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New classification system postponed

Editor's note: The following memorandum, dated March 26, 1993, was sent from University System Chancellor Charles W. Manning to the Board of Trustees' Advisory Council of Classified Staff and the institutional councils of classified staff.

Over the past two weeks I have had the opportunity to meet with the classified staff at Marshall University and West Virginia University concerning the classification project. Based on that review and the information I have received through the elected members of the Advisory Board of Classified Staff, we have taken a serious look at the timing for implementation of the new classification system. On March 26th, the Advisory Boards of Classified Staff to the Board of Directors and the Board of

Trustees met jointly, in a telephone conference call, and recommended the following:

1. That the two systems and their institutions support the governor's recommendation for a \$1,500 across-the-board increase plus benefits for all full-time classified staff and prorated for part-time classified staff beginning July 1, 1993;
2. That we pursue a method to implement the new classification system on or before January 1, 1994; and
3. That the 100 percent schedule be implemented and fully funded by the Legislature within a three-year period of time.

Chancellor Paul Marion and I, in consultation with
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NEWSLETTER

MARSHALL UNIVERSITY • OFFICE OF UNIVERSITY RELATIONS • HUNTINGTON, WEST VIRGINIA 25755 • April 1, 1993



HALL RECEIVES BOOKS AT CONVOCATION

John R. Hall, chairman and chief executive officer of Ashland Oil Inc., is presented books written by Marshall University faculty members by Martha C. Woodward, director of Marshall's John R. Hall Center for Academic Excellence. Hall was presented the books after serving as the keynote speaker for Marshall's 31st Honors Convocation held March 24.

Bondurant recognized

Linda Bondurant, secretary in the Upward Bound/Student Support Services Office, has been selected as the Marshall University Employee of the Month for March, according to Bill Burdette, chairman of the selection committee.

Bondurant has worked for the university for approximately 17 years.

She was nominated for the award by Jackie Hersman, director of Marshall's Upward Bound Program.

Bondurant attended Huntington High School and received an associate degree in secretarial studies from Marshall in 1969. She has worked in several departments at the university.

Hersman said, "Linda goes well beyond the bounds of 'secretary' in her position. Both programs are federal and thus demand an unusual amount of time, expertise

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Bondurant

University receives \$308,000 grant from Navy

Marshall University is receiving \$308,000 to study roaches -- so robots can explore the moon.

The three-year grant from the Office of Naval Research is part of a program designed to create free-standing, free-moving robots. NASA, with its eye on the sky, thinks they would be ideal for geological studies on the moon.

For years, said Dr. Sasha Zill of Marshall, scientists have tried to teach computers to think like people. With lots of high-tech ingenuity, scientists created computers that can play chess, perform extremely complex

calculations, and store vast amounts of information.

Nevertheless, today's smartest rolling robots would fall flat on their chips at minor obstacles that a common cockroach could navigate with ease.

So scientists at Marshall, collaborating with researchers at Case Western Reserve, the University of California at Berkeley, and elsewhere, are taking a figurative step back. They're learning how the primitive nervous systems of insects handle movement, then translating those findings

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New classification system postponed

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members of our respective boards, have agreed to these recommendations. At this point, it is vitally important that we all strongly support an appropriation of sufficient state money to provide for the faculty and classified staff salary increase proposed by the governor.

I am extremely pleased with the cooperation I have received from classified staff in the difficult process of implementing an enormous project. Your elected representatives have effectively communicated your desires as they have developed and changed over the course of this project. We want a project that works well for the classification of staff and that is supported by the

MU gets Navy grant

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into sophisticated programming for multi-legged robots.

The Case Western team already has developed a two-foot-long computerized "cockroach" controlled by a network that models the insect's nervous system. Programmed by computer scientist Randall Beer and built by robotics experts Roger Quinn and Kenneth Espenschied, it looks more like a row of skateboards than an insect -- but it walks. The next step is to teach its more elaborate descendants how to react to changes in terrain.

"If you close your eyes and move your hand, your brain still senses exactly where your hand is in space because of receptors in your joints and muscles that constantly tell the brain where they are," said Zill, an associate professor of anatomy and cell biology. "Insects have these sense organs, too. They encode information about leg position and movements, such as changes in joint angles, then relay that information to the brain.

