



# North Carolina State University

Box 7219, Raleigh, NC 27695-7219

November 9, 1988

Physical Plant

Office of Finance and Business

## MEMORANDUM

TO: James M. Paige *Lawrence B. Bradley*

FROM: Lawrence B. Bradley

SUBJECT: A Statement in Response to the Low Hires of Women in the Skilled Crafts and the Low Level of Promotions of Minorities in the Operations Department as Requested by James M. Paige, Equal Opportunity Specialist with the U. S. Department of Labor, Office of Contract Compliance Programs.

- Low Hires of Women in The Skilled Crafts -

Applications for positions in the skilled crafts are received and screened by the University's Division of Human Resources. Therefore, the influence of those who make hiring decisions for the placing of women into the skilled crafts are limited to the extent in which efforts are made by Human Resources to recruit and channel women to us with the potential to be competitive with the male applicants.

From those applications received by this Department, from women, for positions in the skilled crafts area, it has been found that the majority of them lack the basic qualifications necessary to be strong competitors for the various positions. This also brings us to believe that there are just not enough women in the labor market with the required qualifications to make a significant impact on the hiring of them in the skilled crafts areas.

Physical Plant recognized this problem early on and developed an (in-house) apprenticeship program to address this problem and the problem of obtaining qualified skilled applicants in general. To date, all except one of the women that Operations has found meets the qualifications necessary for the skilled crafts areas and have come through the apprenticeship program.

There also exists a less than affirmative attitude on the part of some foremen and supervisors toward the hiring of women in our skilled crafts. Management recognizes this and is assertively involved in the hiring process to assure a fair opportunity to women for employment in the skilled positions.

James M. Page  
November 9, 1988  
Page 2

- Low Level of Promotions of Minorities -

The influence of those who make decisions on promotions is limited to a great extent by the action of Human Resources in recruiting and sending to us minorities with the highest qualifications for initial employment. It is extremely difficult to move minorities in a fair manner into positions for potential promotion when their qualifications from the outset in most instances, are significantly less than those of other ethnic groups. Additionally, of the total number of available positions the majority are of the service maintenance class. Therefore, there is not a tremendous opportunity for upward mobility. Management recognizes these problems and has taken steps to make improvements by maintaining an in-house apprenticeship program wherein the required knowledge and skills can be obtained by those who desire to advance within the organization.

Physical Plant has also developed a training program in cooperation with Human Resources to provide the knowledge of supervision for it's employees. Physical Plant continues to work for improvement of it's employees and for their recognition by promotion.

LBB/jb

cc: Charles B. Braswell, Director Physical Plant  
William A. Flemings, Human Resources

✓OK

**NORTH CAROLINA STATE UNIVERSITY  
WORKPLACE ADULT BASIC EDUCATION PROGRAM  
INVITES YOU TO AN AWARDS LUNCHEON**

**MONDAY, JUNE 6, 1988  
11:30 a.m.- 1:30 p.m.  
McKIMMON CENTER**

**Please reply by Tuesday, May 31  
Phone Pat Grantham at 737-2181**





# North Carolina State University

Box 7228  
Raleigh, NC 27695-7228

Assistant Vice Chancellor for Business  
(919) 737-2146

Office of Finance and Business  
203 Holladay Hall

July 7, 1986



## MEMORANDUM

TO: Dr. Larry Clark  
Associate Provost and Affirmative Action Officer

FROM: Charles D. Leffler

RE: Harvard Affirmative Action Plan

Dear Larry:

Please find attached a copy of the Harvard University Gazette that I received recently while at that institution. I thought you might be interested in the summary of the 1986 Harvard Affirmative Action Plan which begins on page 5.

I do not need the attached back.

CDL/cw

Attachment

A handwritten signature in dark ink, appearing to read "Charles D. Leffler".



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Office of Finance and Business  
203 Holladay Hall

July 7, 1986



MEMOP

TO:

FROM:

RE: Ha

Officer

*Dr. C*  
*Note Affirmative*  
*Action Summary*  
*(P. 5) for Harvard*  
*com*

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cient in the utilization of minority groups and women, and further, goals and timetables to which the contractor's good faith efforts must be directed to correct the deficiencies and, thus to achieve prompt and full utilization of minorities and women, at all levels and in all segments of its work force where deficiencies exist.

[43 FR 49249, Oct. 20, 1978; 43 FR 51400, Nov. 3, 1978]

§ 60-2.11 Required utilization analysis.

Based upon the Government's experience with compliance reviews under the Executive Order program and the contractor reporting system, minority groups are most likely to be underutilized in departments and jobs within departments that fall within the following Employer's Information Report (EEO-1) designations: Officials and managers, professionals, technicians, sales workers, office and clerical and craftsmen (skilled). As categorized by the EEO-1 designations, women are likely to be underutilized in departments and jobs within departments as follows: Officials and managers, professionals, technicians, sales workers (except over-the-counter sales in certain retail establishments), craftsmen (skilled and semi-skilled). Therefore, the contractor shall direct special attention to such jobs in its analysis and goal setting for minorities and women. Affirmative action programs must contain the following information:

(a) Workforce analysis which is defined as a listing of each job title as appears in applicable collective bargaining agreements or payroll records (not job group) ranked from the lowest paid to the highest paid within each department or other similar organizational unit including departmental or unit supervision. If there are separate work units or lines of progression within a department a separate list must be provided for each such work unit, or line, including unit supervisors. For lines of progression there must be indicated the order of jobs in the line through which an employee could move to the top of the line. Where there are no formal progression lines or usual promotional sequences, job titles should be listed by department, job families, or disci-

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(b) An analysis of all major job groups at the facility, with explanation if minorities or women are currently being underutilized in any one or more job groups ("job groups" herein meaning one or a group of jobs having similar content, wage rates and opportunities). "Underutilized" defined as having fewer minority women in a particular job group than would reasonably be expected if availability. In making the utilization analysis, the contractor shall conduct such analysis separately for minorities and women.

(1) In determining whether minorities are being underutilized in a group, the contractor will consider at least all of the following factors:

(i) The minority population of the labor area surrounding the facility;

(ii) The size of the minority unemployment force in the labor area surrounding the facility;

(iii) The percentage of the minority work force as compared with the total work force in the immediate labor area;

(iv) The general availability of minorities having requisite skills in the immediate labor area;

(v) The availability of minorities having requisite skills in an area in which the contractor can reasonably recruit;

(vi) The availability of promotable and transferable minorities within the contractor's organization;

(vii) The existence of training institutions capable of training persons in the requisite skills; and

(viii) The degree of training which the contractor is reasonably able to undertake as a means of making all job classes available to minorities.

(2) In determining whether women are being underutilized in any job group, the contractor will consider at least all of the following factors:

(i) The size of the female unemployment force in the labor area surrounding the facility;

(ii) The percentage of the female workforce as compared with the total workforce in the immediate labor area;

(iii) The general availability of women having requisite skills in the immediate labor area;

(iv) The availability of women having requisite skills in an area in which the contractor can reasonably recruit;

(v) The availability of women seeking employment in the labor or recruitment area of the contractor;

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§ 60-2.12 Establishment of goals and timetables.

(a) The goals and timetables developed by the contractor should be attainable in terms of the contractor's analysis of its deficiencies and its entire affirmative action program. Thus, in establishing the size of its goals and the length of its timetables, the contractor should consider the results which could reasonably be expected from its putting forth every good faith effort to make its overall affirmative action program work. In determining levels of goals, the contractor should consider at least the factors listed in § 60-2.11.

(b) Involve personnel relations staff, department and division heads, and local and unit managers in the goal-setting process.

(c) Goals should be significant, measurable, and attainable.

(d) Goals should be specific for planned results, with timetables for completion.

(e) Goals may not be rigid and inflexible quotas which must be met, but must be targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work.

(f) In establishing timetables to meet goals and commitments, the contractor will consider the anticipated expansion, contraction, and turnover of and in the work force.

(g) Goals, timetables, and affirmative action commitments must be designed to correct any identifiable deficiencies.

(h) Where deficiencies exist and where numbers or percentages are relevant in developing corrective action, the contractor shall establish and set forth specific goals and timetables separately for minorities and women.

(i) Such goals and timetables, with supporting data and the analysis thereof shall be a part of the contractor's written affirmative action program and shall be maintained at each establishment of the contractor.

(j) A contractor or subcontractor extending a publicly announced preference for Indians as authorized in 41 CFR 60-1.5(a)(6) may reflect in its goals and timetables the permissive employment preference for Indians living on or near an Indian reservation.

(k) Where the contractor has not established a goal, its written affirmative action program must specifically analyze each of the factors listed in § 60-2.11 and must detail its reason for a lack of a goal.

(l) In the event it comes to the attention of the Office of Federal Contract Compliance Programs that there is a substantial disparity in the utilization of a particular minority group or men or women of a particular minority group, OFCCP may require separate goals and timetables for such minority group and may further require, where appropriate, such goals and timetables by sex for such group for such job classifications and organizational units specified by the OFCCP.

(m) Support data for the required analysis and program shall be compiled and maintained as part of the contractor's affirmative action program. This data will include but not be

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data

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(m) Support data for the required analysis and program shall be compiled and maintained as part of the contractor's affirmative action program. This data will include but not be

CODE    DESCRIPTION OF RACE

- 1    WHITE (Not of Hispanic origin). Employees having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- 2    BLACK (Not of Hispanic origin). Employees having origins in any of the black racial groups of Africa.
- 3    AMERICAN INDIAN and ALASKAN NATIVE. Employees having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
- 4    ASIAN or PACIFIC ISLANDER. Employees having origins in any of the peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This includes, for example, Taiwan, China, Japan, Korea, the Philippine Islands, and Samoa.
- 5    HISPANIC. Employees of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Edit: Must be numeric and from 1 to 5.

MINUTES OF THE GENERAL FACULTY MEETING  
Stewart Theatre, April 14, 1988



Chancellor Bruce Poulton called the meeting to order and welcomed everyone to the meeting.

1. Approval of the Minutes of the October 29, 1987 Meeting  
Secretary Berle moved ( seconded Walter High) that the minutes be approved as distributed. The motion passed without dissent.
2. Remarks by Dr. Robert Fearn, Chairman, Government Committee  
Dr. Fearn stated that the proposed procedures for changing the Faculty Senate election process were published in the Official Bulletin. Two systems of voting were suggested to cut down on the number of run-off elections. The majority system would allow anyone receiving the larger number of votes to win with a maximum of 1 runoff. The Low Score Preferential or 1 ballot system was suggested by the Constitution and Bylaws Committee and endorsed in a resolution last year by the Faculty Senate. Ballots will be distributed on Friday to general faculty members. Passage of the new election process will require at least a 25% return of the voting faculty. Dr. Fearn urged everyone to vote and asked them to urge their colleagues to vote.
3. Remarks by Tom Honeycutt, Faculty Senate Chairman  
See Attachment
4. Remarks by Provost Nash Winstead  
See Attachment
5. Remarks by Chancellor Poulton  
Chancellor Poulton stated that the inventiveness of faculty at this University is very high right now and expressed his appreciation for their creativity.

