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Office of University Relations

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News Letter

Oct. 4, 1984

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

Legislative subcommittee to be here Oct. 11-12

The West Virginia Legislature's Subcommittee on Higher Education will make its annual visit to Marshall's campus next Thursday and Friday, Oct. 11-12, according to President Dale Nitzschke.

The subcommittee, along with members of the local legislative delegation, will spend two days meeting with campus groups, touring the campus and talking with community leaders, Nitzschke said.

"They will be soliciting comments from all areas of the campus community on issues germane not only to Marshall, but to higher education statewide as well," he added.

"This visit is an excellent opportunity for all of us to voice our concerns and I hope faculty, staff and students all will take advantage of it to do so," the president said.

The subcommittee will meet with classified staff from 9:45 to 10:30 a.m. on Thursday in the Shawkey Room, Memorial Student Center, after the session with administrators. Faculty members may share their views with the subcommittee from 1:30 to 2:15 that afternoon in the Shawkey Room, followed at 2:30 by the students.

The full schedule for the sessions follows:

THURSDAY, OCT. 11		Memorial Student Center
8:45-9	Coffee/pastries	Presidents' Dining Rm
9:9:45	Meet with Administration	Presidents' Dining Rm

9:45-10:30	Meet with Classified Staff	Shawkey Rm
10:30-10:45	Break	
10:45-11:30	Meet with College Deans	Alumni Lounge
11:30-11:45	Break	
11:45-12:45	Lunch with Board of Advisors	Presidents' Dining Rm
12:45-1:30	Attend Class	Various
1:30-2:15	Meet with Faculty	Shawkey Rm
2:15-2:30	Break	
2:30-3:15	Meet with Students	Shawkey Rm
3:15-4	Tour of campus sites	Various
4-4:45	Break	Presidents' Dining Rm
4:45-5:45	Reception: River Cities Cultural Development Council	Huntington Galleries
5:45-7	President's Reception	President's Residence
7:15	Dinner	Shawkey Rm

FRIDAY, OCT. 12 Medical Education Building

8:45-9	Coffee/pastries	GO3/GO4
9-9:45	Meet with Medical School Administration	GO3/GO4
9:45-10	Break	
10:10-45	Meet with Medical School Faculty	GO3/GO4
10:45-11:45	Tour of Medical Education Building and VA Medical Center	Various
11:45-1	Lunch with Medical Students	GO3/GO4
1-1:45	Meet with Medical School Classified Staff	GO3/GO4
1:45-2:45	Meet with University Administration	GO3/GO4

45 newcomers join faculty ranks

Forty-five new full-time faculty members—including 12 School of Medicine—have joined Marshall's teaching ranks this fall.

New to the campus at the full professor level is Johnnie L. Gallemore, Psychiatry Department chairman, M.D., J.D., Duke University.

New arrivals at the associate professor rank include: M. Jamil Chaudri, computer and information science, Ph.D., Durham University, England; Joseph E. Line, music, A.Mus.D., University of Michigan; Louis H. Aulick, surgery, Ph.D., Indiana University; Alexander H. MacGregor, obstetrics/gynecology, M.D., Royal College of Physicians and Surgeons of Edinburgh and Glasgow, and Danny Wedding, psychiatry, Ph.D., University of Hawaii.

New assistant professors include: Christine L. Barry,

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CORBLY POWER OFF

The electricity will be off in Corbly Hall Saturday, Oct. 6, from 7:30 a.m. to 4 p.m., while Appalachian Power Company replaces a primary transformer. The English Qualifying Examination scheduled that day in Corbly has been moved to Northcott 211.

BOR authorizes change in Policy Bulletin 18--retirement

The Board of Regents in its Sept. 11 meeting authorized a change in Policy Bulletin 18-Retirement, according to Marvin E. Billups, personnel director.

For employees who continue to work beyond age sixty-five (65), policy now states that the matching contributions to the employee's TIAA-CREF retirement will continue until age seventy (70).

Prior to this important change, the matching contributions to TIAA-CREF ceased at age sixty-five (65), even though an employee chose to work until age seventy (70).

All supervisors are asked to make their employees aware of this change. If there are any questions, contact Katharine Coffey, extension 6455.

Classified staff invited

President and Mrs. Dale F. Nitzschke will host a reception for all classified staff members and their spouses or guests on Sunday, Oct. 14, from 2 to 5 p.m. at the President's Home, 1040 13th Avenue.

