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News Letter

March 7, 1985

OFFICE OF UNIVERSITY RELATIONS • NEWS BUREAU • MARSHALL UNIVERSITY • HUNTINGTON, WEST VIRGINIA 25701

BOR personnel to meet with MU staff

Dr. Edward Grose, West Virginia Board of Regents Vice Chancellor for Administrative Affairs, and William J. Walsh, Director of Personnel Administration, will meet with classified staff members on campus Thursday, March 21, at 3 p.m. in the Morris Room, Memorial Student Center.

The administrators are visiting campuses around the state to get the employees' perspective on classification and personnel administration, according to Walsh.

"This is marvelous opportunity for us to share our concerns with BOR personnel and offer suggestions, so I urge all interested classified staff members to attend this meeting," said Ray Welty, MU Classified Staff Council chairman.

NOTE: President Nitzschke is requesting supervisors not only release personnel to attend the March 21 meeting, but also encourage participation by all classified staff members.

Black recruitment discussed by cabinet

The following report from the President's Cabinet meeting of Feb. 28 was submitted by Rainey Duke, faculty representative.

Several items of interest to faculty were discussed at the Feb. 28 meeting of the President's Cabinet:

B.A.F.S.O. Recruitment Proposal: Ken Blue and Shirley Banks, representing the Black Administrative, Faculty and Staff Organization, submitted this proposal which would increase Marshall's commitment to affirmative action. The recommendations included:

(1) Actively recruit full-time tenure track Blacks with terminal degrees or ABD. (2) Establish a Black vita bank for part-time positions. Names of vita bank applicants should be given to BAFSO members. (3) Obtain the services of other qualified Blacks to replace those who resign or retire. (4) Each college should strive to hire more Black faculty over the next three years. (5) Hire more full-time Black administrators as positions become available in various areas ranging from the vice presidential level through supervisory positions in Buildings and Grounds. (6) Make greater personal contact with major Black colleges and universities to express interest in employing their graduates. (7) Develop an Affirmative Action Committee, made up of the Black community representatives, faculty, administrators and students, to assist in implementing the affirmative action plan.

The cabinet discussed the importance of having Blacks as role models for the Black students, the importance of direct contact with the Black community, and the importance not only to recruiting Black students but also keeping them.

Governor's Freeze: There is still a personnel freeze. The freeze on travel monies is somewhat unclear, however it may be lifted on March 1. If it is lifted, there will be quite a backlog for refunds. More information will be given as it comes from the Governor's office.

Faculty Senate: This was presented as an informational item. President Nitzschke would like the faculty to

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SCHOLARSHIP FROM B'NAI B'RITH LODGE

Officers of Huntington Lodge 795, B'nai B'rith recently contributed \$500 to Marshall University's general scholarship fund in memory of the lodge's deceased members. Lodge President Sam Kaplan, seated at right, presented the check to MU President Dale F. Nitzschke, left. Looking on are, from left, Ike Lerner, trustee; Max Nechin, trustee, and Herman Glaser, treasurer. (Marshall University photo by Rick Hays)

Reception set for Billups

President Dale F. Nitzschke invites all members of the campus community to a reception for Personnel Director Marvin E. Billups from 2:30 to 3:30 p.m. Friday, March 15, in the Alumni Lounge, Memorial Student Center.

Billups, who has been a member of the administrative staff for the past 14 years, last month announced that he would resign his post at the end of the academic year in mid-May.

Report from MU Classified Staff Council

The following report of the Feb. 15 and Feb. 18 meetings of the MU Classified Staff Council was submitted by Phyllis Caldwell, Council secretary.

