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Marshall University News Letter, September 18, 1986

Office of University Relations

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Marshall receives gift of \$200,000...

A prominent Huntington attorney and his wife said "Thanks" to the Huntington area yesterday—nearly seven years after his death and nearly two years after her death.

As a result, three of the area's leading institutions divided a gift of \$600,000 from the estate of Mrs. J.J.N. Quinlan during a news conference in Marshall University's Memorial Student Center.

Receiving \$200,000 checks were Marshall University, Huntington Galleries and Green Acres Regional Center for the mentally retarded.

Announcement of the gifts was made by Huntington attorney William M. Frazier, co-executor of Mrs. Quinlan's estate. The checks were presented by Mrs. Irene "Susie" Clay, Quinlan's long-time secretary and also a co-executor.

"Mr. and Mrs. Quinlan both remarked to me on several occasions that they had earned their money in Huntington, a city they loved, and that they wanted to leave it here," Frazier said. "Their wills made provision for that to happen and I'm very pleased that Mrs. Clay and I are able to present their gift to three of this area's most outstanding organizations."

Frazier said the \$600,000 represented the residue of Mrs. Quinlan's estate after a number of smaller individual bequests had been met.

Mr. Quinlan, who died Oct. 18, 1979, was considered one of West Virginia's outstanding trial lawyers. He also

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...to be used for faculty development

A \$200,000 endowment fund for faculty development has been established through the Marshall University Foundation to assist MU faculty members in their research, writing and other professional activities, President Dale F. Nitzschke announced Tuesday.

Speaking at a faculty meeting, Nitzschke said the endowment was being established with a gift from the estates of Mr. and Mrs. J.J.N. Quinlan. It has been designated the J.J.N. and Kathryn Ryan Quinlan Endowment for Faculty Development.

Vice President for Institutional Advancement Keith L. Scott said the endowed account had been established in the Foundation earlier with a modest personal gift

from Nitzschke and the decision to name it in honor of the Quinlans had been made following announcement of their bequest to the university.

Scott said Marshall's state funding allocations for faculty research, writing and speaking appearances at major professional meetings is not adequate. He said additional contributions will be solicited to increase the endowment.

"As it grows, the Quinlan endowment will permit our faculty to become increasingly aggressive in those activities outside the classroom which contribute so much to their own growth as faculty members, to their students' needs, and to society in general," Scott said.

He said a faculty committee was being established to receive and process requests for funding from the endowment and to make recommendations to the president for awards. "Essentially, faculty will be responsible for administration of this program," Scott said.

Dr. Baker is finalist

Dr. Elaine Baker, professor of psychology at Marshall University, has been selected as one of three finalists for the West Virginia Professor of the Year award.

A West Virginia Professor of the Year will be selected Nov. 4 in Charleston. The recognition program is sponsored by the West Virginia Faculty Merit Foundation and carries a cash award of \$10,000. The other two finalists will receive awards of \$1,000.

The West Virginia Faculty Merit Foundation was formed in 1984 to boost public recognition of the importance of higher education in West Virginia, with special emphasis on encouraging faculty performance.

As part of the selection process, each nominee was requested to write a short paper on steps that might be



Elaine Baker

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BOR conference set

A four-day conference for faculty and administrators of West Virginia's public and private colleges and universities titled "The Challenge of Quality in West Virginia Higher Education" will be held on the Marshall University campus September 23-26.

Sponsored by a grant from the West Virginia Board of Regents, the conference will feature nationally recognized educators and administrators who will lead sessions on a variety of topics.

The program includes the following major topics: "Expectations," "The Challenge of Faculty Evaluation," "Quality as Excellence," "The Challenge of Faculty Development," and "A Liberal Education for the Future."

Dr. William E. Coffey, assistant vice president for academic affairs at Marshall, is serving as conference director. To obtain further details contact Dr. Coffey, 696-5442.