"Marshall's role in the Navy project will be to examine how insects use this information to adapt their walking patterns on surfaces that are uneven and unstable," Zill said.

For several years, Zill and his research team have studied the workings of these receptors. A new state-of-the-art video computer system now allows them to match up the receptors' signals with the specific joint angles and leg positions that prompted them.

The Marshall group, which also includes graduate student Gregory Larsen and lab technician Faith Frazier, will pass on its findings to Case Western scientists who will try to create similar sensors for robot legs.

"The robots we're working on will have their own onboard computers," Zill said. "Using the NASA example, the robots could be sent to the moon with the general command to find rock samples. Their computers would allow them to independently perform walks, searches and digs; to analyze the samples, and to transmit the data back to Earth. Human lives would never be at risk.

"We're pleased to be selected because we think it represents a real recognition of Marshall's growing excellence in neuroscience."

great majority of classified staff members.

Professional staff in the human resources area on each of our campuses are also to be commended for the enormous personal efforts they have made and continue to make on the development of a system of classification that will serve the classified staff not only today but well into the future.

The implementation of a good system of classification is terribly important. It is, understandably, a most sensitive issue for classified staff as it has a large impact on your professional lives. I ask of each of you to please continue in the spirit of cooperation to the end of this project. Many people from all ranks have managed to get us to this point. Let's continue that process to arrive at a good conclusion.

Bondurant recognized

(Continued from page 1)

and patience. She works with students in all situations, acts as a travel agent and caterer and exhibits an infinite amount of patience with the many staff members she works with."

Bondurant will receive a plaque and \$100 for being named Employee of the Month and will be eligible for the Employee of the Year Award.

Marshall University President J. Wade Gilley and his wife, Nanna, provided funds through a grant to establish the Employee of the Month and Employee of the Year program.

The program has been designed to recognize outstanding performance by classified and non-classified staff at the university. Awards will be made to MU employees who have exhibited exceptional levels of work performance and displayed high regard and loyalty toward the university and their job responsibilities.

Hispanic week ending

Hispanic Awareness Week will end Friday, April 2, with the following events:

-- Panel discussion on "International Experiences in Hispanic Countries," featuring students who have studied in Hispanic countries, at noon in Memorial Student Center Room 2W37.

-- Latin dance featuring the "Velvet Brothers" band, a free taco bar, a cash bar, and Latin dance instruction beginning at 7 p.m. in the Memorial Student Center Cafeteria.

To obtain further details about Hispanic Awareness Week activities contact Dr. Maria-Tulia Gomez-Avila at Marshall University's Department of Modern Languages, 696-2749.

Writer will discuss work on April 5

Donald Hall, a nationally recognized poet, short-story writer, essayist, playwright and editor, will discuss writing at Marshall University on Monday, April 5, at 3 p.m. in the Memorial Student Center Alumni Lounge.

He also will read selections of his work at the Huntington Museum of Art at 8 p.m.

Both events will be open to the public free of charge, according to Art Stringer of Marshall University's English Department.

Stringer said Hall is one of the country's most respected voices in arts and letters.

He is the author of more than 40 books. His most recent books, "The Museum of Clear Ideas," "Old and New Poems" and "Their Ancient Glittering Eyes," are available at the MU Bookstore and will be available at the reading.

Hall's work has appeared in many prestigious journals including The New Yorker, The Atlantic, The New

Republic, Harper's, The Nation and The American Poetry Review.

In 1989, Hall was elected to the American Academy and Institute of Arts and Letters. He has received numerous awards for his work including the Lenore Marshall/The Nation Award, the National Book Critics Circle Award, the Los Angeles Times Award and the Robert Frost Silver Medal from the Poetry Society of America.

He taught for 18 years at the University of Michigan. Hall currently lives and writes at Eagle Pond Farm in New Hampshire where he served as the state's poet laureate from 1984 to 1989.

His presentations are part of Marshall's Birke Visiting Writers Series, sponsored by the Birke Fine Arts Symposium, the Marshall University College of Liberal Arts, the MU English Department and the West Virginia Humanities Council.

To obtain further details contact Stringer in the Marshall University English Department, 696-2403.

