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ABSTRACT

This report concerns the Six Institutions' Consortium efforts toward interinstitutional co-operation in faculty development, 1969-73. Emphasis is placed on faculty support and faculty fellowships, Consortium efforts have produced a beneficial impact on each member institution. Appendices include related material. (MJM)

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inter-institutional co-operation
in
faculty development

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inter-institutional co-operation
in
faculty development

A Report covering the period, 1969-73.

prepared by

Ewa U. Eko, Co-ordinator

six institutions' consortium

The Six Institutions' Consortium is a functional arrangement to foster inter-institutional cooperation for the purpose of pooling resources and strengthening member institutions in the direction of achieving the overall quality improvement of undergraduate education. This cooperation is directed at the sharing of administrative know-how; faculty, staff personnel, and Institutional development; African, Afro-American Studies and cultural enrichment, improvement of curriculum, counseling services, and developmental education.

Member Institutions

Barber-Scotia College
Concord, North Carolina

Saint Augustine's College
Raleigh, North Carolina

Bennett College
Greensboro, North Carolina

Shaw University
Raleigh, North Carolina

Livingstone College
Salisbury, North Carolina

Winston-Salem State University
Winston-Salem, North Carolina

six institutions' consortium

Bennett College
Greensboro, North Carolina 27420
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faculty development, 1969-73

Faculty development underlies all the programmatic efforts of the Six Institutions' Consortium. All the joint activities, besides those clearly labelled faculty development, were directed toward the improvement of teaching and learning. In developmental education programs, the thrust was humanizing instruction, helping students develop appropriate skills for effective learning, and improving the campus environment to facilitate enriched teaching and learning. In African and Afro-American Studies, special attention was placed on curriculum building and cultural enrichment. In student personnel services, opportunities were provided for faculty participation in in-service education and cooperative activities aimed at effecting desirable changes in all student services. Urban science emphasized developing familiarity with the situations and needs of urban areas, as well as providing faculty with facility for working and relating more effectively with urban institutions.

Additionally, faculty development featured specific programs of in-service education, advanced study and professional development and training. All these activities were carried out simultaneously. In-service education, through seminars and workshops utilizing many expert resources, was provided for faculties of member institutions. These training sessions were held on Consortium campuses. Fellowships were awarded to deserving faculty members to pursue advanced graduate study and research toward terminal degrees in their fields. Support was given for faculty members to attend professional association meetings, conferences and institutes.

FACULTY SUPPORT

To strengthen in-service education and advanced faculty study programs as well as curriculum development and innovation, use was made of National Teaching Fellows (NTF's). Each member institution was awarded three fellowships every year beginning in 1969-70. This form of faculty personnel support was made available through a yearly grant authorized under Title III of the 1965 Higher Education Act from the Division of College Support of the Department of Health, Education and Welfare, U.S. Office of Education.

Between 1969 and 1973, the total support for National Teaching Fellows on all Consortium campuses amounted to \$697,016 in respect of 79 NTF's employed. Of this amount, the total Federal Government award was \$554,900 and the Consortium support, through institutional contributions, amounted to \$142,116. Table I documents the yearly support and Table II the total institutional contribution for NTF's throughout the years under review.

TABLE I
SUPPORT FOR NATIONAL TEACHING FELLOWSHIPS
1969-73

| Year | No. of NTF's | Federal Government Grant | Consortium Support |
|--------------|--------------|--------------------------|--------------------|
| 1969-70 | 20 | \$ 142,000 | \$ 16,000 |
| 1970-71 | 20 | 141,600 | 29,888 |
| 1971-72 | 20 | 138,000 | 48,988 |
| 1972-73 | 19 | 133,300 | 47,240 |
| TOTAL | 79 | \$ 554,900 | \$142,116 |

TABLE II
INSTITUTIONAL SUPPORT FOR
NATIONAL TEACHING FELLOWSHIPS
1969-73

| Institution | No. of NTF's | Amount of Support* |
|--------------------------------|--------------|--------------------|
| Barber-Scotia College | 12 | \$21,476 |
| Bennett College | 19 | 17,900 |
| Livingstone College | 12 | 34,800 |
| St. Augustine's College | 12 | 10,300 |
| Shaw University | 12 | 33,400 |
| Winston-Salem State University | 12 | 24,240 |

*Appendix I shows the yearly support contribution by each institution.