Colonel Billups met with Staff Council to discuss the question of how the last two days, when the University was closed, will be charged. Dr. Nitzschke instructed Col. Billups to issue a letter informing employees that they must take either 2 vacation days or 2 days without pay. The WV Code does not allow extended credit, which means you cannot take vacation that you do not have or receive pay when you do not work. Also discussed was the Jan. 21 snow/ice day when Dr. Nitzschke issued a statement that no one be penalized because of an absence on this day as there was so much confusion in the announcement. Needless to say, these issues brought much discussion and many questions. Since Council could not take any action on this matter, Ken moved that we postpone discussion until a time when Dr. Nitzschke could meet with us. Jim seconded. Motion passed. (NOTE: This meeting was scheduled for Monday, Feb. 18, at 3:15 p.m. in Room 2W22 of the Memorial Student Center. A separate set of minutes will follow.)

Service Recognition of Classified Staff

Col. Billups explained that Dr. Nitzschke would like our suggestions/recommendations for Employee Service Recognition. He distributed a list of suggestions/questions for our study and future recommendation. Dr. Nitzschke will take care of any expenses incurred. Council recommended, at least for this first time, the week following Commencement. Col. Billups will supply the names and number of people in each year group (e.g., 5 years service, 10 years service, etc.). This matter will be discussed at the Council meeting next month.

Legislative Committee Approval of Members

Gene requested approval of three new members on his committee. They are: Sara Wilson, Robert Huff, and Barbara Hamilton. Jim moved the members be approved. Thelma seconded. Motion passed.

April 1-5 are the dates MU and WVU will be attending sessions at the Legislature.

Gene needs people to assist with getting an alert system set up where people could call and/or write letters to legislators. A major concern is the Salary Schedule. He will send a sample letter. Letters must be hand written to make them appear more personal and sincere.

Classification Committee Report

Bill explained that the By-Laws and Constitution Committee worked with the Classification Committee regarding classification. Most of the responses leaned toward the New Classified Group and Division.

Constitution Committee Report

Sherri distributed and discussed a draft of the newly recommended revisions to the MU Staff Council Constitution and By-Laws. She requested that we study this document and be ready to make recommendations at our next meeting.

WVU, MU, & University of Charleston

Ken reported on the meeting held at WVU. The only matter of business attended to was discussion of a con-

ference between Dr. Nitzschke, Dr. Gee, and Dr. Breslin. They agreed to ask our Boards to sponsor a consortium or symposium of institutions (public and private) in the State concerning higher education.

Other

Ken explained that a petition from the Library Staff has been submitted to the MU Staff Council regarding absences during February 13 and 14 when the University was closed.

Ken moved we table the petition until after we meet with Dr. Nitzschke. Jim seconded. Motion passed.

Judy asked for clarification of orientation for new employees. Two of the new employees in her area had received letters from Personnel regarding the upcoming orientation session. The letter stated "Employees must attend orientation as a condition of their employment." It was noted that the employees have been on the payroll for 3 or 4 months and are just now receiving orientation. Col. Billups explained that attending an orientation as a condition of employment is and has been a policy for many years and that his office is behind in holding these sessions.

Ray had prepared an informational statement which was to be distributed to members of the legislature and for inclusion in the University's self-study report. He provided background information concerning the Council and its activities and specifically mentioned our present efforts to increase salaries. The following salary information was contained in each of those reports:

Sample: Building Service Worker I

YEAR	ENTRY RATE	% INCREASE
1979	\$562	
1980	\$562	8%
1981	\$591	12.5%
1982	\$591	0
1983	\$591	0
1984	\$635	7.5%
		28%

MEETING OF FEB. 18

Dr. Nitzschke spoke regarding the recent closing of the University and the fact that we will have to take either two vacation days or two days of leave without pay. After much discussion and many questions, Dr. Nitzschke asked that Council bring him a recommendation which he, Colonel Billups, and Ray Welty will present to Chancellor Ginsberg for his consideration.

Staff Council recommends that President Nitzschke, Colonel Billups, and Ray Welty go to Chancellor Ginsberg with the following proposal:

That no one be docked pay or vacation for Jan. 21, Feb. 13-14, and that those who reported for work on those days be granted hour for hour time off, as has been done in the past.

After Council has received answers to additional questions, a recommendation to the President regarding Levels closing will be made.

Auxiliary Services director seeks comments

Improvements in the quality and variety of vending machine food items on campus have been made, according to Auxiliary Services Director Ray Welty.