Staff will be honored

The ninth annual Marshall University Service Awards Luncheon will be held Tuesday, May 11, from noon to 2 p.m. in the W. Don Morris Room in Memorial Student Center.

The following is a tentative list of persons eligible to receive awards:

For 15 years of service: Pamela Chapman, Vickie Crager, Tony Crislip, Deborah Damron, Jeffrey Daniels, Joseph Feaganes, Arlene Ferguson, Lester Fleming, Karen Greybill, Kent Hayes, Estil Hurn, Mildred Johnson, Virginia Keeney, Jeffrey Long, Jennifer Long, Carolyn Miller, Anne Moncer, James Richendollar, Marvin Stewart, Margaret Theis, Jack Toney, Doris Wellman and Charles Young.

For 20 years of service: Sue Ellen Bell, Mary Caserta, James Davis, Charles Harless, Opal Midkiff, Robert Morris, Randy Price, Ken Reffeitt, Opal Turner, Joseph Vance, Alan Ward and Joe Wortham.

For 25 years of service: Helen Bledsoe, Cleopatra Garvin, Deborah Hicks and Imogene Scott.

Retirees (eligible as of May 1, 1993): William Beard, Gordon Black, Ruby Boster, Myrta Callicoat, Ida Conner, Mary Crawford, Marvin Fulton, Barbara J. Johnson, Opal Leadman, Margaret Ours, Ruby Steffen, Mary Jane Tweel and Therese Tweel.

To be eligible for awards persons must have completed 15, 20, 25, 30 or 35 years of service to Marshall University by May 1, 1993. If you know someone who has been left off this list please contact Jill Chapman, 696-2242.

Faculty Senate to meet

Marshall University's Faculty Senate will hold a special meeting on Thursday, April 8, at 4 p.m. in the lounge on the eighth floor of Smith Hall.

The agenda will include discussion of the proposed "Sexual Harassment Policy" and "Sexual Harassment Complaint Procedures" and an executive session.

Sigma Xi lecture set

Dr. William Gutzke of Memphis State University will make a presentation titled "Sex Determination and Sexual Differentiation in Vertebrates" at Marshall University on Monday, April 5, at 7 p.m. in the Shawkey Room in Memorial Student Center.

Gutzke is a reviewer for several scientific journals, as well as the National Science Foundation.

His presentation, open to the public free of charge, is being sponsored by the Marshall University Club of Sigma Xi.

Smoking class planned

Marshall University's Office of Student Health Education Programs will sponsor "Fresh Start," a smoking cessation class developed by the American Cancer Society, beginning Tuesday, April 20, at noon in Prichard Hall.

One-hour classes will be held at noon on Tuesdays and Thursdays for two weeks, according to Carla Lapelle, coordinator of Student Health Education Programs.

The course will be open to the public free of charge, however enrollment will be limited.

To register or obtain further details contact the Office of Student Health Education Programs at Marshall University, 696-4800.

MU Day at Capitol April 7

Marshall University Day at the State Capitol will be held Wednesday, April 7.

A rally on behalf of the university and the state's higher education system will be held in the Capitol Rotunda at 3 p.m.

Buses will be available for persons who want to attend the rally. Buses will depart at 1:30 p.m. from the west lot of the football stadium and return after the rally.

ASCR Committee discusses policies

(The following report on the March 9 meeting of the Marshall University Academic Standards and Curricular Review Committee was submitted by Denecia Merritt-Damron, secretary.)

Minutes of the previous meeting were approved by a voice vote.

A special meeting of the ASCR Subcommittee was held 2/23/93 to deal with CSD course proposals.

Maria-Tulia Gomez-Avila reported on the Academic Standards Subcommittee meeting held 3/2/93. The subcommittee submitted a recommendation concerning the "No Overload Policy."

The subcommittee recommended that: the policy be endorsed by the ASCR Committee; that any questions about the policy be made to the appropriate undergraduate dean of the college offering the course, and that the No Overload Policy be published in the Class Schedule in bold print to ensure that students are made aware of the policy.

Jensen elected to post

Marshall University journalism professor Dwight Jensen was installed Sunday (March 28) as national president of Gamma Beta Phi, an academic honorary society composed of about 30,000 students and alumni.