The NTF's were used not only to replace substantive faculty members, who were away on advanced study, but also to release faculty members for participation in cooperative curriculum development programs. They were also used to strengthen institutional academic programs. Of the 79 fellows, 33 were used in the humanities; 28 in the social sciences; and 18 in the natural sciences. Table III presents the academic distribution of these fellows by institutions.

TABLE III
ACADEMIC DISTRIBUTION OF
NATIONAL TEACHING FELLOWSHIPS*
1969-73

| Institution | Field of Study | | | Total No. of NTF's |
|--------------------------------|----------------|-----------------|------------------|--------------------|
| | Humanities | Social Sciences | Natural Sciences | |
| Barber-Scotia College | 7 | 3 | 2 | 12 |
| Bennett College | 11 | 4 | 4 | 19 |
| Livingstone College | 2 | 4 | 6 | 12 |
| St. Augustine's College | 6 | 5 | 1 | 12 |
| Shaw University | 6 | 4 | 2 | 12 |
| Winston-Salem State University | 1 | 8 | 3 | 12 |

*Appendix II gives a list of the NTF's and their teaching areas.

FACULTY FELLOWSHIPS FOR ADVANCED STUDY

A total of 31 fellowships were awarded to faculty members from all Consortium institutions during the period 1969-1973. Of these, 25 pursued advanced study leading to the doctoral degree; 5 the master's degrees and one post-doctoral study and research. (See Table IV). At the end of the academic year, 1972-73, 13 of these fellows had received their doctoral degrees; 5 their master's degrees; and one had completed the post-doctoral study.

TABLE IV
ACADEMIC-YEAR FACULTY FELLOWSHIP AWARDS*
1969-73

| | Field of Study | Number of Awards |
|-----|-------------------------------------|-------------------------|
| I | Awards for Doctoral (Ph.D.) Studies | |
| | Humanities | 12 |
| | Social Sciences | 7 |
| | Life Sciences | 6 |
| | | — |
| | | 25 |
| II. | Awards for Master's Degree Work | |
| | Humanities | 3 |
| | Social Sciences | 1 |
| | Life Sciences | 1 |
| | | — |
| | | 5 |
| III | Awards for Post-doctoral Studies | |
| | Social Sciences | 1 |

*See appendix III for the list of fellows.

There were also fellowship awards to a total of 27 faculty to pursue summer graduate studies during 1971-73. Of this number, 14 awards were for doctoral studies; 5 for professional study; and 8 for master's degree work. Table V gives the distribution of these fellowships.

TABLE V
FACULTY FELLOWSHIPS FOR SUMMER GRADUATE STUDY*

| | Field of Study | Number of Awards |
|------|---------------------------------|-------------------------|
| I. | Awards for Doctoral Studies | |
| | Humanities | 9 |
| | Social Science | 3 |
| | Natural Science | 2 |
| | | — |
| | | 14 |
| II. | Awards for Professional Study | |
| | Humanities | 3 |
| | Social Science | 2 |
| | | — |
| | | 5 |
| III. | Awards for Master's Degree Work | |
| | Humanities | 1 |
| | Social Science | 7 |
| | | — |
| | | 8 |

*See Appendix III for the list of fellows.

A major source of support for these faculty fellowships was the federal government. Title III grants received totaled \$138,000 over the four years, 1969-73. The Consortium support through institutional contributions amounted to \$57,536. (See Table VI).

TABLE VI
SUPPORT FOR FACULTY FELLOWSHIPS

| Year | Federal Government Grant | Consortium Support* |
|--------------|---------------------------------|----------------------------|
| 1969-70 | \$24,000 | \$16,616 |
| 1970-71 | 42,000 | 10,000 |
| 1971-72 | 24,000 | 8,000 |
| 1972-73 | 48,000 | 22,920 |
| TOTAL | \$138,000 | \$57,536 |

See Appendix IV for institutional support of faculty fellows.

CONCLUSION

The need for faculty development in higher education is more urgent today than ever before. This brief report presents what has been done by a group of small institutions through inter-institutional cooperation. In a time of expanding knowledge and practices, accelerated social change, decline in public support of higher education and increasing student needs, it becomes mandatory that faculties keep abreast of new developments through in-service education, re-training and further study. The consortium approach can help meet these needs more economically through the sharing of resources.

The efforts of the Six Institutions' Consortium have produced a beneficial impact on each member institution. Growth of faculty competencies and qualifications, as well as the improvement of curricula and learning environment, have resulted. But the support base for future work in this area must be restructured to reflect the shrinking federal support for higher education.