Council approves legislative program

(The following report on the May meeting of the Board of Regents Advisory Council of Faculty was submitted by Frances S. Hensley.)

At its May meeting the Advisory Council of Faculty discussed several issues which should be of interest to Marshall faculty.

The Council approved a legislative package for 1987 and forwarded it to the Board of Regents for consideration. The item designated "highest priority" was full

Salary schedule discussed

(The following reports on the Aug. 13 and Sept. 3 meetings of the Faculty Personnel Committee were submitted by Kathryn Chezik, secretary.)

During the Aug. 13 meeting, the committee took the following action.

Professor Kathryn Chezik was elected secretary, replacing David Dawson.

The committee discussed the fact that its recommendation to change the *Greenbook's* inconsistent statements regarding faculty termination without cause had not yet been approved.

The committee discussed the inequities created by applying the new salary schedule to those promoted last year, compared to those promoted in previous years under the old schedule.

Also discussed by the committee were questions arising from the lack of inclusion of the Faculty Improvement Fee in faculty salaries. The committee recommended that Vice President Harry Neel's clarification of the issue be published in the *News Letter* and that President Nitzschke address this issue in the first general faculty meeting.

A report was accepted from the subcommittee investigating a grievance of a College of Education faculty member. The subcommittee recommended forwarding copies of the report to all principals in the grievance.

The committee accepted the resignation of Professor David Dawson and expressed its appreciation to him for his long record of excellent service to the committee.

During the Sept. 3 meeting, the committee took the following action.

The committee introduced Professor Denecia Damron, a new committee member representing the Community College.

The committee heard from a College of Liberal Arts faculty member who wished to update the committee on his grievance.

A discussion was held on the committee's charge to develop a policy on merit pay to be submitted to the Board of Regents by November 26. The committee unanimously voted to recommend that the concept of merit pay be considered only after the faculty salary schedule has been fully implemented. Professors Frances Hensley and Virginia Plumley were appointed as a subcommittee to prepare a merit pay plan. Faculty input on this issue may be submitted to this subcommittee.

The committee also recommended that the previously recommended and approved procedures for evaluation of all faculty by students and evaluation of administrators by faculty be implemented as soon as possible.

Faculty women to meet

The Marshall University Faculty Women's Organization will hold a meeting Thursday, Sept. 25, at 7 p.m. in the eighth floor lounge in Smith Hall.

The main agenda item will be the Writers Conference scheduled in November.

Everyone is invited to bring some cookies or cake and attend the meeting. Coffee will be provided.

funding of the faculty salary schedule with a guaranteed percentage increase for all faculty.

Five items (not ranked) listed as high priority included: full funding of the Higher Education Grant Program; funding for faculty development; funding for instruction, faculty research and service activities including increased stipends for graduate assistants; provision for additional funding designated for summer school, and funding of a salary schedule for classified staff.

The final category listed as "additional items of legislative importance" included the following items: create and fund separate budget line items for higher education computer upgrade; promote an increase in the college attendance rate in the state; establish and fund centers for excellence in teacher education; establish student scholarships in areas of critical need; improve instructional programs by increasing the number of full-time faculty positions; improve faculty benefits; pass enabling legislation to permit group optical/dental insurance, and provide partial fee waivers for faculty and staff members at all West Virginia higher education institutions.

Council also considered the faculty sick-leave policy and voted to ask the Board of Regents to exclude nine month faculty from the sick-leave policy (PB 35) because the policy threatened the principle which currently defines the faculty work day. Council asked the Board of Regents to draft new legislation providing for a retirement benefit for faculty similar to that included in PB 35.

Hensley, a new representative to the Advisory Council, said, "I want to keep you informed about issues of concern to faculty. I have placed a file of ACF materials at the reserve desk in the library. Please feel free to browse through the materials and call me at 696-6780 if you have questions or concerns that you want me to share with the Advisory Council."

Lunchbag seminar set

The Marshall University Women's Center will present a lunchbag seminar on "Returning Women Students" on Wednesday, Sept. 24, from noon to 1 p.m. in Prichard Hall Room 143.