Among the changes are:

-Sandwiches are locally prepared to ensure freshness.

-Future items to include chicken nuggets, fresh salads and desserts.

-Replacement of 12 canned drink machines in high traffic areas.

"We have been working with the vending company to improve service to meet campus needs based on suggestions from faculty and staff," Welty said. "We are still open to any suggestions on how vending services can be improved further. If you have any comments, please put them in writing and send it to my office in Memorial Student Center 2W6," Welty added.

Spring Break news. . .

The News Letter will not be published during the faculty/student Spring Break period, March 10-17. The next issue is scheduled for March 21 with a 10 a.m. Tuesday, March 18, deadline for submission of news items.

The James E. Morrow Library has announced the following schedule for Spring Break:

Spring Break:

Saturday, March 9	9 a.m. - 5 p.m.
Sunday, March 10	CLOSED
Monday - Friday, March 11-15	8 a.m. - 4:30 p.m.
Saturday, March 16	CLOSED

Resume regular schedule Sunday, March 17:

Sunday	1 p.m. - 10 p.m.
Monday - Friday	7:45 a.m. - 11 p.m.
Friday	7:45 a.m. - 5 p.m.
Saturday	9 a.m. - 5 p.m.

Classified Staff Council meeting scheduled March 13

The Classified Staff Council will meet at 2 p.m. Wednesday, March 13, in Memorial Student Center.

The following items of business are on the agenda:

1. Report on meeting with the Chancellor Ray Welty
2. Report on meeting of WV BOR
Advisory Committee Ray Welty
3. Comments on memorandum from
Bill Walsh Ray Welty
4. Comments on Senate Bill No. 317 Ray Welty
5. BOR Staff Visit - March 21, 3:00 p.m.
- Don Morris Room
6. Meeting with the BOR - Monday, April 1,
9:00 a.m. - ALL staff invited
7. Legislative visits Ray Welty
8. Classification and Constitution
Committees Sherri Noble
 - a. Vote on New Constitution
 - b. Recommendations of Classification
Committee
9. Appointment of Election Committee
 - a. Staff Council members
 - b. Institutional Advisory Board Representative
 - c. Advisory Council of Classified Employees
Representative
10. Length of Service/ Luncheon Ray Welty
11. Recommendation to President on
Closings Ray Welty

President's cabinet

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become more involved in the academic decision-making process. Alan Gould will be taking the proposition for a Faculty Senate to University Council. President Nitzschke also hopes that there will be open faculty meetings where the Faculty Senate concept might be discussed and where he could present materials outlining the advantages of the system.

Admissions Standards: Jim Harless' draft of the proposed changes to Policy Bulletin #44 ("Policy Regarding Standards and Procedures for Undergraduate Institutional Admissions Policies) were reviewed.

According to Jim's memorandum, "The substantive changes are: A. By 1990, a 'college preparatory' course selection will be required for entry into four-year institutions. B. Have 5% flexibility in waiving these requirements as long as tracking and remediation are offered.

C. Waiving the course requirements for 'adults' who have been out of school 5 years or more prior to admission. D. Requiring a 2.00 GPA or 14 ACT score for all 4-year applicants and the community colleges will be 'open door.' E. Addition of disciplinary action from W.Va. public colleges as an admission condition. F. Waiver of ACT exam for all applicants out of school for 5 or more years. G. Implementation date will be Fall, 1990."

Science faculty elects reps

College of Science representatives to various university committees have been elected by the faculty, according to Dean E.S. Hanrahan.

Dr. Wesley Shanholtzer, professor of physics and physical science, will serve on the Faculty Personnel Committee. Dr. Thomas Manakkil, professor of physics and physical science, was elected to the Graduate Council and Dr. John Hubbard, associate professor of chemistry, was elected to the Research Board.

Campus job openings. . .

Marshall's Personnel Office has announced the following campus job openings:

Grounds Service Worker, Plant Operations, pay grade 2, deadline March 11.

Building Service Worker I, Plant Operations, pay grade 2, deadline March 11.