Dr. Poulton stated that he has had a series of meetings with the University's African-American students over the last several weeks and it is his judgement that the students feel faculty members don't care if African-American students are here or not. The faculty need to get across to these students that they are a significant part of this University and that faculty want them here. Dr. Poulton stated that he felt this was the central issue even though he has spent hours talking with this group about other things.

The Board of Trustees will be meeting on Friday, April 15 and will be reviewing the NCSU Drug Policy draft which contains certain required functions imposed by the Board of Governors. The Chancellor anticipates the Board's approval of the policy and stated that the policy will be in effect starting September. The University Counsel, the Faculty Senate Chair, and the Student Body President have been appointed to oversee that policy.

6. The meeting adjourned at 4:00 p.m

A. Lynn Berle  
A. Lynn Berle, Secretary

MINUTES OF THE FACULTY SENATE  
NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

Regular Meeting:     April 12, 1988, Faculty Senate Chambers

Members Present:    Chairman T. Honeycutt, Vice-Chairman E. Suval, Secretary L. Berle, Parliamentarian R. Camp and Senators: Abrams, Beezer, Bentley, Bernhard, Bingham, Boles, Carlton, Cassel, Corbin, Coster, Donaldson, George, Hale, Hatch, High, Kauffman, Long, O'Sullivan, Page, Miles, Sorensen, Weinberg, Smallwood

Members Absent:    Abbate, Adams, Cox, Dillman, Fikry, Green, Hassan, Koh, Monaco, Rubin, Sheets, Winstead

Visitors:           Chancellor Bruce R. Poulton, Associate Provost Murray Downs, Vice-Chancellor Thomas Stafford, Vice-Chancellor John Kanipe, Registrar James Bundy, Assistant Registrar Donald Patty, Assistant Registrar Martha Welch; Mary Sawyer, Programmer Analyst; Allen Brady, Manager, Student Affairs Unit; Sherwood Bryan, Administrative Computer Service; Pat Lee, Coordinator, Merit Awards Program;  
Technician

1. Call to Order

Chairman Honeycutt convened the meeting at 3:10 p.m. and welcomed visitors to the meeting. A quorum of Senators was present.

2. Approval of Minutes

Vice-Chairman Suval moved (seconded Long) approval of the March 29 minutes with the following corrections: on page 93, item B, fifth sentence should read, "This eliminated the objections of the CHASS and Design faculty members."; on page 94, second paragraph, third sentence should read, "Senator Dillman stated that the majority of students admitted to the Vet School are from N.C. and 80% have done undergraduate work here at NCSU."; on page 95, item B, second sentence should begin, "Three names....."; and some grammatical and punctuation errors brought to the Secretary's attention by Senator Bernhard.

The motion passed without dissent.

3. Communications and Announcements - Chairman Honeycutt

- a. The date for the presentation on new travel service has been moved to Thursday, April 21, at 9 a.m. in the Alumni Conference Room.
- b. The Faculty Assembly meets this Friday, April 15, 1988 in Chapel Hill.
- c. The General Faculty meets this Thursday, April 14, 1988 at 3:00 p.m. in Stewart Theatre.

- d. The Board of Trustees will meet this coming Friday and Saturday (April 16-17).
- e. The next Faculty Senate meeting will be held in Room 104 of Carmichael Gymnasium. Secretary Lynn Berle has arranged a reception to take place immediately following the Senate meeting on the sun deck opposite the pool. In the event of rain, the reception will take place inside on the pool deck.
- f. Regarding the Draft Report to Senators which was handed out prior to today's meeting, Chairman Honeycutt urged Senators to refer all comments and/or corrections to the Chairman of the respective committee(s).
- g. Chairman Honeycutt apologized for inadvertently not placing the Chancellor on today's Faculty Senate agenda and thereby altered the agenda to hear remarks from Chancellor Poulton.

#### 4. Remarks from Chancellor Poulton

Chancellor Poulton stated that at the first Faculty Senate meeting he discussed the need for doing a better job in terms of graduating more African-American students and that this concern has intensified at many universities. Last Friday the Chancellor had a meeting with 300-400 black students and some of their concerns which he would like the faculty's help in resolving include:

- 1. Faculty Issues (the question of the number of African-American faculty at this university) - NCSU has not made the progress it should have. There are 50 or 51 African-American faculty on campus, and negotiations are underway with 13 more. How successful NCSU will be in recruiting them is not yet known.
- 2. Classroom Environment - African-American students feel there is still a number of classrooms where they face faculty who don't appreciate African-American culture and they ask that faculty make an effort to become more aware of their culture and to take it into consideration when dealing with them in the classroom.
- 3. Issue of Advising - African-American students discussed at length how minority coordinators are overloaded and also expressed sentiment that their concerns are not taken seriously by faculty advisors. Chancellor Poulton suggested implementing a workshop dealing with effective advising.
- 4. Academic Issue - African-American students felt there should be more opportunity for them to take classes in African-American history, language, etc.. Dr. Mohan Sawhney stated CHASS could teach a language course if 10 or more students signed up.
- 5. More people are needed on the Minority Coordinator Staff so that more time is available for students to meet with coordinators. These coordinators should have drop/add

authority.

6. Organizational Change - African-American students would like a single office for Minority Affairs and the person chairing this office should carry the title Dean of Minority Affairs.

Chancellor Poulton concluded by saying these are the kinds of issues the faculty as a whole can work with but which require a great deal of thought and effort. The floor was then opened for discussion.

Senator Page asked if what the black students were saying about advising was any different from what other students are saying. Chancellor Poulton responded that the black students seemed to be really angry that they are not given much consideration by faculty.

Senator George stated that the Minority Coordinator in the College of Textiles is becoming very frustrated at the fact that white faculty are not opening their doors as much as anticipated.

Chancellor Poulton stated that there was no way NCSU can provide separate facilities for its African-American students. The only way to accommodate them is in the same manner as other students.

Senator Abrams asked what was the purpose behind establishing minority coordinators. Chancellor Poulton responded to help recruit and to provide black students with an additional place they could call home if they needed help.

Senator Bingham asked what the word "should" means relative to the black students' concern for increased black faculty. Chancellor Poulton responded based on the number of black students and the number enrolled, there is not a proportionate number of black faculty.

Vice-Chairman Suval stated that the concerns expressed by the African-American students will be a top priority item for the Senate next year and that these issues will be addressed by Senate Committees.

5. Telephonic Registration - Report from Jim Bundy, University Registrar

Mr. Bundy introduced his staff and briefly summarized how NCSU got involved in telephonic registration. Following the first conference in 1985 which introduced NCSU to telephonic registration, Mr. Bundy and his staff attended a conference in Atlanta. In April, 1986, a proposal was submitted and approved; however, no funding was provided. In December, 1986, the Office of Admissions asked for a \$2 increase in student fees which went into effect May, 1987. In July, 1987, NCSU was awarded the bid and the equipment was installed on December 18, 1987. On February 4, the Office of Admissions asked for the implementation of telephonic registration for the fall semester. On March 1-4, 1988, a series of testing was performed and right now, a second series of testing is being performed. It is the University's intention to bring the system up for registration November 1, 1988. Registration for the entire student body

will be open for Spring, 1989.

Assistant Registrar Donald Patty explained how the system works. There are 32 telephone lines and 1008 seconds of speech. The system is basically a stand alone system. The box answers 32 phone lines and provides students with basic information. The student enters a number telling the system that he or she want to register. They must enter their social security number and their personal ID number. The system then transmits data to the main frame in the Hillsborough Building. It looks at the master file and processes the request via touch tone phone. The main frame sends a response back to box and the box assembles it all into a natural sounding voice which confirms what the student is trying to do or tells the student what he/she needs to do.

Regarding some of the concerns generated by the use of such a system, Mr. Patty stated that the system can handle some 22,000 plus students. NCSU has purchased the largest system available and has the experience of institutions the size of NCSU or larger. By using windows to control input of students to the system, peak overloads can be prevented. The university is presently working with Southern Bell to make sure that the system does not overload the switch.

How will advisors be involved? Students are required to get from their advisors a 4-digit number generated for all undergraduate and graduate students. Students need this ID number to access the system. The 4-digit pin number will be tied specifically to the student so there is no way 2 or more students can have the same number.

Under the telephonic registration system, it is the responsibility of the student to register for their schedule and to keep in mind prerequisite requirements; however, the system prompts students that there is a prerequisite for some classes. Instructors are provided with a list of those students that appear to the Office of Admissions not to have satisfied the prerequisite requirements, thereby leaving it up to the instructor to decide who is to stay in his/her class. Departments will have the ability to place up to 15 scheduled restrictions on any class and unless that student meets those criteria, he/she will not be able to register for that class.

Another beneficial feature of the system is departmental override. If a faculty member and/or student feels he/she must have a class and there are scheduled restrictions, the departments will have the ability to override the seat count or schedule restrictions.

In response to questions raised, Mr. Patty stated that a) all classes will not have prerequisite prompts; b) for those students who do not have access to a touch tone phone, they can go to their department and/or Admissions Office and register on line at a terminal; c) there are provisions for waiting lists--students move up the list as others students drop off.

Senator George expressed disappointment in the system's handling of prerequisite requirements. He felt this was an excellent opportunity for faculty to determine whether a student was prepared to take the course(s)

he/she was registering for. Mr. Bundy responded that because the system operates in a precise mode and can't allow for exceptional cases, the prerequisite features of the system are not as exact as faculty may want them to be.

6. Merit Awards - Report from Ms. Pat Lee, Coordinator, Merit Awards Program

Ms. Pat Lee distributed a Profile of the 1987-88 NCSU Merit Awards Program Finalists. Of the 80 finalists, 65.58% had an SAT score of 1300 or greater and 61.25% had a high school GPA of 4.0. The states represented in the finalist pool included Florida, Georgia, Illinois, Maryland, North Carolina, New Jersey, Pennsylvania, South Carolina, Tennessee and Virginia. Ms. Lee expressed concern over weak financial awards being offered to very strong finalists and stated that so far none of the 80 finalists have accepted the awards offered them--the awards range from 36 Caldwell scholarships totalling \$17,000 for in-state students and \$22,000 for out-of-state students. The types of scholarships on campus other than the "University-wide" merits for freshmen are, college-based merits for freshmen, college-based merits for upperclassmen, and need/merits administered by the Financial Aid Office. Ms. Lee concluded by extending an invitation to Faculty Senate members to participate in the selection of NCSU Freshman Merit Scholars.