Patricia Matters, coordinator of women's programs, will discuss concerns of non-traditional students (aged 25 or older) as they return to school and ways to successfully make the transition.

To obtain further details contact the Marshall University Women's Center, 696-3112.

Excused absences...

Absences have been excused by the respective college deans for the following:

SEPT. 4-8—Marshall University Soccer Team.

SEPT. 11-13—Jim Akins, Mike Anderson, Rodney Ash, John Carrico, Carl R. Clay Jr., Catherine L. Cotton, Jeffrey Cyrus, Hank Dial, Gordon Estes, Kevin Jackson, Richard Knight, Traci Mann, Robert McClain, Stefan G. Michael, Bobby Miller, Scott Moore, Kim Murphy, Julie Noble, Melissa Payne, Tina Plants, Tom Schindler, Cheryl Scott, David Shafer, Ira J. Shaffer, Julie Stratton-Malone, Greg Wilcoxon and Janis Winkfield.

College of Education makes changes

Two associate deans and a director of clinical experiences have been appointed in Marshall University's College of Education, according to Dr. Allen A. Mori, dean of the college.

Dr. Tony L. Williams, formerly assistant dean, has been named associate dean for student personnel services. Dr. Carole A. Vickers, who had been serving as interim associate dean, has been named associate dean for academic programs. Dr. David E. Koontz, professor of education, has been named director of clinical experiences.

Williams received his bachelor's degree from Marshall in 1963, and earned his master's and doctorate from West Virginia University. He joined the Marshall faculty as associate professor of social studies in 1970 and has held several administrative offices within the College of Education, including director of educational foundations and director of off-campus programs.

He has published numerous articles in professional journals and a collegiate textbook in his field.

MU receives \$200,000

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served as Cabell County prosecuting attorney from 1940 to 1943 when he entered the U.S. Navy during World War II.

A native of Russell, Ky., and a graduate of Huntington High School, he held the distinction of playing on undefeated football teams at both Marshall and West Virginia University. He attended Marshall College in 1919-20, before the school awarded bachelor's degrees, and was a member of the football team that compiled an 8-0 win-loss record in the fall of 1919, scoring 303 points to opponents' total of 13.

He went on to West Virginia University and was a star guard during WVU's "golden era" of football, including the 1922 undefeated team.

Mrs. Kathryn Ryan Quinlan died Dec. 23, 1984. A native of Athens, Ohio, she had lived in Huntington since 1945. Mrs. Quinlan was a registered nurse and served with the U.S. Air Force during World War II. Both she and her husband were members of the First Presbyterian Church of Huntington.

Accepting the checks were Mrs. Roberta Emerson, director of Huntington Galleries; David H. McGinnis, director of Green Acres Center, and President Dale F. Nitzschke of Marshall University.

Dr. Baker is finalist

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taken to increase support for West Virginia higher education and increase the state's rate of college attendance. There were 45 nominees.

Baker has been a member of the Marshall faculty for 14 years. In addition to full-time work at both graduate and undergraduate levels, she has taught seven new courses and served on the University Board of Advisors and served as advisor to Marshall's Student Government Association.

The other finalists are Dr. Phillip Comer of West Virginia University and Dr. Evelyn Harris of the University of Charleston.

Vickers has been a member of the Marshall faculty for 20 years. She received her bachelor's and master's degrees in home economics from Marshall and her doctorate from Ohio State University.

She has received numerous awards and honors. In 1985 she was selected in national competition to deliver the American Home Economics Association Commemorative Lecture in Philadelphia. She also has been designated as a Distinguished Fellow of the American Council on Consumer Interest and has been named "Outstanding Home Economist in Higher Education" by the West Virginia Home Economists Association. Vickers has served as an educational consultant to state education boards in West Virginia, Kentucky, Ohio and Iowa.