Word Processing Operator II, Auxiliary Services, pay grade 4, deadline March 11.

Secretary III, College of Business, pay grade 5, deadline March 11.

For additional information, or to apply, stop by the Personnel Office, Old Main 207, or call 6455.

MU faculty and staff achievements, activities. . .

DR. ROBERT P. ALEXANDER, College of Business dean, has been appointed to the Community and Economic Development Policy Committee of the National League of Cities by League President and Cleveland Mayor George V. Vinovich. Alexander will attend the National League of Cities Congressional-City Conference March 24 in Washington, D.C. He also will attend the Congress of Cities in Seattle, Wash., Dec. 8.

DR. DONALD TARTER, Biological Sciences Department chairman, presented a seminar, "Stoneflies of Kentucky: Taxonomy, Distribution and Ecology," at Georgetown College on Feb. 20.

WILLIAM J. RADIG, associate professor of accounting, spoke Feb. 10 to the pre-marital group at Sacred Heart Catholic Church on the topic "The Financial Aspects of Marriage."

DR. DERYL LEAMING, School of Journalism director, has had an entry accepted for a book to be published this year. The entry is on Ben Hibbs, Saturday Evening Post editor from 1942 to 1962, which will appear in the **Biographical Dictionary of American Journalists** to be published by Greenwood Press.

DR. BARBARA BROWN, professor of English, is the author of the article on John Buchan, Lord Tweedsmuir, appearing in volume 34 of the **Dictionary of Literary Biography**, published in January 1985 by Bruccoli Clark. Dr. Brown was invited to contribute the article by the volume's editor, Dr. Thomas F. Staley of the University of Tulsa.

DR. JAMES D. RIEMER, assistant professor of English, presented a paper, "Balancing Act: Persona and Shadow in Sam Sheppard's **True West**," at the Twentieth Century

Literature Conference held recently at the University of Louisville.

WILLIAM DIEHL, Gannett Distinguished Professor of Journalism, has an article, "Evil Empire?", appearing in the Feb. 16 issue of Editor & Publisher.

DR. JABIR A. ABBAS, professor of political science, participated in the 24th annual Conference of the Kentucky Political Science Association on March 1-2 at the University of Kentucky. He presented a paper, "The Islamic Alternatives: The Ebbs and Tides," as a member of a panel on Islamic Revivalism.

Emeritus Club to meet

The Emeritus Club will have a luncheon meeting at 12:15 p.m. Wednesday, March 20, in the Shawkey Room, Memorial Student Center. The program will feature Clayton Page with "New England Ramblings."

All retired Marshall employees and their spouses or guests are invited to attend the monthly meetings of the Emeritus Club.

Personnel personal. . .

Dr. Robert B. Walker, associate professor of family and community health, and his wife Linda have a new baby girl. Born Feb. 14, Jenna Suzanne weighed in at 8 lbs. and 8 oz. Jenna also has an older brother named Matthew.

Proud of a family member's accomplishment? Is there a new baby at your house? Is there something else you'd like to share with your colleagues? "Personnel personals. . ." is just the place. Send your information to Judith Casto, University Relations, Old Main 102.

Excused absences. . .

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

FEB. 8—Paul Reynolds

FEB 21-23—Indoor Track Team

FEB. 28-MARCH 4—Thundering Herd Basketball Team.

MARCH 6-8—Tina Beardsley, Lynda Bland, Joe Chrest, Kendra Egnore, Mike Gerwig, Steve Hesson, Dwayne Johnson, Mary Logsdon and Brian Moore.

NEWCOMERS

New to the campus are:

EDNA M. FLOURNOY, secretary, Pediatrics; EVELYN TOOLEY, clerk, Plant Operations; LARRY E. RHODES, offset pressman, Graphics; JAMES D. STANSBURY, maintenance engineer, Instructional Television Services; MARVIN L. CARTER, vehicle operator, Plant Operations, and TERRY L. ANDERSON, Building Service Worker I, Plant Operations.

Welcome to Marshall!