7. Development Activities - Report from John Kanipe, Jr., Vice-Chancellor, Development

Vice-Chancellor Kanipe stated that the operating budget for the University was \$400 million -- \$200 million in appropriations from the General Assembly; \$100 million from faculty initiatives (research contracts and grants); and the remaining \$100 million in undesignated gifts, which may represent all the flexibility a university has to respond to the kinds of opportunities Ms. Pat Lee referred to, or new academic initiatives, or just doing things state money can't be used for. In 1985-86 NCSU ranked 17th among public universities in corporate support and 31st for total contributions. In 1980, the Office of Development began planning for the State of the Future Campaign and achieved a 328% increase in the level of annual support from \$5.4 million in the 1980-81 base year to \$23.2 million in 1986-87. Last spring Mr. Kanipe met with faculty concerning preparing for a new venture. Mr. Kanipe presented Faculty Senators with two confidential draft planning documents. At the present there is no theme for this campaign; nonetheless, Mr. Kanipe urged Senators to read the two planning documents and to submit their comments and/or recommendations to him.

8. Old Business

A. Second Reading: External Funding as Criteria for Tenure and Promotion, Dr. Charles Carlton, Chairman, Personnel Policy Committee

Senator Carlton moved (seconded Suval) approval of the resolution with the following typographical corrections: line 5, .....and may...; line 7, ...funding as an end...

The motion passed without dissent. (Resolution R11-87/88)



B. Second Reading: Resolution on a University Council on Undergraduate Education - Dr. Bruce Beezer, Chairman, Academic Policy Committee

Senator Beezer called attention to the changes made under the section on "Recommendations": under "Membership", the College of Veterinary Medicine was added and will be represented by 2 faculty members, thereby increasing the composition of the committee from twenty-six to twenty-eight. In addition, the Provost shall serve as permanent Vice-Chair instead of Chair of the Council. Under "Length of Membership", the word "for" was misspelled; and under "Selection for Membership" the second sentence should read, "The Committee shall recommend members and a Chairperson from the recommended members to the Provost." and an "s" should be added to the word "appointment".

Senator Beezer moved (seconded Hatch) adoption of the resolution.

Senator Miles asked if the College of Veterinary Medicine met the criteria for membership. Senator Beezer responded that wording could be added stating that Veterinary Medicine be exempt. Past Chairman Smallwood stated that he did not see a need for adding such wording since the College would be exempt anyway based on the existing wording under the criteria for membership.

Senator Berle asked if the College of Veterinary Medicine could be treated the same as University Studies. Senator Beezer responded University Studies is not a College.

Senator Carlton stated that the function seems to be fuzzy and that is the crucial thing.

Senator Bingham stated that the functions of this Council need to be clear and asked why can't it be taken care of within the University Courses & Curricula level. Also, how can a Council with no power go about initiating revisions.

Senator Beezer responded that the Committee did not want to get into the internal operation of the Council. Simply, the Bland Committee asked the Academic Policy Committee to look at or monitor the implementation process of the core curriculum for Undergraduate General Education Requirements.

Vice-Chair Suval moved (seconded Berle) to extend the meeting to 5:00 p.m. The motion passed.

Senator Hatch stated that the University Courses and Curricula Committee is already bogged down and that the first priority of the committee's members is to protect their territory. What this other Council is for is to look at the broad implementation of everyone.

Senator Bingham stated that his concern is how faculty input is received and responded to and asked how widely endorsed was this report by faculty members because it has not been clear to him.

Senator Carlton stated the Bland Commission doesn't have the legitimate support of the faculty.

Senator George stated that the University Council on Undergraduate Education could be an important vehicle for bringing about change.

The vote was called and the motion passed with 18 for and 6 against the resolution. (Resolution RL2-87/88)

9. New Business

A. First Reading: Resolution on Friends of the Arts, Dr. Keith Cassel, Chairman, Student Affairs Committee

Senator Cassel read the resolution and opened the floor for discussion.

Vice-Chairman Suval asked whether the Committee had consider any evidence other than Ron Butler's report and that there seems to be no urgency in making this kind of endorsement without the investigation of other efforts being made on this campus.

Senator Donaldson supported Vice-Chairman Suval's comments and suggested a confirmation by the Friends of the Arts and Friends of the Gallery regarding their support for the concept of "Friends of the Arts."

Senator Kauffman stated the recommendation for the establishment of this program is to try to bring these efforts of fund raising together.

Senator Carlton suggested that the Committee talk to others.

Senator Bernhard stated that a number of these functions are where they are because of legislation.

Vice-Chairman Suval moved (seconded George) to extend the meeting to 5:05 p.m. The motion passed.

Senator Berle stated that the resolution will help the fine arts program through CHASS; it's not in competition with the learning situation but part of the learning situation.

Senator George stated that faculty members need this kind of support and fine arts.

B. Issues of Concern  
None.

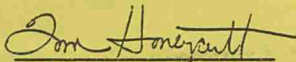
Chairman Honeycutt stated that the item "Reports" will be moved to the first order of business at the April 26th meeting.

10. Adjournment

The meeting adjourned at 5:05 p.m

Respectfully submitted,

  
Lynn Berle, Secretary

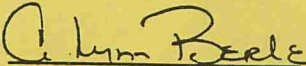
  
Tom Honeycutt, Chairman

## EXTERNAL FUNDING AS CRITERIA FOR TENURE AND PROMOTION

- WHEREAS, North Carolina State University has a long standing commitment to excellence in teaching, scholarship, research and extension, which The Faculty Handbook (pp 37-38) emphasizes as guidelines for promotion and tenure, and
- WHEREAS, External funding may further the principal academic goals of excellence in instruction and research, and may corroborate a faculty member's standing among peers, and
- WHEREAS, The pursuit of external funding as an end in itself may seriously compromise the aforementioned academic purposes; therefore,
- BE IT RESOLVED, That the Faculty Senate recognizes the legitimacy of the Administration encouraging the efforts of faculty in seeking outside funding as a means to the end of excellence in scholarship, and
- BE IT FURTHER RESOLVED, That any administrative requirement of faculty members to procure external funding as a prerequisite for promotion or tenure is inappropriate.

April 12, 1988  
Resolution R11-87/88  
North Carolina State University Faculty Senate

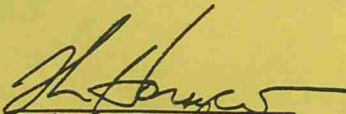
  
Chairman, Faculty Senate

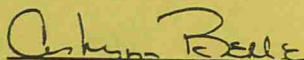
  
Secretary, Faculty Senate

RESOLUTION ON: UNIVERSITY COUNCIL ON UNDERGRADUATE EDUCATION

- WHEREAS, The Faculty Senate has an interest in the basic competencies and common knowledge that should be required in all undergraduate degree programs; and
- WHEREAS, The former Commission on Undergraduate Education submitted its Final Report to the Chancellor; and
- WHEREAS, The Chancellor has accepted and intends to implement the general recommendations of the Final Report; and
- WHEREAS, The Final Report recommends the formation of a "University Faculty" to provide leadership and continuing attention to "General Education Requirements" in all undergraduate curricula; and
- WHEREAS, The Final Report made no specific recommendations as to either the selection, criteria, composition, and term of service for faculty membership or the status and administrative support of a "University Faculty"; therefore,
- BE IT RESOLVED, The Faculty Senate approves the attached recommendations to be followed in the formation of a university-wide faculty body to provide leadership and continuing attention to the "General Education Requirements" for undergraduate students at North Carolina State University.

April 12, 1988  
Resolution R12-87/88  
North Carolina State University Faculty Senate

  
Chairman, Faculty Senate

  
Secretary, Faculty Senate

## Attachment to Faculty Senate Resolution R12-87/88

## Recommendations

Name: The name of the faculty group shall be the University Council on Undergraduate Education (Council).

Status: The Council shall be regarded as having the same status as any University standing committee. The Council's meetings shall be open, and its meeting time and agenda shall be published in the Official Bulletin and Calendar - North Carolina State University. Academic departments shall be encouraged to participate in the Council's deliberations.

Functions: The Council's initial function shall be to establish policy for undergraduate general education requirements and to develop evaluation procedures for policy implementation. The means for fulfilling the policy, however, shall be left to the initiation of each department, school, and college, with final approval made by the Provost on the recommendation of the University Courses and Curricula Committee. The Council's ongoing function shall be to monitor the implementation of the general education requirements throughout the University. The purpose of the monitoring function is to assess the effectiveness of the policy and implementation procedure and to initiate possible revisions.

Membership: The Council shall be composed of twenty-eight voting members. The composition of the membership shall be:

<u>College/School*</u>	<u>Number</u>
Agriculture & Life Sciences	4
Design	2
Education & Psychology	2
Engineering	4
Forest Resources	2
Humanities & Social Sciences	4
Physical & Mathematical Sciences	4
Textiles	2
University Studies	1
Veterinary Medicine	2

\*(The above distribution is premised on the criteria of: (1) representation that reflects undergraduate enrollment and the number of General Education courses usually taught; and (2) provision for necessary liaison with the University Courses and Curricula Committee.)

The Chair of the University Courses and Curricula Committee shall be a voting member.

The Provost shall serve as permanent Vice-Chair.

The Provost shall appoint four members from the former Commission on Undergraduate Education to be members during the Council's initial year. The purpose is to provide liaison between the Council and the Commission. These Commission members may increase the Council's number of members beyond twenty-eight, if former Commission members do not seek Council membership.

Length of  
Membership:

A Council member shall serve a three year term. However, initial selection shall provide for members to serve staggered terms of one, two, and three years. A Council member shall serve only two consecutive terms.

Criteria for  
Membership:

A Council member shall have taught at least one year in an undergraduate program at NCSU and be currently teaching in an undergraduate program.

Selection for  
Membership:

A faculty member seeking to be a Council member shall submit his or her name to the University's Committee on Committees. The Committee shall recommend members and a Chairperson from the recommended members to the Provost. After consultation with the respective member's dean, the Provost shall make the appointments.

Support:

The Provost shall provide sufficient support services to enable the Council to operate in an effective and efficient manner.



North Carolina State University  
Division of Student Affairs

University Student Center  
Box 7306  
Raleigh, NC 27695-7306

May 24, 1988

TO: Dr. Lawrence Clark  
FROM: Larry Campbell *LC*  
RE: Student Center Annex  
Cultural Center Component

Please plan to attend a Cultural Center update (University Student Center Annex) meeting with Architect, Ligon B. Flynn. The meeting will be Thursday, May 26, 1988 at 2:30 p.m. in Primrose Hall Conference Room.







# OFFICIAL BULLETIN AND CALENDAR NORTH CAROLINA STATE UNIVERSITY

Vol. LIX No. 73  
Friday, May 27, 1988

## ED NEWMAN COLUMN LAUDS STATE

*(Editor's Note: Edwin Newman, the 1988 commencement speaker, wrote the following column following his attendance at the NCSU commencement. The column is distributed nationally and is reprinted here with the permission of King Features Syndicate, Inc. Newman retired in 1984 from NBC News after a career of more than 40 years in journalism and broadcasting. He is widely published author, an authority on the English language, and a graduate of another land-grant state university, the University of Wisconsin.)*

BY EDWIN NEWMAN

### AMERICAN FOLK FESTIVAL

If you had to choose a truly typical American folk festival, you might go for the university graduation ceremony. Not any university graduation--preferably one at a state university.