William F. Agee new MU Foundation president

William F. Agee, senior vice president and trust officer at the First Huntington National Bank, will serve as president of the Marshall University Foundation, Inc., for 1984-85.

Agee was elected to the post at the meeting of the Board of Directors which followed the Foundation's annual meeting at the Gateway Holiday Inn on Sept. 27.

William C. Campbell, Huntington insurance executive, was elected first vice president and Noel P. Copen, Huntington attorney, was named second vice president.

Elected to three-year terms on the 50-member Foundation were Thomas Lee Feazell, Mrs. Nancy L. Francis and Louis S. Southworth. Re-elected to three-year terms were the following:

Mrs. William D. Birke, John D. Drinko, James F. Edwards, Maurice J. Flynn, R. Sterling Hall, Frank E. Hanshaw Sr., James H. Harless, Patrick R. McDonald, R.G. Miller Jr., Robert W. Simmons, Mrs. John F. Speer, William A. Thompson and Richard K. VanZandt.

Re-elected to the Foundation's Board of Directors were Mrs. Birke, McDonald, Simmons and Thompson.

Marshall T. Reynolds was elected as a new member of the Board of Directors.

Policy statement on sexual harrassment

- I. It is the policy of Marshall University that no member of the University community may sexually harass another. Sexual harassment is a violation of Title VII of the 1964 Civil Rights Act as Amended (section 1604.11 of EEOC's regulation on sexual discrimination of 1980) and Title IX of the Education Amendments of 1972.
- II. **Definition**

Sexual harassment is defined as **unwelcome** sexual advances, such as requests for favors and other verbal or physical conduct of a sexual nature, which adversely affect the working or learning environment. Sexual harassment does occur when:

 - A. submission to such conduct is a condition of employment or education;
 - B. submission or rejection of such conduct affects an individual's status in the work or learning environment;
 - C. unwelcome sexual advances interfere with an employee's or student's performance by creating an intimidating, hostile, or offensive environment.

(This definition does not in any way affect social interaction or relationships entered into **freely** by individuals.)
- III. **Grievance Procedure**

Anyone who is subjected to sexual harassment is encouraged to pursue the matter through the informal or formal procedures described. Generally, the informal procedure will result in the resolution of the problem.

 - A. **Informal Procedure**

Faculty, staff, and students should feel free to make complaints concerning allegations of sexual harassment. Strict confidentiality will be maintained in all informal procedures. No investigative action will be taken against the accused on behalf of the person complaining, however, unless the sexually harassed person agrees to be identified and the complaint is in writing.

Since most situations can be resolved at the informal level, the sexually harassed person may decide to take one or more of the following actions:

 1. Ask a third party to talk to the accused regarding the unwelcome sexual behavior.
 - B. **Formal Procedure**

The formal grievance procedure is invoked upon the request of the sexually harassed person. The formal grievance procedures at Marshall University are described as follows:

 1. If a student is charged with sexual harassment, the University Judicial System, outlined in the **Student Handbook**, would apply.
 2. If a staff member is charged with sexual harassment, the Staff Grievance Policy, outlined in the **Staff Employee Handbook**, would apply.
 3. If a faculty member is charged with sexual harassment, the Faculty Grievance Procedure, outlined in the **Greenbook**, P.B. 36, would apply.

The filing of a formal grievance of sexual harassment must begin with a written signed complaint filed in accordance with the grievance policy of the sexually harassed person.
- IV. **Dissemination**

Deans, directors, and department heads will disseminate this policy to all faculty, staff, and students at Marshall University on a regular basis.

Revised: 19 September 1984

CORRECTION

A recent News Letter article dealing with the availability to the campus community of the Counseling/Rehabilitation Department's clinic services contained an incorrect telephone number. The correct number for the clinic is extension 2383.

University Council actions of Sept. 19 reported

The following report of University Council actions was submitted by Dr. Sam Clagg, Council chairman.

The University Council met on Sept. 19 and conducted the following items of business:

1. Made provision for a faculty meeting for a faculty-wide election of a member to serve on the President's Committee to Develop Legislative Proposals.

2. Heard a report from President Nitzschke concerning proposed administrative re-organization.

3. Recommendations from the Student Conduct and Welfare Committee relative to the Sexual Harassment Policy were considered and adopted. The policy was clarified to indicate that the grievance policy applied concerned the person charged rather than the person harassed. (The revised policy is printed on page 2.)

4. All units concerned in the Sexual Harassment grievance procedure (Students - Student Conduct and Welfare Committee, Faculty - Faculty Personnel Committee and staff - University Staff Council) are being contacted to be certain that each is organized to process such a grievance.