APPENDIX I
INSTITUTIONAL SUPPORT OF
NATIONAL TEACHING FELLOWSHIPS
1969-73

| Institution | Yearly Support Contribution | | | | Total |
|--------------------------------|------------------------------------|-----------------|-----------------|-----------------|------------------|
| | 1969-70 | 1970-71 | 1971-72 | 1972-73 | |
| Barber-Scotia College | \$ 500 | \$ 6,388 | \$ 6,888 | \$ 7,700 | \$ 21,476 |
| Bennett College | 1,800 | 4,600 | 5,800 | 5,700 | 17,900 |
| Livingstone College | 3,500 | 3,000 | 12,800 | 15,500 | 34,800 |
| Shaw University | 7,700 | 9,000 | 10,900 | 5,800 | 33,400 |
| St. Augustine's College | 2,000 | 5,000 | 1,500 | 1,800 | 10,300 |
| Winston-Salem State University | 500 | 1,900 | 11,100 | 10,740 | 24,240 |
| Total | \$16,000 | \$29,888 | \$48,988 | \$47,240 | \$142,116 |

APPENDIX II
LIST OF NATIONAL TEACHING FELLOWSHIPS, 1969-73

Barber-Scotia College

| Fellow | 1969-70 | Teaching Area |
|------------------------|----------------|---------------------------|
| John Black, Jr. | | History |
| Anthony E. Ekong | | History |
| Sister Rita M. Konesny | | English |
| | 1970-71 | |
| Thomas B. Hoover | | Religion and Philosophy |
| Laszlo T. Tarnoi | | Humanities |
| Mabel C. Trapp | | English |
| | 1971-72 | |
| Opal W. Hawkins | | Communication |
| Laszlo T. Tarnoi | | Humanities |
| Joan Bowen | | Biology |
| | 1972-73 | |
| Dandiappanayar Prasad | | Chemistry and Mathematics |
| Betty D. Petersen | | Social Science |
| William E. Laukaitis | | Communications |

Bennett College

| Fellow | 1969-70 | Teaching Area |
|------------------------|----------------|------------------------|
| Frank L. Boulware | | Music |
| Ebele Eko | | French |
| Barbara S. Procton | | English and Humanities |
| Ralph R. Speas | | Sociology |
| Willie Mae F. McCallum | | Social Science |
| | 1970-71 | |
| Betty L. Tahal | | Art |
| Ebele O. Eko | | French |
| Edwin F. Nguma | | Audio-Visual Education |
| Brenda E. Kee | | Music |
| Susan Dilday | | Music |
| | 1971-72 | |
| Edwin F. Nguma | | Audio-Visual Education |
| Betty L. Tahal | | Art |
| Annella Thomas | | Music |
| Basavaraj Sekhara Rao | | Biology |
| Frances Davis | | Food and Nutrition |
| | 1972-73 | |
| Janet E. Cochran | | English |
| Richard L. O'Pharrow | | Mathematics |
| Basavaraj Sekhara Rao | | Biology |
| Annella W. Thomas | | Music |

Livingstone College

| Fellow | 1969-70 | Teaching Area |
|----------------------|----------------|-------------------------|
| Andrea M. MacConnell | | English |
| Arthur L. Iamele | | History |
| M. Avis Johnson | | English |
| | 1970-71 | |
| Carolyn L. Anderson | | Mathematics |
| Fannie A. Blue | | Education |
| William H. Clontz | | History |
| | 1971-72 | |
| Carolyn L. Anderson | | Mathematics |
| Emily M. Horrington | | Biology |
| Mary T. Langerbeck | | Physics and Mathematics |

LIST OF NATIONAL TEACHING FELLOWSHIPS (Continued)

| | | |
|--------------------|---------|----------------------------|
| | 1972-73 | |
| Emily Horrington | | Biology |
| Mary T. Langerbeck | | Physics and Mathematics |
| Midori Y. Banks | | Sociology and Anthropology |

Saint Augustine's College

| | | |
|--------------------------|---------|----------------------|
| | 1969-70 | |
| Fellow | | Teaching Area |
| Lydia L. Chang | | English |
| Daniel O. Grant | | History |
| Serena Staggers | | Sociology |
| | 1970-71 | |
| James D. Lockett | | Political Science |
| Cheryl K. Kaetzel | | French |
| Josephine B. Kusuappa | | English |
| | 1971-72 | |
| Sister Evelyn J. Mattern | | English |
| Mario J. Azevedo | | History |
| George E. Laws, Jr. | | Music |
| | 1972-73 | |
| Joyce F. Ellis | | English and Drama |
| Richard L. Moore | | History |
| Natalie M. Creed | | Mathematics |