I had occasion to realize that last weekend, when I spoke at the commencement exercises at North Carolina State University, in Raleigh. I hope I did not do too badly.

What is memorable about these occasions, however, is not what is said. It is the scene itself, and what it means. NCSU, now 101 years old, began under the Morrill land grant act of 1862, which laid the foundations for state university systems across the nation and made a contribution to our progress and stability that is beyond measuring.

The NCSU ceremonies showed how and why. They were held in the football stadium, after rain that had threatened to force them indoors cleared off during the night. A musical group known as Pink Floyd had performed there just three nights earlier, before an audience of 45,000, so the turf was slightly muddy and a bit chewed up.

University officials and others taking part were on a platform out on the field, with the university band in front of and below us, the students in the lower tier of one side of the stadium, and the camera crews of the local

television stations between the students and the band. In the upper tier and even scattered about on the other side of the stadium, and on a grass verge where the stadium was not enclosed, were parents and grandparents and brothers and sisters and husbands and wives. A few children wailed now and then, but most were happy enough, and some gamboled about where there was an incline to tumble down. Degrees could not be handed out individually to all the graduates, who numbered more than 4,000, but those receiving advanced degrees were called by name, came up on stage, were handed diplomas and congratulated by the university chancellor and their own department heads. That was the part that mattered, seeing the variety -- the white Americans, whose names suggested every conceivable national origin; the black Americans; the Americans of Oriental descent; the foreign students, come from no fewer than 45 countries to learn from us.

It was all remarkably good-natured. The chancellor, Bruce Poulton, threw in a few wisecracks as he presided, and there were occasional cheerful shouts from the crowd as the speakers were heard. As each school's graduates were announced -- engineering, physical and mathematical sciences, textiles, veterinary medicine, agriculture, the humanities, and the rest -- cheers went up from its members. The biggest cheer went to a woman who had earned a doctorate in education. She was there with her two daughters. She happened to be the sister of Kate Smith, and she was 83.

In a way, state universities are this country at its best. They provide opportunities; they serve their states and the nation through research and extension work; and they do it across class and other dividing lines. They reflect the changes in the nation, and they promote those changes. A small example: The professor of French who escorted me to the stadium was a black man; the security officer who drove us there was a woman, white.

An hour or so after the ceremonies ended, as the platform on the field was being dismantled, there were still a few family groups around

having a picnic lunch. Children were marching up and down the steps of the stadium where someday some of them will be receiving degrees, or awarding them.

It may sound stuffy, but that makes it no less true: If the United States has flourished, it is in part because of places like NCSU. We are lucky to have them.

#### CHINESE EXCHANGE FELLOWS LECTURE ON ECONOMIC REFORMS IN CHINA

Two authorities on the rapid economic changes and reforms taking place in China will give lectures next week in Patterson Hall. They are Mr. Qu Yun-Hou and Mr. Liu Chang-Jiang, exchange fellows from Shenyang now at NCSU under cooperative agreement signed last October by Chancellor Poulton with five institutions in Shenyang.

Mr. Qu, an officer of a research institute in Shenyang (Liaoning Province), will lecture Tuesday, May 31, on "Opening of the Chinese Economy." Qu is deputy director of the Foreign Economic Relations Institute of the Liaoning Social Sciences Academy (a research institute), and vice chairman and general secretary of the World Economy Association of Liaoning Province.

Mr. Liu, a foreign affairs officer at Shenyang Agricultural University, will lecture on Thursday, June 2, on "China's New Agricultural Policies."

Qu is being hosted by the College of Humanities and Social Sciences, with Dr. Dick King, Economics and Business, as principal faculty host. Liu is being hosted by the College of Agriculture and Life Sciences, with Dr. Jim Garlich, Poultry Science, as principal faculty host.

Both lectures will be in 208 Patterson at 3:30 p.m.

#### FIVE FACULTY NAMED DISTINGUISHED PROFS

Five faculty have been named Distinguished University Professors, a distinction recently approved by the NCSU Board of Trustees.

They are Dr. C. Clark Cockerham, William Neal Reynolds Professor of statistics and genetics, and director of the Quantitative Genetics Program; Dr. Ellis B. Cowling, professor of plant pathology and forestry, associate dean of the College of Forest Resources and assistant director of the N.C. Agricultural Research Service;

Dr. Major M. Goodman, professor of crop science, statistics, genetics and botany; Dr. Charles S. Levings III, William Neal Reynolds Professor of genetics; and Dr. Paul Z. Zia,

professor and head of the Department of Civil Engineering.

Cockerham, Cowling, Goodman and Levings are members of the National Academy of Sciences. Zia is a member of the National Academy of Engineering

"The purpose of this new professorship is to elevate these faculty to a status commensurate with their national standing," says Dr. Nash N. Winstead, provost and vice chancellor.

The title, which does not carry a stipend, goes to five faculty who are nationally known in their research fields and are members of either the National Academy of Sciences or the National Academy of Engineering.

These five Distinguished University Professors were selected by an ad hoc committee chaired by Dr. Clement L. Markert, Distinguished University Research Professor of animal science. Others may be named at a later time, Winstead said.

The five, along with other University Professors, will serve as advisers to Chancellor Bruce R. Poulton on research-related matters.

#### N.C. VETERINARY FOUNDATION HOLDS 10TH ANNIVERSARY MEETING MAY 18

Directors of the Veterinary Medical Foundation celebrated the foundation's 10th anniversary at its spring meeting May 18. The foundation's first meeting was on May 18 in 1978.

The foundation raises funds to help support the College of Veterinary Medicine.

During the meeting, directors voted to adopt a budget of \$178,417 for the 1988-89 fiscal year.

The budget includes \$86,417 in general funds to cover foundation expenses and to fund faculty development, student emergency needs, student scholarships and program enhancement. Also included in the budget is \$92,000 in special restricted funds to be used for scholarships, professorships, faculty research and other programs.

#### FOUR CHASS FACULTY WIN RESEARCH AWARDS FOR RECENT SCHOLARLY BOOKS

The CHASS Research Committee has bestowed the 1987-88 CHASS Outstanding Research Award on four faculty members, two in humanities and two in social sciences. They and the works for which they were cited are:

Dr. Eva R. Rubin, Political Science and Public Administration, for The Supreme Court and the

American Family (Greenwood Press, 1986).

Dr. Michael Schwalbe, Sociology, Anthropology, and Social Work, for The Psychosocial Consequences of Natural and Alienated Labor (State University of New York Press, 1986).

Dr. Donald VanDeVeer, Philosophy and Religion, for Paternalistic Intervention: The Moral Bounds on Benevolence (Princeton University Press, 1986).

Dr. Mary Ann Witt, Foreign Languages and Literatures, for Existential Prisons Captivity in Mid-Twentieth-Century French Literature (Duke University Press, 1985).

Each researcher received a \$250 award. Funding for the awards comes from the Humanities Foundation.

### **PUBLIC SAFETY TO CONDUCT "MUGGING" CAMPAIGN TO PROMOTE CRIME ALERTNESS**

Statistics from 1987 show a marked increase in daytime theft of wallets and purses from academic and administrative offices during the summer months. In an effort to decrease thefts this summer, Public Safety has scheduled a second round of "Get Mugged." In the previous program, held in late February, 40 NCSU personnel were rewarded for demonstrating alertness to strangers in their work areas.

During business hours May 30 through June 3, disguised Public Safety officers will be acting "suspicious" as they visit campus offices. Whenever an alert employee challenges the presence of the "thief" by simply asking, "May I help you?", that person will be "mugged" (awarded a special edition coffee mug) by Sheriff, Public Safety's mascot detective. To remember the occasion, the winner will also be presented with a mug shot (Polaroid photo) of the mug presentation.

Public Safety encourages faculty, staff and students to be alert to strangers at all times, especially during the next week.

For more information on office crime prevention and "Get Mugged" contact Mrs. Penney McLeod, Crime Prevention Officer, Public Safety Ext. 2156.

### **KOHL RETIRING; RECEPTION TO BE JUNE 9**

A retirement reception honoring Jerome Kohl, senior extension specialist and lecturer in the Department of Nuclear Engineering, will be held on Thurs., June 9 from 3-5 p.m. in the Alumni Memorial Building. Faculty and staff are invited.

### **CHINA STUDIES CENTER TO BE TOPIC FOR POULTON, FENG MEETING MONDAY**

President Feng Yuzhong, Liaoning University in Shenyang China, will discuss the creation of a China Studies Center at NCSU during a visit with Chancellor Poulton Monday. President Feng and a delegation of seven others from Liaoning Province arrived in Raleigh Thursday evening.

They will tour Research Triangle locations today and be guests at a dinner hosted by Chancellor and Mrs. Poulton tonight. The delegation will visit the UNC School of Medicine Saturday.

Their visit is being coordinated by Dr. Lawrence Apple, director, office of International Programs; Dr. Jonathan Ocko, History; and Dr. Jason Shih, Poultry Science.

The delegation is headed by Mr. Gao Zi, vice chairman of the Liaoning Association for Cultural Exchanges. Others are: Mr. Zhou Yuheng, vice president, Liaoning Academy of Agricultural Sciences; Mr. Sun Kailai, vice president, China Medical University; Mr. Huang Feng, vice president, Shenyang Agricultural University; Mr. Wang Shi, vice president, Northeast University of Technology; Mrs. Xi Hua, vice director, Liaoning Center for Scientific and Technological Exchanges; and Mr. Zhang Guiping, interpreter, Liaoning Office of Foreign Affairs.

The delegation will visit and be briefed by Vice Chancellor Frank Hart, Research Administration, and Deans Durward Bateman, William (Bill) Toole, and Larry K. Monteith on Monday. They will also meet briefly with Governor Jim Martin.

The visit is the result of an academic cooperation agreement Chancellor Poulton signed in October with five institutions in Shenyang.

### **PULP AND PAPER FOUNDATION AWARDS 78 SCHOLARSHIPS TOTALLING \$161,000**

The Pulp and Paper Foundation has awarded 78 scholarships totalling more than \$161,000 for study in the pulp and paper curriculum from 1988-89.

The foundation will provide awards to 27 incoming freshmen and 51 upperclassmen. To qualify, upperclassmen must maintain a grade point average of at least 2.75 on a 4.0 scale. Awards range from \$850 to \$3,000 per year.

This year's recipients represent 13 states, including North Carolina, Connecticut, Florida, Pennsylvania, Texas, Virginia, Georgia, Kentucky, Indiana, South Carolina, Arkansas, Mississippi and Louisiana.