5. The Faculty Service Committee has requested the Council to assist in obtaining more faculty contributions in order to carry out the business of the Committee. Con-

tacts are to be made regarding this.

Departmental Chairmen were also to be asked to make the Committee aware of items appropriate for Committee actions (weddings, illness, deaths, etc.)

6. The University Council developed a policy relative to faculty members serving on committees where a possible conflict of interest might exist. The policy was as follows:

Where a possible conflict of interest exists with respect to an elected faculty member and the responsibility of the faculty committee he or she is a member of, the member shall be asked to resign. The University Council shall declare the position vacant and proper procedures will be instituted to fill the position.

The determination of conflict of interest will be the responsibility of the University Council and such hearings as are necessary will be conducted by the Council.

7. The Council also decided that Colleges within the University with an inadequate number of faculty for representation on the various faculty committees would, according to the Faculty Constitution, not be fully represented.

Dr. R. F. Maddox named interim development head

Dr. Robert F. Maddox has been appointed Interim Director of Development at Marshall University, MU President Dale F. Nitzschke announced today.

Maddox also holds the titles of Associate Provost and Dean of the Graduate School. He will serve in the Development Office position vacated by Dr. Bernard Queen, who resigned recently to return to teaching after seven years as Marshall's chief fund-raising officer.

Nitzschke said Maddox will maintain the Development Office's fund-raising activities, as well as working with the Marshall University Foundation, Inc., the privately-chartered organization which solicits, maintains and administers private funds for the university.

He added that Michael F. Thomas, MU Vice President for Financial Affairs and Treasurer of the Foundation, will handle the processing of financial transactions involving the Development Office.

Nitzschke said the selection of a permanent Director of Development probably is several months away and will follow selection of a Vice President for Institutional Advancement. Under the Marshall administrative reorganization approved this week by the Board of Regents, the Director of Development will report to the new Vice President.

In a related temporary personnel change, Dr. Kenneth P. Ambrose, Chairman of the Department of Sociology and Anthropology, will serve as Interim Assistant Dean of the Graduate School to free Maddox from some of his responsibilities in that area. Dr. William S. Westbrook, a professor in the department, will serve as Interim Chairman, Nitzschke said.

"I am pleased that Dr. Maddox has accepted this new challenge on an interim basis," Nitzschke said. "I'm sure that he, with the help of the financial expertise provided by Vice President Thomas, will do a very fine job in maintaining the operation of the Development Office and our work with the Marshall Foundation."



'OUTSTANDING SERVICE' RECOGNIZED

President Dale Nitzschke, left, presents a wood and brass plaque to former Development Director Bernard Queen, who is returning to teaching after seven years as Marshall's chief fund-raising officer. The plaque citing Queen's "outstanding service" to the university was presented Sept. 27 at the MU Foundation's annual meeting at which time the Foundation accepted Queen's resignation as executive director. (MU photo by Rick Haye)

Reception for internationals

Marshall's International Club and International Student Office invite students, faculty and staff to a reception welcoming new international students to the campus today (Thursday) from 4 to 6 p.m. in the Shawkey Room, Memorial Student Center.

Appointments made for 2 Student Affairs positions

The Office of Student Affairs has announced two staff appointments: a new coordinator for Student Activities and a new director for the campus Upward Bound Program.

Joseph Marshman, formerly associate dean of student and campus services at George Williams College, Downers Grove, Ill., will serve as Student Activities coordinator, according to Associate Dean for Student Life Mary-Ann Thomas.

Marshman will work with students in developing both educational and entertainment programming to enhance student life and the learning experience on Marshall's campus, Dean Thomas said.

Jacquelyn Hersman, a former MU Special Services counselor, will direct the Upward Bound Program, according to Associate Dean for Student Affairs Kenneth E. Blue.

"Ms. Hersman did an outstanding job in program planning and facilitating group and personal counseling in her previous post," Blue said. "She has the ability and qualities which will make her an excellent director," he added.

Marshman, who has six years of experience in student affairs work, joined the administrative staff at George Williams in 1980 as residence life director. He also was an assistant director of residence life for Wonders Hall

at Michigan State University, where he earned his master of arts degree in continuing education with a minor in student personnel administration.

Ms. Hersman joined the Student Affairs staff last fall as a counselor in the Special Services Program. She earned her B.A. degree in psychology and her M.A. degree in counseling from Marshall and was a counselor with Pretera Center for Mental Health for five years.