Jensen, an associate professor, is the adviser for the Marshall University chapter of the national society. Gamma Beta Phi serves both two-year and four-year schools and is concentrated in the South, but has chapters as far west as Arizona and as far north as Michigan.

The nation's economy has affected even honorary societies, and Prof. Jensen said one of his primary tasks will be to help the society adjust its budget to fit the economic trends. The society, which emphasizes service to education and now works to help expand literacy in the United States, must also decide whether to continue that project or adopt a new one.

The installation occurred at the conclusion of the society's annual convention in New Orleans.

For details, call Dwight Jensen, 696-2713.

Excused absences . .

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

March 4-8--Jason Toy.

March 9-12--Greg Arey, Matt Bromund, Amy Hodapp, Craig Matthews, Jennifer Stone, Trent True, Marquita Washington.

March 11-13--Jeff Waugh.

March 22-26--Matt Bromund.

March 25--Kim Dingess, Darci Adams, Sean Lusk, Paula Dailey, Kevin Elphick, Gregory Jones, Sarah Bataille, Beverly Wooten, April Holiday, Jeffrey Catton, J.W. Carter.

April 1-2--Lisa D. Call.

Denecia Merritt-Damron moved that the committee accept the recommendation from the subcommittee. Dean Adkins seconded the motion which passed on a voice vote.

Gomez-Avila submitted a recommendation concerning the report on the internationalizing of Marshall University.

The subcommittee recommended that: Mexico be amended to read Latin America; the word "abroad" be deleted from the statement; the \$25 application fee be changed to an acceptance fee for all students, if it is to be charged for international students; and the university send information regarding the various educational programs offered to the various international organizations dealing with educational programs.

Subcommittee members were concerned with the concept that sabbatical requests which include an international component be favored over those which do not.

Adkins moved to accept the subcommittee recommendations. Merritt-Damron seconded the motion which was approved by voice vote.

The ASCR Committee discussed the "First Week Attendance Policy." Bob Sawrey pointed out that the existing policy is causing some problems as stated in the course schedule.

Adkins moved that the committee examine the wording of the policy at the next meeting. The motion was seconded and passed.

The meeting adjourned at 1:10 p.m.

HPER alumni honored

Marshall University's Division of Health, Physical Education and Recreation has presented "Outstanding Alumni" awards to two coaches, three college professors and an athletic trainer.

Dr. C. Robert Barnett, assistant chair of the HPER Division, said the program was established to recognize outstanding alumni for their contributions to coaching, teaching, athletic training, health education, recreation, research and community service.

He said six to eight alumni will be honored each semester. Outstanding alumni will receive certificates of recognition and have their pictures and biographies included in a display case in Gullickson Hall.

Persons honored this semester were: Dr. Robert Matthew Weiler, professor in the Department of Human Services at George Mason University, Fairfax, Va.; Bill Archer, athletic director and wrestling coach at Huntington High School; Dr. Robin Vealey, associate professor in the Department of Physical Education, Health and Sport Studies at Miami University, Oxford, Ohio; Dr. Terry A. Shepherd, professor in the Division of Health, Physical Education and Recreation at Marshall; Roger Jefferson, football coach at Capital High School in Charleston, and Joseph Beckett, director of the Department of Sports Medicine/head athletic trainer at the University of Charleston.

Accord signed with Anglia University

Dr. Alan B. Gould, vice president for academic affairs at Marshall University, signed an accord with a representative from a university in England on Tuesday, March 30, to establish an exchange program that will enable Marshall science majors to study abroad for one year.

Mike Davies, associate dean of the Division of Applied Sciences at Anglia Polytechnic University, Cambridge, England, represented his institution and signed the accord during a brief ceremony in the John Spotts Room in Memorial Student Center.

"We are proud of this unusual exchange program," said Dr. Clair W. Matz, director of Marshall's Center for International Studies. "Usually, students who study abroad are language or social science majors. Providing

this opportunity to science majors is a great step forward for our study abroad program."

Marshall's relationship with Anglia began in 1975 when two physics professors exchanged jobs, houses and even cars. Dr. Ralph Oberly of Marshall temporarily exchanged jobs with Professor Gil Graham of Anglia.