Shaw University

| | | |
|------------------------|---------|----------------------|
| | 1969-70 | |
| Fellow | | Teaching Area |
| Norman Forer | | Urban Science |
| Abdul-Hafez Elkordy | | Urban Science |
| Edward L. Graves | | Music |
| | 1970-71 | |
| Richard Roblans | | Economics |
| Marion P. Hayes | | Communication |
| Robert T. Simmons | | English |
| | 1971-72 | |
| Willie J. Brooks | | Communication |
| Jesse Clements, Jr. | | Physical Education |
| Ndubisi Chuka Egemonye | | Journalism |
| | 1972-73 | |
| Philon Goldman | | Social Science |
| Allan W. Osborne | | Drama and English |
| James R. Scaulan | | Mathematics |

Winston-Salem State University

| | | |
|-----------------------|---------|----------------------|
| | 1969-70 | |
| Fellow | | Teaching Area |
| Roslyn V. Cheagle | | History |
| Wayne F. Anderson | | History |
| Robert H. Swennes, II | | English |
| | 1970-71 | |
| Wayne F. Anderson | | History |
| Melvin B. Baker | | Sociology |
| Elizabeth H. Sumner | | Geography |
| | 1971-72 | |
| Sandria N. Kerr | | Mathematics |
| Fawzy S. Sadek | | Chemistry |
| Elizabeth Sumner | | Geography |
| | 1972-73 | |
| Brenda Clegg | | History |
| Margaret Hicks | | Business |
| Fawzy Sadek | | Chemistry |

APPENDIX III

LIST OF FACULTY FELLOWSHIPS, 1969-73

I. ACADEMIC-YEAR STUDY

Barber-Scotia College

| Fellow | Year | Field of Study | Degree |
|---------------|---------|-------------------------|--------|
| Nathan Cook | 1969-70 | Biology | Ph.D. |
| Rex Clay | 1970-71 | History | Ph.D. |
| David Boger | 1970-71 | Chemistry | Ph.D. |
| David Boger | 1971-72 | Chemistry | Ph.D. |
| Catrela Steel | 1972-73 | Business Administration | M.B.A. |

Bennett College

| | | | |
|-------------------|---------|-------------------------------|----------|
| Francis Grandison | 1969-70 | Research in Child Development | Post-Doc |
| Sally Carstarphen | 1970-71 | English | Ph.D. |
| David T. Treadway | 1971-72 | Mathematics | Ph.D. |
| Fred Eady | 1972-73 | Drama | Ph.D. |
| Doris Lucas | 1972-73 | Black Literature | Ph.D. |
| Brenda Kee | 1972-73 | Music | A.D. |
| Lloyd Harris | 1972-73 | Zoology | Ph.D. |

Livingstone College

| | | | |
|-----------------|---------|-----------------|-------|
| Betty J. Verbal | 1969-70 | History | Ph.D. |
| Grady Nelson | 1970-71 | Humanistic Math | Ph.D. |
| Robert E. Boyd | 1971-72 | Chemistry | Ph.D. |

St. Augustine's College

| | | | |
|-------------------|---------|--------------------|-------|
| Helen D. Chavis | 1969-70 | African Literature | Ph.D. |
| Addison Reed | 1970-71 | Music | Ph.D. |
| Jack L. Biggers | 1970-71 | Music | Ph.D. |
| Leroy Michael | 1971-72 | Mathematics | Ph.D. |
| Jesse Robinson | 1972-73 | English | Ph.D. |
| Julius F. Nimmons | 1972-73 | History | Ph.D. |

Shaw University

| | | | |
|--------------------|---------|-----------------------------------|-------|
| Paul T. Walker | 1969-70 | African and Afro-American Studies | M.A. |
| Joyce R. Cook | 1970-71 | English and American Literature | M.A. |
| Horace T. Small | 1970-71 | P.E. and Health | M.A. |
| Velma G. Clarke | 1971-72 | Higher Education Research | Ph.D. |
| Ura H. Jones | 1972-73 | Humanities | Ph.D. |
| Frances Williams | 1972-73 | Humanities | M.A. |
| Jacqueline Kaalund | 1972-73 | Humanities | M.A. |