**FINAL DOCTORAL EXAMINATIONS SCHEDULED**

Name: Helaine Joy Burstein  
 Date and Time: May 27, 9:00 a.m.  
 Room Number: 212 Polk Hall  
 Major Field(s): Nutrition  
 Major Professor(s): Drs. W. L. Johnson and W. J. Croom  
 Thesis Title: "Nutritional and Reproductive Management Strategies for Improving the Year-Round Performance of Native Goats Grazing Caatinga Rangeland in Northeast Brazil"

Name: Gul Ege  
 Date and Time: June 7, 2:00 p.m.  
 Room Number: 329 Riddick Hall  
 Major Field(s): Industrial Engineering  
 Major Professor(s): Drs. C. B. Oldham and R. H. Bernhard  
 Thesis Title: "Design and Development of a Decision Support System for Funding Type Decisions (In-House/Extramural) in Government R & D Organizations"

Name: Barry Kent Goodwin  
 Date and Time: June 15, 9:00 a.m.  
 Room Number: 315 Patterson Hall  
 Major Field(s): Economics  
 Major Professor(s): Drs. T. Grennes and M. Wohlgenant  
 Thesis Title: "Empirically Testing the Law of One Price"

Name: John Daniel Beasley  
 Date and Time: June 15, 10:00 a.m.  
 Room Number: 109 Riddick Hall  
 Major Field(s): Chemical Engineering  
 Major Professor(s): Dr. S. Torquato  
 Thesis Title: "Bulk Transport and Mechanical Properties of Random Composite Media"

Name: Rosa Maria Olivera Fontes  
 Date and Time: June 1, 10 a.m.  
 Room Number: 315 Patterson Hall  
 Major Field(s): Economics  
 Major Professor(s): Dr. T. Grennes  
 Thesis Title: "Long-run Determinants of U.S. Competitive Position"

Name: William Garland Ferrell, Jr.  
 Date and Time: June 8, 3:00 p.m.  
 Room Number: 329 Riddick Hall  
 Major Field(s): Operations Research  
 Major Professor(s): Dr. S. E. Elmaghraby  
 Thesis Title: "System Dynamics in Quality Assurance"

Name: Elizabeth Susan Foster  
 Date and Time: June 10, 9:00 a.m.  
 Room Number: 520 Poe Hall  
 Major Field(s): Guidance and Personnel Services  
 Major Professor(s): Dr. N. A. Sprinthal  
 Thesis Title: "A Cognitive Developmental Approach to Training Elementary School Peer Helpers"

Name: Duen-Shun Wen  
 Date and Time: May 24, 9:00 a.m.  
 Room Number: 232 Daniels Hall  
 Major Field(s): Electrical Engineering  
 Major Professor(s): Dr. C. M. Osburn  
 Thesis Title: "A High Density, Latchup-Free 1µm Retrograde N-Well CMOS Technology with Low Temperature Processing"

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# OFFICIAL BULLETIN AND CALENDAR NORTH CAROLINA STATE UNIVERSITY

Vol. LIX No. 73  
Friday, May 27, 1988

## ED NEWMAN COLUMN LAUDS STATE

*(Editor's Note: Edwin Newman, the 1988 commencement speaker, wrote the following column following his attendance at the NCSU commencement. The column is distributed nationally and is reprinted here with the permission of King Features Syndicate, Inc. Newman retired in 1984 from NBC News after a career of more than 40 years in journalism and broadcasting. He is widely published author, an authority on the English language, and a graduate of another land-grant state university, the University of Wisconsin.)*

BY EDWIN NEWMAN

### AMERICAN FOLK FESTIVAL

If you had to choose a truly typical American folk festival, you might go for the university graduation ceremony. Not any university graduation--preferably one at a state university.

I had occasion to realize that last weekend, when I spoke at the commencement exercises at North Carolina State University, in Raleigh. I hope I did not do too badly.

What is memorable about these occasions, however, is not what is said. It is the scene itself, and what it means. NCSU, now 101 years old, began under the Morrill land grant act of 1862, which laid the foundations for state university systems across the nation and made a contribution to our progress and stability that is beyond measuring.

The NCSU ceremonies showed how and why. They were held in the football stadium, after rain that had threatened to force them indoors cleared off during the night. A musical group known as Pink Floyd had performed there just three nights earlier, before an audience of 45,000, so the turf was slightly muddy and a bit chewed up.

University officials and others taking part were on a platform out on the field, with the university band in front of and below us, the students in the lower tier of one side of the stadium, and the camera crews of the local

television stations between the students and the band. In the upper tier and even scattered about on the other side of the stadium, and on a grass verge where the stadium was not enclosed, were parents and grandparents and brothers and sisters and husbands and wives. A few children wailed now and then, but most were happy enough, and some gamboled about where there was an incline to tumble down. Degrees could not be handed out individually to all the graduates, who numbered more than 4,000, but those receiving advanced degrees were called by name, came up on stage, were handed diplomas and congratulated by the university chancellor and their own department heads. That was the part that mattered, seeing the variety -- the white Americans, whose names suggested every conceivable national origin; the black Americans; the Americans of Oriental descent; the foreign students, come from no fewer than 45 countries to learn form us.

It was all remarkably good-natured. The chancellor, Bruce Poulton, threw in a few wisecracks as he presided, and there were occasional cheerful shouts from the crowd as the speakers were heard. As each school's graduates were announced -- engineering, physical and mathematical sciences, textiles, veterinary medicine, agriculture, the humanities, and the rest -- cheers went up from its members. The biggest cheer went to a woman who had earned a doctorate in education. She was there with her two daughters. She happened to be the sister of Kate Smith, and she was 83.

In a way, state universities are this country at its best. They provide opportunities; they serve their states and the nation through research and extension work; and they do it across class and other dividing lines. They reflect the changes in the nation, and they promote those changes. A small example: The professor of French who escorted me to the stadium was a black man; the security officer who drove us there was a woman, white.

An hour or so after the ceremonies ended, as the platform on the field was being dismantled, there were still a few family groups around

having a picnic lunch. Children were marching up and down the steps of the stadium where someday some of them will be receiving degrees, or awarding them.

It may sound stuffy, but that makes it no less true: If the United States has flourished, it is in part because of places like NCSU. We are lucky to have them.

#### CHINESE EXCHANGE FELLOWS LECTURE ON ECONOMIC REFORMS IN CHINA

Two authorities on the rapid economic changes and reforms taking place in China will give lectures next week in Patterson Hall. They are Mr. Qu Yun-Hou and Mr. Liu Chang-Jiang, exchange fellows from Shenyang now at NCSU under cooperative agreement signed last October by Chancellor Poulton with five institutions in Shenyang.

Mr. Qu, an officer of a research institute in Shenyang (Liaoning Province), will lecture Tuesday, May 31, on "Opening of the Chinese Economy." Qu is deputy director of the Foreign Economic Relations Institute of the Liaoning Social Sciences Academy (a research institute), and vice chairman and general secretary of the World Economy Association of Liaoning Province.

Mr. Liu, a foreign affairs officer at Shenyang Agricultural University, will lecture on Thursday, June 2, on "China's New Agricultural Policies."

Qu is being hosted by the College of Humanities and Social Sciences, with Dr. Dick King, Economics and Business, as principal faculty host. Liu is being hosted by the College of Agriculture and Life Sciences, with Dr. Jim Garlich, Poultry Science, as principal faculty host.

Both lectures will be in 208 Patterson at 3:30 p.m.

#### FIVE FACULTY NAMED DISTINGUISHED PROFS

Five faculty have been named Distinguished University Professors, a distinction recently approved by the NCSU Board of Trustees.

They are Dr. C. Clark Cockerham, William Neal Reynolds Professor of statistics and genetics, and director of the Quantitative Genetics Program; Dr. Ellis B. Cowling, professor of plant pathology and forestry, associate dean of the College of Forest Resources and assistant director of the N.C. Agricultural Research Service;

Dr. Major M. Goodman, professor of crop science, statistics, genetics and botany; Dr. Charles S. Levings III, William Neal Reynolds Professor of genetics; and Dr. Paul Z. Zia,

professor and head of the Department of Civil Engineering.

Cockerham, Cowling, Goodman and Levings are members of the National Academy of Sciences. Zia is a member of the National Academy of Engineering

"The purpose of this new professorship is to elevate these faculty to a status commensurate with their national standing," says Dr. Nash N. Winstead, provost and vice chancellor.

The title, which does not carry a stipend, goes to five faculty who are nationally known in their research fields and are members of either the National Academy of Sciences or the National Academy of Engineering.

These five Distinguished University Professors were selected by an ad hoc committee chaired by Dr. Clement L. Markert, Distinguished University Research Professor of animal science. Others may be named at a later time, Winstead said.

The five, along with other University Professors, will serve as advisers to Chancellor Bruce R. Poulton on research-related matters.

#### N.C. VETERINARY FOUNDATION HOLDS 10TH ANNIVERSARY MEETING MAY 18

Directors of the Veterinary Medical Foundation celebrated the foundation's 10th anniversary at its spring meeting May 18. The foundation's first meeting was on May 18 in 1978.

The foundation raises funds to help support the College of Veterinary Medicine.

During the meeting, directors voted to adopt a budget of \$178,417 for the 1988-89 fiscal year.

The budget includes \$86,417 in general funds to cover foundation expenses and to fund faculty development, student emergency needs, student scholarships and program enhancement. Also included in the budget is \$92,000 in special restricted funds to be used for scholarships, professorships, faculty research and other programs.

#### FOUR CHASS FACULTY WIN RESEARCH AWARDS FOR RECENT SCHOLARLY BOOKS

The CHASS Research Committee has bestowed the 1987-88 CHASS Outstanding Research Award on four faculty members, two in humanities and two in social sciences. They and the works for which they were cited are:

Dr. Eva R. Rubin, Political Science and Public Administration, for The Supreme Court and the

American Family (Greenwood Press, 1986).

Dr. Michael Schwalbe, Sociology, Anthropology, and Social Work, for The Psychosocial Consequences of Natural and Alienated Labor (State University of New York Press, 1986).

Dr. Donald VanDeVeer, Philosophy and Religion, for Paternalistic Intervention: The Moral Bounds on Benevolence (Princeton University Press, 1986).

Dr. Mary Ann Witt, Foreign Languages and Literatures, for Existential Prisons Captivity in Mid-Twentieth-Century French Literature (Duke University Press, 1985).

Each researcher received a \$250 award. Funding for the awards comes from the Humanities Foundation.

### **PUBLIC SAFETY TO CONDUCT "MUGGING" CAMPAIGN TO PROMOTE CRIME ALERTNESS**

Statistics from 1987 show a marked increase in daytime theft of wallets and purses from academic and administrative offices during the summer months. In an effort to decrease thefts this summer, Public Safety has scheduled a second round of "Get Mugged." In the previous program, held in late February, 40 NCSU personnel were rewarded for demonstrating alertness to strangers in their work areas.