Faculty newcomers. . .

(Continued from page 1)

marketing, D.B.A., United States International University; Jane K. Bates, art, M.A., Arizona State University; Mark G. Borzi, speech, M.A., Bowling Green State University; Madonna Combs, nursing, M.A.C.E., Morehead State University; Dave S. Dinesh, management, Ph.D., Gujarat University;

Virginia E. Dilatush, computer and information science, J.D., University of Denver; David R. Dillon, finance and business law, J.D., Ohio State University; Paul Figure, modern languages, M.A., University of Cincinnati; Evelyn Kay Jackson, speech, M.A., Marshall University; Betty M. Jones, speech, Ph.D., Wayne State University;

Michael E. Jones, occupational, adult and safety education, M.S., Frostburg College; John L. McClean, English, Ph.D., University of North Carolina-Chapel Hill; Richard C. Omark, sociology/anthropology, Ph.D., Michigan State University; William G. Palmer, history, Ph.D., University of Maine; Thomas C. Shevory, political science, Ph.D., University of Iowa;

Yvonne Shoemaker, home economics, Ph.D., Ohio State University; Philip S. Shore, health, physical education and recreation, Ph.D., Ohio State University; Michael G. Tannenbaum, biological sciences, B.S., Cornell University; Alan R. White, biological sciences, Ph.D., University of North Carolina; Sammy T. Bebawy, medicine, M.B.B.Ch., Cairo University Medical School;

Joseph V. Connelly, family and community health, M.D., Georgetown University; Roger C. Kimber, family and community health, M.D., St. Louis University; Albert Magnin, medicine, M.D., University Central Del Este; James R.L. Moore, medicine, M.D., Medical School of the Royal College of Surgeons; Darryle D. Schoepp, pharmacology, Ph.D., West Virginia University, and Marc A. Subik, medicine, M.D., Upstate Medical Center.

Joining the faculty at the instructor level are Godwin Ariguzo, management, M.B.A., Marshall University; Jerry L. Corley, management, M.B.A., West Virginia University; Bernard Cox, mathematics, M.S., Auburn University; Scott L. Denning, finance and business law, M.B.A., Marshall University; Bonnie Douglas, nursing, Ed.D., Nova University; James A. Hissom, English, M.L.S., George Peabody College;

Gregory E. Leach, developmental and general education studies, B.S., Marshall University; Evelyn Pupplo-Cody, mathematics, M.A., State University of New York; Dorothy Stowers, mathematics, M.A., Marshall University; Daniel L. Twehues, business technology, M.B.A., University of Kentucky; Teresa A. Twohig, nursing, B.S.N., Marshall University; Linda Wilkinson, developmental and general studies, M.A., West Virginia University, and Thomas F. Phelps, family and community health, M.D., Meharry Medical College.

Fellowship luncheons resume

The weekly fellowship luncheons, sponsored by the Campus Christian Center, will resume next week at noon on Wednesday, Oct. 10, and at 12:30 p.m. on Thursday, Oct. 11.

The luncheons, which last only an hour, are designed to encourage faculty and staff members to become better acquainted and to share common concerns, according to CCC Office Manager Lita Greenawalt.

Meals are \$3 and are served in the Blue Room just off the Center's lobby with campus ministers sharing the host role. "Brown Baggers" are encouraged to attend also.

Reservations for meals may be made by calling Ms. Greenawalt, extension 2444.

Williams recital set Tuesday

Dr. Donald A. Williams, Music Department chairman, will present a faculty recital at 8 p.m. Tuesday, Oct. 9, in Smith Recital Hall. The event is free and open to the public.

Williams will present a program of works for clarinet by Saint-Saens, Szalowski and others. The program will close with Harvey's "Three Etudes on Themes of Ger-shwin," which was written for unaccompanied clarinet.

Excused absences. . .

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

SEPT. 26-30-Men's Golf Team members.

SEPT. 27-30-Women's Volleyball Team members.

SEPT. 27-28-Deborah Alley, Valerie Anderson, James Beuke, William Bissett, Paul Bock, Jon Eric Bostic, Wendy Byrd, Jim Davis, Stephen Debord, Shelley Dickens, Paul Espay, Greg Geiglein, James R. Leslie, Bobby Lipscomb, Tracey Long, Charles Maxwell, Donald McClellan, Greg Robinson, Thomas Shipp, Shelley Skaggs, Michael Stanley, Tammy Stultz, Gena Taylor and Randall Bartlett.