Over the years, several other Marshall professors taught at Anglia. Dr. David Duke, professor of history, and Dr. Barbara Brown, professor of English, exchanged positions with Anglia professors and Marshall physics professors have served as adjunct professors at Anglia.

"Given this 18-year history of professional exchanges, we felt it was time to encourage student exchanges," explained Matz.

Six Anglia students have been studying at Marshall this academic year and two MU students have been studying at Cambridge.

"It has been a most positive experience for students and faculty members," Matz said. "We look forward to many years of enriching experiences for both students and faculty."

Davies, a chemist, also presented two lectures at Marshall.

He discussed "Vitamin C Chemistry" during a seminar in Northcott Hall and discussed "Britain's New Universities" during a program with Marshall's Council on International Education.

Children's College set

The second semester of Marshall University's Children's and Teens' College for students in kindergarten through eighth grade will be held from April 24 through May 22.

All 50-minute classes will be held from 9:10 a.m. to noon on Saturdays.

Second semester courses for children in kindergarten and first grade are: "I Like Me, I Like You," "Creative Writing," "Story Theater," "Space Travels," "Reading/Writing" and "Science Lab Experiments."

Students in second and third grades will be able to take the following courses during the second semester: "Story Theater," "Discoveries in Science," "My Manners, My Friends," "Creative Writing," "Touch Math," "Sign Language," "Discoveries in Science," "Chinese Language II" and "Space Travels."

Second semester courses for students in fourth and fifth grades are: "Explorations in Science," "Oral Presentations (Speech)," "Intermediate WordPerfect," "Ideas into Words," "Study Skills," "Explorations in Science," "Education, Etiquette, Experiences with Others," "Mysteries of Math" and "Sign Language."

Sixth-, seventh- and eighth-graders will be able to take the following during the second semester: "Journalism," "Accelerated Math," "Study Skills," "Oral Presentations (Speech)," "Improving Math Skills" and "Intermediate WordPerfect."

Second semester fees will be: kindergarten through eighth grade--\$23.75 for one class, \$35 for two classes and \$45 for three classes; fees for sixth-, seventh- and eighth graders taking only the WordPerfect course will be \$35 and \$45 for those taking the WordPerfect course and an additional course.

Hensley said the Continuing Education Office also is offering a course titled "Intermediate Computers" for adults on Saturday mornings from 9:15 to 11:30 a.m. so parents can take a class at the same time their children are in class. The cost for adults will be \$56.

To register or obtain further details contact the Office of Continuing Education at Marshall University's Community and Technical College, 696-3113.

Literacy program scheduled

An interactive videoconference on juvenile and adult literacy titled "Instructional Techniques: Motivating Your Students to Succeed and Become Lifelong Learners" will be held at Marshall University on Thursday, April 15, from 11:45 a.m. to 2 p.m. in the Shawkey Room in Memorial Student Center.

The program has been designed for teachers and literacy volunteers at correctional facilities, juvenile detention centers and community literacy organizations, according to Richard Hensley, director of the Division of Continuing Education at Marshall's Community and Technical College.

Participants will learn to use specific instructional techniques and a process for developing individual educational plans utilizing assessment data for each student.

The program also will feature presentations on purchasing software and hardware and using computers as a motivating tool and a complement to teacher-student instruction.

Literacy professionals from throughout the nation will serve on a panel which will lead the workshop discussion.

The videoconference will be open to the public free of charge. Continuing education credit will be available to participants.

To register or obtain further details contact Marshall University's Continuing Education Office, 696-3113, or the Tri-State Literacy Council, 523-9451. Registration should be completed no later than April 13.

Harassment policy topic of meeting

(The following report on the March 11 meeting of the Marshall University Faculty Senate was submitted by Dr. Christopher L. Dolmetsch, secretary.)

Faculty Senate President Robert Sawrey called the meeting to order at 4:03 p.m.

Announcements (to be repeated, but not officially recorded on 3/25/93): 1. The Bylaws Committee has reported to the senate a decision to the effect that since temporary, and non-tenure track faculty are counted for purposes of senate apportionment, then they are eligible for service on all faculty bodies. 2. Regarding the form on outside employment activities: on 11/91 a form was approved, signed by President Gilley, and then declared unsatisfactory by General Counsel F. Layton Cottrill. Recently it was sent to BOT Counsel Bruce Walker in Charleston for review at that level. 3. Announcement of upcoming meeting dates.