During business hours May 30 through June 3, disguised Public Safety officers will be acting "suspicious" as they visit campus offices. Whenever an alert employee challenges the presence of the "thief" by simply asking, "May I help you?", that person will be "mugged" (awarded a special edition coffee mug) by Sherwolf, Public Safety's mascot detective. To remember the occasion, the winner will also be presented with a mug shot (Polaroid photo) of the mug presentation.

Public Safety encourages faculty, staff and students to be alert to strangers at all times, especially during the next week.

For more information on office crime prevention and "Get Mugged" contact Mrs. Penney McLeod, Crime Prevention Officer, Public Safety Ext. 2156.

### **KOHL RETIRING; RECEPTION TO BE JUNE 9**

A retirement reception honoring Jerome Kohl, senior extension specialist and lecturer in the Department of Nuclear Engineering, will be held on Thurs., June 9 from 3-5 p.m. in the Alumni Memorial Building. Faculty and staff are invited.

### **CHINA STUDIES CENTER TO BE TOPIC FOR POULTON, FENG MEETING MONDAY**

President Feng Yuzhong, Liaoning University in Shenyang China, will discuss the creation of a China Studies Center at NCSU during a visit with Chancellor Poulton Monday. President Feng and a delegation of seven others from Liaoning Province arrived in Raleigh Thursday evening.

They will tour Research Triangle locations today and be guests at a dinner hosted by Chancellor and Mrs. Poulton tonight. The delegation will visit the UNC School of Medicine Saturday.

Their visit is being coordinated by Dr. Lawrence Apple, director, office of International Programs; Dr. Jonathan Ocko, History; and Dr. Jason Shih, Poultry Science.

The delegation is headed by Mr. Gao Zi, vice chairman of the Liaoning Association for Cultural Exchanges. Others are: Mr. Zhou Yuheng, vice president, Liaoning Academy of Agricultural Sciences; Mr. Sun Kailai, vice president, China Medical University; Mr. Huang Feng, vice president, Shenyang Agricultural University; Mr. Wang Shi, vice president, Northeast University of Technology; Mrs. Xi Hua, vice director, Liaoning Center for Scientific and Technological Exchanges; and Mr. Zhang Guiping, interpreter, Liaoning Office of Foreign Affairs.

The delegation will visit and be briefed by Vice Chancellor Frank Hart, Research Administration, and Deans Durward Bateman, William (Bill) Toole, and Larry K. Monteith on Monday. They will also meet briefly with Governor Jim Martin.

The visit is the result of an academic cooperation agreement Chancellor Poulton signed in October with five institutions in Shenyang.

### **PULP AND PAPER FOUNDATION AWARDS 78 SCHOLARSHIPS TOTALLING \$161,000**

The Pulp and Paper Foundation has awarded 78 scholarships totalling more than \$161,000 for study in the pulp and paper curriculum from 1988-89.

The foundation will provide awards to 27 incoming freshmen and 51 upperclassmen. To qualify, upperclassmen must maintain a grade point average of at least 2.75 on a 4.0 scale. Awards range from \$850 to \$3,000 per year.

This year's recipients represent 13 states, including North Carolina, Connecticut, Florida, Pennsylvania, Texas, Virginia, Georgia, Kentucky, Indiana, South Carolina, Arkansas, Mississippi and Louisiana.

**FINAL DOCTORAL EXAMINATIONS SCHEDULED**

Name: Helaine Joy Burstein  
 Date and Time: May 27, 9:00 a.m.  
 Room Number: 212 Polk Hall  
 Major Field(s): Nutrition  
 Major Professor(s): Drs. W. L. Johnson and W. J. Croom  
 Thesis Title: "Nutritional and Reproductive Management Strategies for Improving the Year-Round Performance of Native Goats Grazing Caatinga Rangeland in Northeast Brazil"

Name: Gul Ege  
 Date and Time: June 7, 2:00 p.m.  
 Room Number: 329 Riddick Hall  
 Major Field(s): Industrial Engineering  
 Major Professor(s): Drs. C. B. Oldham and R. H. Bernhard  
 Thesis Title: "Design and Development of a Decision Support System for Funding Type Decisions (In-House/Extramural) in Government R & D Organizations"

Name: Barry Kent Goodwin  
 Date and Time: June 15, 9:00 a.m.  
 Room Number: 315 Patterson Hall  
 Major Field(s): Economics  
 Major Professor(s): Drs. T. Grennes and M. Wohlgenant  
 Thesis Title: "Empirically Testing the Law of One Price"

Name: John Daniel Beasley  
 Date and Time: June 15, 10:00 a.m.  
 Room Number: 109 Riddick Hall  
 Major Field(s): Chemical Engineering  
 Major Professor(s): Dr. S. Torquato  
 Thesis Title: "Bulk Transport and Mechanical Properties of Random Composite Media"

Name: Rosa Maria Olivera Fontes  
 Date and Time: June 1, 10 a.m.  
 Room Number: 315 Patterson Hall  
 Major Field(s): Economics  
 Major Professor(s): Dr. T. Grennes  
 Thesis Title: "Long-run Determinants of U.S. Competitive Position"

Name: William Garland Ferrell, Jr.  
 Date and Time: June 8, 3:00 p.m.  
 Room Number: 329 Riddick Hall  
 Major Field(s): Operations Research  
 Major Professor(s): Dr. S. E. Elmaghraby  
 Thesis Title: "System Dynamics in Quality Assurance"

Name: Elizabeth Susan Foster  
 Date and Time: June 10, 9:00 a.m.  
 Room Number: 520 Poe Hall  
 Major Field(s): Guidance and Personnel Services  
 Major Professor(s): Dr. N. A. Sprinthall  
 Thesis Title: "A Cognitive Developmental Approach to Training Elementary School Peer Helpers"

Name: Duen-Shun Wen  
 Date and Time: May 24, 9:00 a.m.  
 Room Number: 232 Daniels Hall  
 Major Field(s): Electrical Engineering  
 Major Professor(s): Dr. C. M. Osburn  
 Thesis Title: "A High Density, Latchup-Free 1µm Retrograde N-Well CMOS Technology with Low Temperature Processing"

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# TAR HEEL ECONOMIST

Department of Economics and Business

April 1988

## SUPERMARKET STUDIES

### Unit Pricing

Michael L. Walden\*

A common recommendation is for consumers to buy larger sizes of supermarket products because they'll save on the unit price. But numerous studies have shown that the unit price (e.g., the price per pound or the price per ounce) doesn't always fall as size of the package increases. In fact, a higher unit price for larger packages has been found in as many as 34 percent of the size comparisons in some supermarket studies.

Shouldn't unit prices always fall as package size increases? Two general explanations have been offered as to why this isn't necessarily the case. One explanation is based on possible marketing strategies followed by supermarkets. The other explanation is based on cost differences between package sizes.

#### Marketing Strategies

Many retail firms, including supermarkets, attempt to increase profits by dividing consumers into groups and charging each group a different price based on its demand for the product.

Such a market segmentation strategy provides one possible explanation for the existence of higher unit prices for larger package sizes. For example, consumers who have plenty of home storage space for supermarket products may prefer to purchase larger package sizes and make fewer trips to the supermarket. Larger packages are purchased rather than multiples of smaller packages because larger packages save handling time and are more efficient to store. These consumers may be willing to pay higher unit prices for larger packages because such pur-

chases may save them trips to the store and save transportation costs.

Supermarkets may also package products in hard-to-compare sizes to make unit price analysis more difficult. In this case, consumers who are ill-informed or who have high search costs will not take the time and effort to calculate and compare unit prices. These consumers will be more likely to pay higher unit prices for larger packages.

#### Cost Differences

It is typically thought that larger packages should cost less per unit because material costs per unit are lower. However, this may not be the case for all types of materials. For example, the thickness of boxes and bags may need to be increased for larger packages, thereby offsetting some of the cost economies of larger packages. Research shows that higher per-unit prices for larger package sizes are more common for products sold in boxes and bags than in jars.

Another important cost difference is between frozen and nonfrozen products. Since it takes more time, and hence money, to freeze a given quantity of product in a large package than in numerous smaller packages, larger packages of frozen products may cost more per unit. Again, research supports this notion, showing that higher unit prices for larger packages are much more likely for frozen products than for refrigerated or shelf-stored products.

Therefore, the smart supermarket shopper should not expect unit price discounts to occur for larger packages of all types of products. In particular, frozen products and products packaged in bags and boxes are more likely to have higher unit prices for larger package sizes.

\* Professor of Economics and Business.

# Supermarket Prices and Concentration

Craig Newmark\*

If you live in North Carolina you probably buy most of your groceries from one of four firms: Harris-Teeter, Food Lion, Winn-Dixie, or A&P. In some of the state's cities these firms account for roughly 70% of the area's food store sales, and this is not unusual. In most U.S. cities the market share of the four leading grocery retailers is nearly 60%.

Some scholars and policymakers worry about the high local concentration of retail food sales. They theorize that when a small number of firms dominates a market, competition suffers, prices rise and service, quality, and innovation decline. All five empirical studies of grocery retailing published to date support this view. The most detailed study was performed in 1977 by agricultural economists at the University of Wisconsin. The Wisconsin group priced a "grocery basket" of 94 widely purchased items (for instance, Kellogg's Corn Flakes and Kraft cheese) in several stores in each of 32 cities. In the three cities having the least concentration of grocery sales, food prices were approximately 4% below the national average and nearly 10% below those of cities having the highest sales concentration. The Wisconsin economists concluded that grocery chains' noncompetitive pricing was costing American consumers hundreds of millions, perhaps billions, of dollars each year. Moreover, they warned that without rigorous antitrust activity, consumers would lose still more.

This conclusion is quite questionable. Before assailing seller concentration, we should inquire *why* markets may develop with only a few dominant sellers. The successful sellers must provide, at least for a short period, a significantly better product. Lower pricing is often what leads to market dominance. In grocery retailing, large-share supermarket chains have lower costs than small independent stores. The chains economize on warehousing, transportation, and advertising expenses.

Can the chains, once they grow to dominate food retailing in an area, refuse to pass on their cost savings? Will they cooperate, not compete? If they do, they invite entry of new firms. There are a number of very aggressive, new competitors in grocery retailing today. Chains such as Food Lion, Giant, and Publix are driving down costs and winning market shares from older firms that have failed to trim costs as fast. Both A&P and Safeway, each at one time the largest chain in America, have shrunk significantly as a result of intense competition from younger firms.

Competition also is compelling grocery firms to provide an increasing variety of services. The average supermarket in 1950 carried about 4000 items; today's supermarket averages nearly three times that number. In the "superstore," a new store format, the number of items

often reaches above 30,000. For shoppers placing more importance on low price than on selection and service, grocers a few years ago developed the "warehouse" format. A warehouse store carries a very restricted selection of items—about 1500—and frequently does not carry fresh meat and produce. Many consumers naturally would prefer to shop at a store that combined the best features of both the superstore and the warehouse store. The most rapidly growing format addresses these consumer desires: within the last five years several chains have begun building "super warehouse" stores.

