared. The additional reorganization undertaken by the new administration has added further to the process. I suspect that some if not all of the Faculty representatives on the committee would concur in this observation.

2. Responses to the survey instrument discussed in the report were generated under circumstances which no longer prevail, i.e., at a time when the existing structure of standing Faculty committees was being bypassed by the deliberate action of the previous administration. The basis for the conclusions drawn in the report are therefore no longer valid.

3. No consideration seems to have been given in the report to the need to enhance the principle of representation in Faculty governance. Indeed, the suggestions and recommendations seem designed to significantly reduce the role of the Faculty in decision making. In view of the positive changes already accomplished by President Lightsey's administration, it is my belief that only a minority of Faculty members would support the committee's recommendations.

4. President Lightsey's expressed intention to work with and through the existing structure of standing Faculty committees, and to reduce the number of overlapping ad hoc committees and task forces, is a preferable approach to governance which I predict will be warmly welcomed by the Faculty.

call Lois Abramczyk, University of South Carolina, College of Social Work (777-5291), or Joel Thayer, Francis Marion College (661-1656)

Super-Weekend
February 13 to 15

Spring 1987 Basketball Homecoming will provide a cornucopia of events for alumni, faculty, students and parents to sample. Highlights will be slide illustrated presentations by Professor Kenneth Severens on "The College of Charleston Campus: Planning, Architecture and Preservation," the Saturday morning President's Forum/Pancake breakfast.

On Saturday afternoon there will be mini-lectures by three former winners of the College distinguished teaching award, and a panel discussion on the value of a liberal arts education moderated by Chester Bain (Sr. V.P. for Academic Affairs)--other participants include Boyce Cox (Career Development), Shirley Moore (English), Jack Parson (Political Science) and John Rashford (Sociology/Anthropology).

Super-Weekend entertainments include a Friday night oyster roast at the garden of the Stern Student Center, with entertainment by the Charleston Bluegrass Society; a BBQ on the patio of the Johnson Athletic Center prior to the Homecoming game with Newberry College; and the Homecoming Dance following the game. For advance tickets contact the Office of College Relations and Special Events (2-5632 or 2-5525).

SHOWCASE 1987

Harry M. Lightsey, Jr., will be installed as President of the College at 11 a.m. on Friday, March 27, 1987. [On that day all classes will be cancelled from 10 a.m. on--Ed.] The installation ceremony will culminate a week of activities designa-
ted as SHOWCASE 1987 that will spotlight cultural, faculty and student activities at the College of Charleston.

During the four days that precede the installation (Monday, March 23 through Thursday, March 27) there will be an unusual opportunity to attract public attention to presentations that showcase the professional talents of individual faculty members, and highlight the crucial role they play at the College. The Speaker of the Faculty has been asked to coordinate faculty participation.

Both individual faculty members and department chairs are asked to inform Michael Finefrock by memo or telephone (2-8029) no later than January 20 of any public presentations they definitely have scheduled for the four-day period involved.

Phi Kappa Phi Book Sale

The annual Phi Kappa Phi Book Sale will be held in April. Please take this opportunity to clear off your bookshelves for a worthwhile cause, and plan to restock them in April. Contact any of the following to donate books: Rose Hamm (Math), George Dickinson (Sociology), Fred Watts (Physics), Paige Skinner (Biology major), Susan Morrison (Biology) and Julie Kresch (Honors).

Spring Semester Calendar

January

7 Grants Officer position applications due
12 Classes begin
   Academic Affairs Meeting
13 IBM Users Group meets
14 Board of Trustees meets
19 Faculty Meeting -- Nominations Committee elected
20 Send Showcase 1987 events requested by the Speaker

20 Items for Summer Bulletin due at Summer School
26 Council of Chairs Meeting
30 Faculty R & D Grant applications due
Phi Kappa Phi Fellowship applications due

February

2 Official Class Rolls due out
   Academic Affairs Meeting
9 Faculty Meeting -- Nominations for Speaker
10 IBM Users Group meets
   Fall 1987 Course schedules due at Registrar
   Jewish Studies Forum -- "A Dual Heritage," Police Chief Reuben Greenburg
13 Super-Weekend
20 Last day for a grade of "W"
23 Final Exam Schedule out
   Council of Chairs Meeting

March

2 Mid-semester grades due at Registrar
   Academic Affairs Meeting
3 Jewish Studies Film "Garden of the Finzi-Continis"
6 Faculty Evaluations due from Chairs
   Begin Spring Recess
10 IBM Users Group meets
11 Board of Trustees meets
16 Classes resume
   Faculty Meeting -- Election of the new Speaker
23 SHOWCASE 1987 begins
   Distinguished Faculty Award nominations due
   Begin Preregistration
27 President's Installation classes cancelled 10 a.m. on
30 Council of Chairs Meeting

April

1 Preregistration ends
3 Faculty R & D Grant applications due
6 Academic Affairs Meeting
7 Jewish Studies Film "The House on Chelouche St."
13 Faculty Meeting -- Faculty Committees elected
   IBM Users Group meets
24 Classes end
25 Council of Chairs Meeting
28 Final Exams begin

May

4 Faculty Meeting
7 Final Grades due
10 Commencement
11 New Faculty Speaker takes office
   Evaluation of Chairs due from Faculty
12 IBM Users Group meets
13 Board of Trustees meets

[Please submit items of a public and academic nature for inclusion in the next issue of NEWSpeak -- Ed.]

Negotiations Ongoing

Numerous members of the Faculty have asked the question, "What did the Speaker know, and when did he first know it?" At present, it is possible only to reveal that, while the Speaker does indeed acknowledge a nodding acquaintance with certain former Marine Corps types in the Political Science Department, he affirms he has no knowledge whatever of numbered accounts in either Summerville, Savannah or Switzerland. When queried further, he would say only that, "My conduct was at all times becoming a faculty member;" "the movie rights to my part in what has occurred are still the subject of some negotiations;" and "No comment!"

[The above space was intentionally left blank for any late-breaking news. There wasn't any.--Ed.]