Koontz has been a member of the Marshall faculty since 1970. He received his bachelor's degree from Mount Union College and his master's degree and doctorate from Kent State University. He has served as president of the West Virginia Association of Teachers, served as liaison to the National Council of Organizations for Children and Youth for the National Association of Teacher Educators, and has been involved in various professional organizations on national, state and local levels.

Koontz has written numerous articles in the field of education, including a biography of former United States Commissioner of Education James E. Allen Jr., who was the son of a former Marshall president. He also has held different positions in the College of Education, including director of off-campus programs.

Autism conference set

The Autism Training Center, a unit of the Marshall University College of Education, will co-sponsor a national conference titled "Lifestyle Changes for Persons with Autism and Severe Handicaps: A Conference on Generalization and Maintenance" on Thursday, Friday and Saturday, Sept. 25-27, in Memorial Student Center.

The purpose of the conference is to present recent data-based information on generalization and maintenance as these processes pertain to the education of students with autism and other severe handicaps, according to Dr. Glen Dunlap, chairman for conference activities.

The conference will begin with registration from 4:30 to 6:30 p.m. Thursday, Aug. 25, and continue at 6:30 with the opening banquet. Dr. Trevor F. Stokes of the University of South Florida will deliver the keynote address titled "So What Have We Really Done? How Have Our Generalizations Maintained?"

To register for the conference or obtain further details contact Sandra Hand at Marshall University's Autism Training Center, 696-2332.

Reception scheduled

A reception will be held Thursday, Sept. 25, at 4 p.m. in Memorial Student Center Room 2W22 for Suzanne Snyder, the faculty member on the Board of Regents. All faculty members are invited to attend the reception.

Staff Council selects new members

(The following report on the Aug. 28 meeting of the Marshall University Staff Council was submitted by Charlene R. Hawkins, vice president.)

President Gloria Rickman distributed a schedule of Staff Council meetings for the coming year. Council will meet at 1 p.m. on the third Thursday of each month in Memorial Student Center Room 2W37.

Rickman announced that resignations had been received from Charlotte Ball, Support Services, and Council Secretary Phyllis Caldwell, a representative from the Student Affairs Office.

Cal Stephenson made a motion that the second highest vote recipient in her employee group be awarded Ball's unexpired term. The motion passed. Ruth Ann Workman will assume the position with a term expiration date of 1988.

A motion selecting Linda Bondurant to fill Caldwell's term on the Council was passed. Bondurant will assume the unexpired term with an expiration date of 1987.

Peggy Theis was selected to fill the office of secretary left vacant by Caldwell's resignation.

Rickman announced that Mildred Williams will soon be retiring, but her position can't officially be filled until she leaves.

Nina Barrett, membership chairwoman, gave a detailed explanation of the Membership Committee and the classifications involved. She said it was very important that individuals be aware of the different groups and that staff members nominate and vote only for candidates in their classification. She also provided an informational sheet for Staff Council members which listed expiration dates, group/divisions, work areas and phone numbers. The information also included a membership listing showing the seven divisions and the breakdown of groups within the divisions.

Annual Increment:

Jane Vickers discussed the issue of the \$36 per year increment which was divided into 24 equal payments this year. Many staff members have questioned why this money was not paid in a lump sum as it was last year.

The reason is Bill 231 which covers classified staff. Vickers said the governor vetoed the bill which would have mandated the same payment procedure for the non-classified staff. Their increment was paid in a lump sum. Vickers pointed out that the increment amount is not included in the base salary and the issue of increment awards must be voted on each year by the legislature.

She informed the Council that the increment award is being given to all state employees, but the manner of distribution differs.

Vickers then read a letter which she suggested be sent from the Staff Council to Governor Moore, Senator Tonkovich and others to bring the issue to their attention.

Among other things, the letter stated that the different methods of payment included several inequities. Those receiving the lump sum payment gained full control of their money from day one. Classified staff members get the full benefit of their increment with the final payment of the fiscal year on June 30, 1987. In addition, any classified staff person who decides to leave for any reason loses any monies not yet paid.