I. ACADEMIC-YEAR STUDY (continued)

Winston-Salem State University

| Fellow | Year | Field of Study | Degree |
|--------------------|-------------|------------------------------------|---------------|
| Robert Cummings | 1969-70 | History & Afro-American Studies | Ph.D. |
| Melbourne Cummings | 1969-70 | English & Afro-American Literature | Ph.D. |
| Robert Cummings | 1970-71 | History | Ph.D. |
| Hazel J. Harvey | 1970-71 | English | Ph.D. |
| Hazel J. Harvey | 1971-72 | English | Ph.D. |
| Wayne F. Anderson | 1972-73 | History | Ph.D. |
| Robert E. Shepherd | 1972-73 | Music and Higher Education | Ph.D. |

II. SUMMER GRADUATE STUDY

Barber-Scotia College

| Fellow | Year | Field of Study |
|---------------------|-------------|-------------------------|
| Maceo Mayo | 1973 | Sociology |
| Glenn Bell | 1973 | Guidance and Counseling |
| Elaine King | 1973 | Guidance and Counseling |
| Elizabeth Williford | 1973 | Business Administration |

Bennett College

| | | |
|-----------------|------|-----------------|
| May Crawford | 1971 | Music |
| Susan Dilday | 1971 | Music |
| Brenda Kee | 1971 | Music |
| Cora Macomson | 1971 | Social Science |
| Carmie Shute | 1971 | Library Science |
| Ray T. Treadway | 1971 | Mathematics |

Livingstone College

| | | |
|-------------------|------|---------------------------------|
| Sandra Dixon | 1971 | Music |
| Lillian Foulkes | 1971 | English |
| Avis Johnson | 1971 | English |
| Fannie Kelsey | 1971 | English |
| Clark Coffin | 1971 | Music |
| Eloise Simpson | 1971 | Music |
| Charlotte Chatman | 1973 | Foreign Language |
| Clark Coffin | 1973 | Music |
| Henry Duncombe | 1973 | Music |
| Eloise Simpson | 1973 | Music |
| Carolyn Anderson | 1973 | Mathematics |
| Daniel H. Ford | 1973 | Geography |
| William Mayfield | 1973 | Social Welfare |
| Andrew Littlejohn | 1973 | Guidance and Physical Education |
| Judith Settle | 1973 | Guidance and Counseling |
| James White | 1973 | Guidance and Counseling |
| William Clontz | 1973 | History |

APPENDIX IV

INSTITUTIONAL SUPPORT OF FACULTY FELLOWSHIPS

| Institution | Institutional Support | | | | Total |
|--------------------------------|-----------------------|-----------------|-----------------|-----------------|-----------------|
| | 1969-70 | 1970-71 | 1971-72 | 1972-73 | |
| Barber-Scotia College | \$ - | \$ - | \$ - | \$ - | \$ - |
| Bennett College | 46 | - | 4,000 | 2,270 | 6,316 |
| Livingstone College | - | - | - | - | - |
| St. Augustine's College | 1,370 | - | - | - | 1,370 |
| Shaw University | 5,000 | - | - | 12,650 | 17,650 |
| Winston-Salem State University | 10,200 | 10,000 | 4,000 | 8,000 | 32,200 |
| TOTAL | \$16,616 | \$10,000 | \$ 8,000 | \$22,920 | \$57,536 |

Six Institutions' Consortium Publications

African and Afro-American Studies

1. PROPOSED COURSES OF STUDY
2. CURRICULAR APPROACHES TO AFRICAN AND AFRO-AMERICAN STUDIES
3. PROPOSED COURSES OF STUDY IN VISUAL ARTS
4. BLACK ARTS IN TODAY'S CURRICULUM
5. PAN-AFRICANIST APPROACH TO MODERN LANGUAGE STUDY
6. TOWARDS AN INTERDISCIPLINARY CORE CURRICULUM IN AFRO-AMERICAN STUDIES
7. THE LIFE SCIENCES AND SOCIETY
8. ANNOTATED SELECTIONS FROM BIOLOGICAL ABSTRACTS ON AFRICANS AND AFRO-AMERICANS
9. THE DEVELOPMENT OF AFRICAN AND AFRO-AMERICAN STUDIES: A CONSORTIUM APPROACH
10. ACHIEVEMENT AND PROMISE

Developmental Education

11. NEW APPROACHES TO DEVELOPMENTAL EDUCATION

Faculty Development

12. INTER-INSTITUTIONAL CO-OPERATION IN FACULTY DEVELOPMENT

Public Relations

13. RELATIONS IN COMMUNICATION

Student Personnel Services

14. STUDENT PERSONNEL SERVICES IN RETROSPECT
15. TRAINING FOR CHANGE IN STUDENT PERSONNEL SERVICES