The wide variety of store formats and services food retailers offer today casts doubt on the results of the statistical studies mentioned above. In all five studies the authors assumed that because a national brand item, say, a box of Kellogg Corn Flakes, is physically the same in all parts of the country, retailers should have the same wholesale cost and should, if competing vigorously, charge the same price. The box is identical everywhere, but the amenities provided with the box certainly are not! Consider Washington, DC. Included in most of these studies, it has high prices and very high seller concentration. But Washingtonians are very affluent. Washington, DC has ranked in the top ten U.S. cities in median family income for well over twenty years. High-income, two-earner families demand greater shopping convenience. They want services such as express checkout lanes and extended hours of operation services that are costly for retailers to provide. Proof that some consumers are willing to pay a substantial premium for convenience is found in the number of people who make purchases in convenience stores such as 7-Elevens or Fast Fares. For the few minutes saved by buying an item in one of these stores rather than a full-sized store, a 10-15% higher price is paid.

Studies that compare retail food prices in different cities thus need to account for the different service levels provided. A study by two USDA economists completed last November and as yet unpublished, does this. The results are important. Variations in service levels in different cities explain a significant amount of the variation in prices. Further, once the service variation is accounted for, seller concentration is not associated with higher prices.

## TAR HEEL ECONOMIST

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Raleigh, N. C. 27695-8109

\*Assistant Professor of Economics and Business.

# Markup Pricing and the Nature of Food Processing and Retailing

Michael K. Wohlgenant\*

Are food retailers able to pass directly on to consumers increases in the costs of raw materials? Past research by economists indicates that in some cases increases in raw material costs are passed on dollar for dollar to consumers, while in other cases, if raw material costs increased by \$1, retail food prices to consumers will increase by *more* than \$1. Two competing explanations for why this can happen are examined below.

## Monopoly Power

The most common explanation given for observed pricing behavior by food retailers is that retailers possess some monopoly power and specify markups over input costs based on how they perceive consumers will react to retail price changes. The problem with this explanation is that there is uncertainty about how consumers will in fact react to price changes. Under some circumstances, consumer behavior can be such that it is not profitable for a retailer to pass all of the cost increase on to consumers because when the retailer raises price, consumers will reduce purchase of the product. If purchase reductions are large enough, the retailer's sales revenue can fall, which may cause his profits to fall. In this case, the retailer may be better off absorbing a portion of the raw material cost increase rather than passing all of it on to his customers.

## Input Substitution

A more significant explanation for markup pricing behavior by food retailers is the existence of opportunities for input substitution in food processing and marketing. Most retail food products are a combination of raw inputs, such as the raw foodstuff, and processing and service

inputs. When prices for raw foodstuffs rise, food manufacturers and retailers have incentives to use less of the now more expensive raw foodstuffs and more of the other processing and service inputs in producing final retail products. The retail product now contains proportionately more service and processing inputs than it did before the rise in raw material costs. This substitution causes average processing and service costs of the retail product to rise and, most importantly cause the spread between the retail price and the price of raw foodstuffs to rise. This gives the appearance that more than 100% of the increase in cost of raw foodstuffs is being passed on to consumers.

What are some sources of input substitutability in food processing and retailing? In the simplest case, substitution occurs when the amount of wastage and spoilage is reduced as prices of raw foodstuffs rise. Another example is substitution away from commodities using more of the raw material to those using relatively less of the raw material. Many retail food products do not consist of single commodities, but rather are composites of several commodities. For example, beef is a composite commodity consisting of ground beef and several types of retail cuts (steaks, roasts, etc.). Also, many retail food products are available in a variety of forms, ranging from unprepared foods to fully prepared foods. Because prepared foods require more service inputs (packaging, convenience, etc.) than unprepared foods, an increase in the prices of raw foodstuffs could lead to a substitution of marketing services for raw foodstuffs. This would occur by decreasing production of unprepared foods whose price is composed mostly of the cost of the high-priced raw input and an increase in production of prepared foods, which requires more services relative to raw input. Usually opportunities for input substitution result from the ability of food processors and retailers to offer a variety of product forms embodying different proportions of services and raw materials.

## Implications

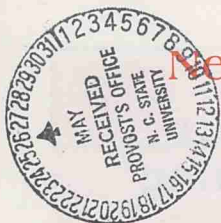
Research on the causes of markup price behavior by food retailers has significant implications for understanding factors affecting demand for agricultural products. If substitutions are possible between raw foodstuffs and marketing services, demand for agricultural products by food processors will decline more in response to a given increase in farm price. This suggests, among other things, that farm policies aimed at reducing supplies of raw foodstuffs probably would not be as effective in raising farm price as would a situation in which other inputs cannot be substituted for the agricultural product.

\* Associate Professor of Economics and Business.

## FORTHCOMING ISSUES

May—Cycles in Agriculture

June—Weather and Agriculture



# New Competitors and Pricing

Michael L. Walden

When a new supermarket enters a given market area, will retail food prices fall or rise? Standard economic theory says that prices should fall. When there are more supermarkets competing in a market area, prices should fall because the supply of supermarket products is now greater.

However, a competing theory states that adding more supermarkets to the market area may, in fact, result in higher prices. The reason is that with more supermarkets in the area, consumers have a shorter distance to drive to the nearest store. With lower transportation costs, consumers may increase their demand for food products and bid up retail food prices.

Which theory comes closest to reality? A recent study supports the traditional theory that more competitors results in lower supermarket prices. Prices of 22 commonly purchased supermarket products were collected weekly from six supermarkets in a market area during a 48-week period. The time period encompassed in the study included 32 weeks prior to the opening of a new

supermarket in the area and 16 weeks after the opening. The results showed that in the majority of cases supermarket product prices at the six stores were lower after the opening of the new competing store. Furthermore, these results were found after taking into account the influences of national supermarket price movements and differences in supermarket prices due to variation in store amenities.

The results indicated, however, a clear difference between the impact of new competition on supermarket food prices and nonfood prices. After entry of the new competitor, two-thirds of the sampled food prices were significantly lower, whereas none of the sampled nonfood prices were lower. This result makes sense if supermarkets compete mainly on the basis of their food products.

These findings indicate, therefore, that one way to reduce supermarket food prices in a given market area is to encourage entry of new competitors.

Published by

## THE NORTH CAROLINA AGRICULTURAL EXTENSION SERVICE

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AGRICULTURAL EXTENSION SERVICE  
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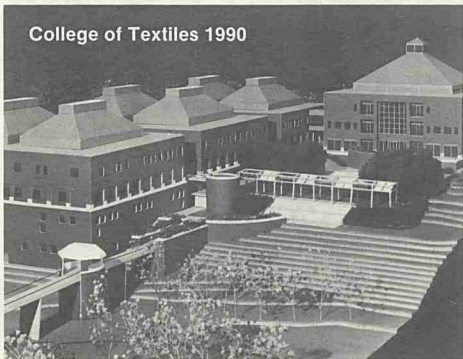
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# OFFICIAL BULLETIN AND CALENDAR NORTH CAROLINA STATE UNIVERSITY

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## CEREMONY FOR TEXTILE COMPLEX



College of Textiles 1990

New College of Textiles complex for Centennial Campus, completion expected for fall of 1990.



Historic dirt. Turning the first shovels of dirt for the ceremonial "ground breaking" Tuesday were Chancellor Poulton (right), Dean Emeritus Dame Hamby and Dr. Robert Barnhardt (left), the current dean.

### NOMINATIONS FOR DPA AWARD DEADLINE

The Finance and Business Division will be accepting nominations for its distinguished performance award June 1 through Aug. 1. Nomination forms or questions should be directed to Mr. Charles McBrayer, Box 7227, Ext. 3640.

University and textile industry officials broke ground Tuesday (May 17) for a new \$26.5 million, 298,024-square-foot facility on the new Centennial Campus.

The new complex will have approximately 50 percent more space than the current textile facilities, Nelson Hall and David Clark Laboratories. Plans call for the College of Textiles to move to its new home in the fall of 1990.

Among officials spading shovels of dirt were Chancellor Poulton, Dean Robert A. Barnhardt, Dean Emeritus Dame Hamby, faculty member Dr. Anne C. Clapp, student Martha C. Lambeth, and textile industry executives W. Duke Kimbrell and Marshall Y. Cooper, Jr.

The College of Textiles will be the first major academic unit to locate on the new 900-acre campus.

The N.C. General Assembly has appropriated \$26.5 million for construction of the textile facility and an additional \$6 million for equipment needs.

"This is a momentous occasion for North Carolina's textile, apparel and fiber industries," Chancellor Poulton said. "These new facilities will provide for state-of-the-art educational programs for young people entering those industries.

"In addition, they provide for expanded research opportunities, particularly in the integrated manufacturing of textiles and apparel," Poulton said.

Dean Barnhardt says the location of the facility on the Centennial Campus is "a logical extension of a special relationship that exists between the college and the textile and allied industries...The potential of academia and industry working together--physically and mentally--is awesome."

The complex, to be located on a site overlooking Lake Raleigh, will consist of four interconnected buildings. All process laboratories and heavy equipment will be on the

lower floors so the noise will not disturb classes.

The complex will be part of the first cluster of buildings on the Centennial Campus. The first building in the cluster, a research facility, recently was occupied by the Precision Engineering Center.

Dr. Perry L. Grady, associate dean, has been coordinator of the new building project.

The College of Textiles provides the industry with one-third of all U.S. bachelor's degree recipients in textiles, nearly half of all master's degree recipients and about three-fourths of all doctoral graduates. Every year approximately 95 percent of all NCSU textile graduates find jobs. The average starting salary for 1988 is \$25,400.

#### **DEPARTMENTS MOVE BACK TO WINSTON; BUILDING RENOVATIONS COMPLETED**

After 15 months, the departments of Philosophy and Religion and Speech-Communication are back in Winston Hall. But the old quarters have a distinctly new look.

With the building renovation project almost completed, reoccupation of Winston began the week of April 11. In addition to the two departments, the Social Science Computing Lab and Humanities Extension have also moved to Winston.

The renovated building has 16 general purpose classrooms and five special purpose classrooms, including a Macintosh computer lab and audio, video, and electronic media workshops. The renovation included the installation of heating and air conditioning systems, new thermal pane windows, fire alarms and sprinklers, and a new roof.

The most notable feature of the renovation was the creation of approximately 3,000 square feet of usable space in the building attic. The space houses the Social Science Computing lab. Handicapped access is provided by a wheelchair lift.

Still to be completed are landscaping and other exterior improvements, repaving of the Winston parking lot, and some minor work on the interior.