Sexual Harassment Policy (section-by-section discussion agreed upon, reported as follows):

Motion to adopt policy made by Perkins, seconded by Plumley.

1.1 Amendment moved by Plumley, seconded by Brozik. Discussed and withdrawn.

1.3 Motion by Brozik, seconded by Guyer to insert the words "a student" after "...employment," in line 2. Motion defeated 16 to 13.

1.3 Motion by Guyer, seconded by Abramson to change the words "a guest" to more specific terms "invitee or licensee" here and throughout document. Motion was approved.

3.3 Motion by Jackson, seconded by Perkins to add the words "reported by each complainant" after "...alleged incidents" in line 4. Motion was approved.

3.3 Motion by Spatig, seconded by Wilkinson to strike

the phrase "at the record as a whole and" from line 2. Motion was defeated 14 to 10.

4.1 Motion by Plumley, seconded by Perkins to add the words "area coordinators, hereafter referred to as academic and administrative supervisors" after "...academic chairpersons," in line 4 and throughout document. Motion was approved.

5.1.2 Motion by Shaver, seconded by Duke to add the words "or any other third party who failed to inform his/her supervisor when there is evidence that he/she should have known...(repeat lines 3, 4 and 5)." Motion was defeated.

5.1.2 Motion by Anderson, seconded by Cox to strike the phrase "or when there is evidence that he/she should have known." Motion was approved.

5.1.2 Correction noted in line 3 to read "was being or had been..."

5.1 Motion by Olson, seconded by Hale to strike the phrase "ranging from warning up to and including termination," from line 2. Motion was approved.

5.1 Motion by Sporny, seconded by Guyer to insert the word "appropriate" before "corrective..." in line 1. Motion was approved.

5.2 Motion by Gross, seconded by Guyer to add: 5.2 The nature of the corrective and/or disciplinary actions must be commensurate with the nature of the violation of the policy. Motion was approved.

6.1 Motion by Abramson, seconded by Olson to delete draft text in bold face type beginning with "(Copies of ...)" and ending with "...Affirmative Action)." (lines 2-6) and add: "Copies of informal complaints will be forwarded to the alleged harasser, but not kept on file." The motion was approved.

At 5:50 p.m. it was duly noted that no quorum was present, and the meeting was adjourned.

Marshall faculty and staff achievements

GARY A. JARRETT, assistant professor of sociology, has been asked by the West Virginia Department of Health and Human Resources, Office of Medicaid Services, to conduct an independent evaluation of the statewide home and community-based services program for elderly and disabled West Virginians. Jointly funded by state and federal dollars, this program offers an alternative to nursing home care for eligible disabled and elderly persons who prefer to remain in their homes and communities. The evaluation project will focus on determining the degree to which equitable access to services is assured, the quality of care provided to recipients and the cost-effectiveness of the program.

DOLORES JOHNSON, assistant professor of English, has successfully completed her doctoral comprehensive examinations in composition and rhetoric at Indiana University of Pennsylvania.

Dr. BEN F. MILLER, professor of music, presented three percussion clinics at the Nebraska Bandmasters Association Convention held March 4-6 in Omaha. He also was the featured soloist with the University of Nebraska-Omaha Wind Ensemble in a performance of the Peter

Tanner "Sonata for Marimba."

Dr. JOHN B. WALLACE of the Department of Management attended the 17th annual National Small Business Consulting Conference held Feb. 3-6 in San Diego, Calif. He presented a paper on "Fostering Innovation Among Small Firms Along Value Adding Chains" which was based on his research with forest product firms in West Virginia. He also presented a workshop on "International Small Business Development" based on his work with the United Nations in Eastern Europe and Africa.

DEBRA TEACHMAN, assistant professor of English, has accepted an invitation to serve as an associate editor of Concerns, the newly expanded and restructured journal of the Women's Caucus in the Modern Languages.

Dr. JANE McKEE, associate professor in the College of Education, was elected president of the West Virginia Association of Teacher Educators at the association's annual conference held Feb. 28-March 1 in Parkersburg. She also presented at the conference on Authentic/Alternate Assessment for Professionals. Her presentation was titled "Professional Portfolios."