Council voted to send copies of the letter to the governor and members of the legislature.

Discount Committee:

Rowena Napier, chairwoman of the Discount Committee, reported that the committee is awaiting a reply from T-Shirts Plus in the Huntington Mall. She said that the new key cards and merchant cards are being printed and asked that those needing cards contact her or Gloria Rickman.

Although key cards are distributed through the new employee orientation program offered by the Personnel Office, some employees have not received them.

Constitutional Amendment on Absenteeism:

Charlene Hawkins provided the following absentee policy for Council's consideration.

A total of three absences (excluding illness, annual leave and other approved university absences) will be permitted members of Staff Council during the operating year. Prior to the missed meeting, a member of the Executive Committee is to be contacted.

At the discretion of the Executive Committee, following the fourth absence, the issue of absenteeism will be brought before the entire membership. A Council vote will be taken concerning the member's status. If Council votes to replace the individual, the membership of the affected employee group will be asked to submit the name of a qualified replacement.

Final approval will require a vote by the entire Staff Council membership.

According to the constitution, the policy can't be voted on until the next meeting.

Educational Benefits Committee:

Rose Mary Gum, chairwoman of the Educational Benefits Committee, announced the appointment of the following committee members: Tom Dorsey, Comptroller's Office; Shirley Dyer, Publications; Judy Wolfe, Admissions; Ruth Carter, Community College; Libby Nickell, School of Medicine; Eva Hall, Residence Life, and Etta Palmer, Housekeeping.

She announced that 30 applications for tuition waivers were received. Ten in-state tuition waivers and five out-of-state waivers were awarded. Two individuals were disqualified because they received other assistance. The remaining 13 individuals received assistance in the amount of \$65 from the Marshall University Foundation.

Rickman requested that a publicity campaign be instituted to inform the staff of the availability and qualifications required for tuition waivers.

Ken Reffeitt asked if the Staff Development Policy presented by Paul Michaud at an earlier meeting was now in effect. Rickman said it was not, due to the inavailability of funds. The Board of Regents has instructed each institution of higher education in the state to develop a staff development policy. To date, Marshall is the only institution to submit such a policy.

Tax Shelter/Retirement:

President Rickman discussed the changes in retirement tax sheltering due to HB 2022. The amount of money reported to the federal and state governments will be six percent less than it actually is. This means the amount individuals will pay taxes on will be less. This change should save the average employee \$70-\$80 per year. Taxes will be paid on this money when it is received upon retirement.

Other Business:

Rickman reported on the President's Cabinet meeting. She noted that the United Way campaign, headed by John Lyles of the Athletic Department, will be underway soon and encouraged members to participate in the campaign.

Three members of the Board of Regents will be on campus in the near future to meet with Staff Council members. Because the date has not been set, Staff Council members will be notified by memorandum.

Rickman notified members that any questions concerning the status of WV IIs should be referred to the Personnel Office and not the Payroll Office.

New additions to the staff include an affirmative action officer and a training coordinator in the Personnel Office.

The observance of the holiday for Dr. Martin Luther King's birthday will be held on January 19, 1987. In subsequent years, the holiday will be observed on the third Monday of January. The president stated that staff members will not be penalized by losing a holiday at Christmas. We will still receive two weeks at Christmas. The president will see what he can do about the 14th holiday for staff.

Cal Stephenson discussed in detail the issue of food service workers at the university. These individuals are not considered state employees and therefore receive no benefits. Although they were at one time state employees, their services are now contracted to a private concern and their contracts renegotiated each year.

Rickman asked for volunteers to look into the issue. Stephenson and Jane Vickers volunteered. Zanna Crager moved that Council recommend to the president that a task force be established to look into the matter. The motion passed. Rickman suggested that Stephenson and Vickers be included on any task force.

The meeting was adjourned at 3:05 p.m.