#### **CALS COMMITTEE NAMED TO SELECT TOP SPA EMPLOYEE IN '88 AWARDS PROGRAM**

Dean D. F. Bateman, College of Agriculture and Life Sciences, has named a committee to select five recipients of the Distinguished Performance Award for 1988. Dr. David Jenkins, Agricultural Communications, is chairing the committee. Other committee

members are: Joyce Bruffey, administrative secretary, Botany; Pam Morton, student services manager, Academic Affairs; Dr. Keith Cassel, Soil Science; and Dr. L. B. Driggers, Biological and Agricultural Engineering. Nominations are being accepted until June 15, and should be submitted to the Office of the Dean, College of Agriculture and Life Sciences, Box 7601.

#### **REYNOLDS GRANT CONTINUES SUPPORT FOR AG EXTENSION, ACADEMIC WORK**

A grant of \$108,000 from R.J. Reynolds Tobacco Co. and its parent company's foundation will continue three programs affecting county agricultural extension agents, rural minority women, and student recruitment.

A grant of \$68,000 has been provided by R.J. Reynolds Tobacco and another of \$40,000 by RJR Nabisco Foundation.

The grants include funding of the following agricultural programs.

--Continuation of county agent awards in all areas of agricultural extension,

--Leadership development for rural minority women,

--Support for a mobile information center used for student recruitment for the NCSU College of Agriculture and Life Sciences and to promote agricultural awareness in the state.

Since 1962, NCSU has received over \$4.6 million from R.J. Reynolds to support tobacco research, agricultural extension, and education.

#### **"FRIENDS OF THE COLLEGE" RECEIVES MEDAL FROM RALEIGH ARTS COMMISSION**

On Tues., May 10, in the City Council Chamber, The City of Raleigh Arts Commission awarded its Raleigh Medal of Arts to Friends of the College. The award was presented to Friends "for extraordinary achievement in the arts." The citation accompanying the medal reads:

"For 30 years Friends of the College has provided the opportunity to one-and-a-half million to attend live performances of the world's greatest classical artists--at a price per concert less than the average movie ticket. It is the largest concert series of its kind in the world, averaging 15,000-20,000 for each concert."

During the 1988-89 year, Friends of the College will celebrate its 30th anniversary.

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Salt and sodium are not the same thing, but salt is half sodium.

# THEIL WINS UNC GARDNER AWARD

Biochemist and University Distinguished Professor Elizabeth C. Theil was named Friday (May 13) by the UNC Board of Governors as a 1988 winner of the prestigious O. Max Gardner Award, the ninth such winner in the past 10 years for N.C. State.

The Gardner Award is the top faculty award in the UNC System and is awarded for contributions to the welfare of mankind. Dr. Floyd W. Denny, Jr., a UNC-CH medical doctor and formerly chairman of the Department of Pediatrics and now director of the UNC-Chapel Hill Center for Health Promotion and Disease Prevention, also was named a Gardner Award winner.

Dr. Theil's award was based on her research on ferritin, an iron-storage protein in the blood. About one-fourth of the world's population suffers from various blood disorders related to iron and Theil's research has contributed substantially in understanding the metabolic processes involving ferritin. In 1987 she was named a NIH Merit Status researcher, which guarantees her continuing research support.

A native of Jamaica, N.Y., Theil earned her undergraduate degree from Cornell University and a Ph.D. in biochemistry from Columbia University in 1962. After conducting postdoctoral research at Florida State University and NCSU, she joined the NCSU faculty in 1971. She is the author or co-author of more than 100 scholarly publications. Theil is director of the University Honors Council and has received the prestigious NCSU Alumni Award.

O. Max Gardner was a former governor who provided for the award in his will. It has been given annually since 1949.

Award winners in the past 10 years at State have been: Dr. Sol Hersch, Textiles; Dr. C. Clark Cockerham, Genetics and Statistics; Dr. Ellis B. Cowling, Plant Pathology and Forestry; Dr. Joe Sasser, Plant Pathology; Dr. Frank E. Guthrie, Entomology and Toxicology; Dr. Vivian T. Stannett, Chemical Engineering and Polymer Chemistry; Dr. M. Necati Ozisik, Mechanical and Aerospace Engineering; and Dr. Major M. Goodman, Crop Science and Genetics.

## COMMITTEES NAME FOR DPA PROGRAM; NOMINATIONS OF CANDIDATES SOUGHT

Committees have been appointed for the various University units to select top employees to be recognized in the Distinguished Performance Award Program (DPA). The DPA program recognizes University employees for



UNC Board of Governors Chairman Philip Carson, Dr. Theil, and UNC President C. D. Spangler.

outstanding overall job performance, special accomplishments and contribution to the University community. Anyone interested in nominating an employee for a Distinguished Performance Award should forward their nomination to the appropriate chairman.

<u>Unit</u>	<u>Chairperson</u>	<u>Mailing Address</u>	<u>Nomination Deadline</u>
Agriculture and Life Sciences	Dr. David Jenkins	Box 7603	June 15
Chancellor's	Mr. Bryant Allen	Box 7503	August 1
Design	Mrs. Linda Sanders	Box 7701	September 15
Education and Psychology	Mrs. Willie M. Smith	Box 7801	September 15
Engineering	Mrs. Peggy Wilkins	Box 7901	September 1
Finance and Business	Mr. Charlie McBryer	Box 7227	August 31
Forest Resources	Dr. Lester Holley	Box 8002	August 15
Humanities and Social Sciences	Mrs. Joyce Barbour	Box 8101	September 9
PAMS	Dr. Robert Bereman	Box 8201	September 16
Provost	Mrs. Carolyn Maiden	Box 7101	August 31
Student Affairs	Miss Anita Liles	Box 7313	June 30
Textiles	Mr. Gene Floyd	Box 8302	September 15
University	Mr. John F. Cudd	Box 7902	September 1
Extension			
Veterinary Medicine	Mr. Terry Walker	Box 8401	June 30

Each unit winner will receive an award and automatically become a nominee for the University "Employee of the Year".

## CANDIDATES FOR ACADEMIC AFFAIRS POSITION TO GIVE SEMINARS IN WILLIAMS HALL

Candidates for the position of assistant director of academic affairs, College of Agriculture and Life Sciences, will give seminars for CALS faculty in late May and

early June. The seminars will be in 2405 Williams Hall. All seminars are at 3 p.m. The schedule is as follows:

Thurs., May 26, Dr. Maurice G. Cook, Soil Science; Tues., May 31, Dr. Wendell H. McKenzie, Genetics; and Thurs., June 2, Dr. Jon F. Ort, Poultry Science.

## Jefferson Pilot Short-Term Disability Income Plan Enrollment Continues

The University Administration has approved a short-term disability income plan upon the recommendation of the Group Insurance and Benefits Committee. Coverage for this program will begin July 1. This coverage will be available to all full-time and permanent part-time employees who are covered under a retirement program through the University. Premiums are to be paid in full by the employee each month through payroll deduction. An initial enrollment period began April 18th and will continue through June 6. Applications must be received by the Payroll and Benefits Office no later than 5:00 p.m. June 6.

The Jefferson-Pilot Short-Term Disability Income Plan is designed to supplement other disability plans employees may have, including the State Disability Income Plan (DIP).

The Jefferson-Pilot plan will begin paying benefits after 14 days of disability. There are two levels of nontaxable benefits payable. A larger amount is payable for the first three months, and a smaller amount for the following nine months. Benefit amounts will not be coordinated (reduced) by payment of benefits from other plans.

Since disability income protection is an important part of a well-rounded benefit package, Payroll and Benefits recommends that employees give this short-term plan careful consideration. Information on the Jefferson-Pilot Short-Term Disability Income Plan is available in the Payroll and Benefits Office, Ext. 2151. Questions may also be addressed to Mrs. Martha Carlsen at 787-2386.

## E. DOWNEY BRILL TO HEAD NCSU CIVIL ENGINEERING DEPARTMENT

Dr. E. Downey Brill, professor of civil engineering and environmental studies at the University of Illinois, Urbana-Champaign, has been appointed head of the Department of Civil Engineering.

The appointment, effective July 1, was announced by Chancellor Bruce R. Poulton.

Brill, 40, succeeds Dr. Paul Z. Zia, who will return to full-time teaching and research in the

department. Zia, a member of the civil engineering faculty since 1961 and department head since 1979, also will take the prestigious national presidency of the American Concrete Institute.

A native of Woodstock, Va., Brill earned his bachelor's degree at Cornell University in 1969 and his doctorate in environmental engineering at Johns Hopkins University in 1972.

Brill will head the academic and research programs of one of the largest of the engineering college's departments, with an enrollment of approximately 1,000 undergraduate and graduate students and a 40-member faculty.

Programs in civil engineering include: coastal and ocean engineering, construction engineering management and materials, environmental and water resources engineering, geotechnical engineering, public works engineering and administration, structures and mechanics and transportation engineering.

He joined the civil engineering faculty and the Institute of Environmental Studies at the University of Illinois in 1973. He has served as principal investigator for more than 20 projects and as co-investigator of five research projects.

He has served as visiting scholar at the University of Texas at Austin and as a Fulbright distinguished professor at the University of Nis in Yugoslavia.

## FACULTY NOTES

Prof. William D. Stevenson, Jr., professor emeritus of electrical and computer engineering, died May 1. Stevenson retired from NCSU in 1978 after serving on the engineering faculty for 32 years. Noted for his teaching excellence in power engineering, he has received many citations recognizing him as an outstanding professor. He was graduate administrator for the Department of Electrical Engineering for more than two decades.

His textbook, "Elements of Power System Analysis," was first published in 1955. A second edition was published in the '60s, a third revised edition in the late '70s, and a fourth edition following Stevenson's retirement.

A native of Pittsburgh, Stevenson earned his bachelor's degree in engineering at Princeton University, a second bachelor's degree in electrical engineering at Carnegie Institute of Technology and his master's degree at the University of Michigan. Prior to joining the NCSU faculty, he taught at Princeton University and at Clemson University.



AFFIRMATIVE ACTION PLAN

EPA NON-FACULTY

*A-A  
Plan*

SCHOOL/DEPARTMENT \_\_\_\_\_

Completed by: \_\_\_\_\_

EPA NON-FACULTY	Estimated Number of Positions Expected to Become Vacant					Subtotal	Estimated Number of Newly Created Positions	Total Positions to be Filled
	1986-87	1987-88	1988-89	1989-90	1990-91			
Executive, Administrative, Managerial								
Professional								
Technical								
TOTAL	A	B	C	D	E	F	G	H

NOTE: A+B+C+E = F  
F+G = H

AFFIRMATIVE ACTION PLAN

EPA NON-FACULTY

SCHOOL/DEPARTMENT \_\_\_\_\_

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Professional								
Technical								
TOTAL	A	B	C	D	E	F	G	H

NOTE: A+B+C+E = F  
 F+G = H