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## MU NewsLetter, October 8, 1992

Office of University Relations

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# NEWSLETTER

MARSHALL UNIVERSITY • OFFICE OF UNIVERSITY RELATIONS • HUNTINGTON, WEST VIRGINIA 25755 • October 8, 1992

## Layne selected Employee of the Month

Randy Layne, public safety officer, has been selected as the Marshall University Employee of the Month for September, according to Bill Burdette, chairman of the selection committee.

Layne has worked for the university for approximately eight years.

Donald L. Salyers, director of the Public Safety Department, nominated Layne for the award.

## *Track will be named in honor of Rollins*

Marshall University will dedicate its intercollegiate track in honor of the late Walter "Lefty" Rollins during ceremonies Saturday (Oct. 10) beginning at 6 p.m. The event will take place on the track's infield near the southeast corner of the main campus.

MU President J. Wade Gilley said the dedication will be the highlight of a campus observance of "State Government Appreciation Day." State legislators and other state officials have been invited to attend a reception at the president's home as well as the dedication and the Marshall-Furman football game that evening.

"Lefty Rollins was a legendary legislator," Gilley said, "and we felt the dedication of the track in his name was an appropriate way to express our gratitude to all of those in state government who give so much support to our university."

Delegate Rollins, who represented Wayne County, was majority leader of the House of Delegates at the time of his death early this year. He had served 18 years in the House of Delegates and four years in the State Senate.

Rollins was instrumental in obtaining legislative funding for the track in 1974.

The dedication ceremonies will be open to the public.

## **Gilley to kick off campaign**

Marshall University President J. Wade Gilley will kick off the university's 1992 United Way of River Cities Campaign on Monday, Oct. 12, at noon on the Memorial Student Center Plaza.

Faculty, staff and students are encouraged to attend this event and support the 1992 United Way of River Cities Campaign at Marshall.

In the event of inclement weather the program will be held in Memorial Student Center Room 2W22.

Salyers said that thanks to Layne's mechanical ability and his willingness to volunteer his services on numerous occasions, the department was able to overcome budget cuts and operate within current expense allocations for fiscal year 1991-92.

"Randy literally saved the university hundreds of dollars in labor costs by replacing items of equipment and making several other repairs to our only cruiser during the past year," said Salyers.

"Randy's volunteered labor made it possible for us to purchase much needed tires for the cruiser and the ambulance and to make additional purchases that we would not have been able to make otherwise.

"I feel that Randy is most deserving of being selected Employee of the Month for his special contributions to the university," said Salyers.

Layne 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.



**Randy Layne**

## One card to cover all

Marshall University will be converting to a one-card campus identification system for faculty, staff and students beginning with the spring 1993 semester, according to MU President J. Wade Gilley.

Gilley said the one-card system will enable students, faculty and staff to carry one card for all services provided on campus, including meal service, tickets to all athletic and entertainment events, health services and library usage.

The identification card function will be transferred from the Registrar's Office to the Auxiliary Services area.

"I believe this new service will provide ultimate convenience to our campus," Gilley said.

Additional information concerning the transition, schedule of conversion and taking of picture cards will be provided at a later date.

# Faculty elect hearing panel members

(The following report on the Sept. 17 meeting of the Marshall University faculty was submitted by Dr. Christopher L. Dolmetsch, secretary.)

The president of the Marshall University Faculty Senate, Dr. Robert Sawrey, opened the meeting at 4 p.m. Following brief welcoming remarks, he introduced Marshall University President J. Wade Gilley.

Dr. Gilley delivered his "State of the University Address" (interrupted for 15 minutes by a fire alarm) and then entertained questions from faculty members for an additional 20 minutes (copies of extracts of these questions along with Dr. Gilley's responses are available from the MU Faculty Senate Office).

Sawrey presided over the introduction of new faculty

## *SOM alumni events set*

The sixth annual Alumni Weekend of the Marshall University School of Medicine will be Friday and Saturday in Huntington.

Included in the activities will be the 10-year reunion of the Class of 1982 and the five-year reunion of the Class of 1987. Other events include a mixer hosted by Dr. Patrick I. Brown, continuing medical education grand rounds, the homecoming luncheon, and a tailgate party preceding Marshall University's football game against Furman University.

Dr. John Walden will provide the keynote address at 11:45 a.m. Saturday at the Radisson Hotel, speaking about his recent participation in the Rio Roosevelt expedition in the Brazilian rain forest.

In addition, Dr. David Heydinger will be awarded honorary membership in the school's Alumni Association. Dr. Heydinger served as associate dean for academic affairs and chairman of the Department of Family and Community Health at Marshall. His varied other distinctions include terms as state health director, president of Appalachian Regional Hospitals, and president of the board of the National Rural Health Association.

Registration fees, which also include participation in the St. Mary's Hospital Second Annual Cancer Conference, are \$30 for physicians not on Marshall's full-time faculty and \$15 for faculty and other health professionals. There is no charge for students and residents.

More information is available from Peggy Theis, 696-7246.

## OASIS program planned

Marshall University's Organization for Applied Sciences Information and Support (OASIS) will sponsor a seminar on "WordPerfect 5.1 for Windows" on Tuesday, Oct. 13, from 3 to 5 p.m. in the Memorial Student Center Alumni Lounge.

Mark McLaughlin, WordPerfect regional representative, will be the program leader.

The seminar will be open to the public free of charge, according to Katherine Martin of OASIS. Refreshments and door prizes will be available.

members by representatives or chairs of their departments.

Nominations were placed for members of the Institutional Hearing Panel. Due to periodic reapportionment there will be 11 full professors, nine associate professors, eight assistant professors and two instructors on the panel.

Nominations for terms at the rank of full professor (five positions) were as follows: Martin Amerikaner, Daniel Babb, Elaine Baker, M. Jamil Chaudri, John Hubbard and Craig Monroe.

Nominations for terms at the rank of associate professor (five positions) were: Robert Edmunds, Craig Hollingshead, Terry Shepherd, David Walker and W. Joseph Wyatt. This particular group of candidates was considered elected.

Nominations for terms at the rank of assistant professor (four positions) were: Robert Bookwalter, Richard Brown, Akhtar Lodgher, Peter Massing, Evelyn Pupplocody and Larry Stickler.

Nominations for terms at the rank of instructor were: Patricia Del Nero and William L. Ferguson. This particular group of candidates was considered elected.

Ballots were to be distributed to faculty for voting at the ranks of full professor and assistant professor.

After announcements, Sawrey spoke briefly about the need for faculty to consider as important their role in any potential reorganization of Marshall University's academic units during the coming academic year. Calling this "potentially the most critical issue we face on this campus this year," Sawrey stressed the fact that the faculty should "take a role and a leadership position" in this process.

He concluded by stating: "The faculty has nothing to fear in discussing this issue, if it is open and fair."

The meeting adjourned at 5:18 p.m.

## Committee awards grants

(The following report on the Sept. 16 meeting of the Marshall University Research Committee was submitted by Marjorie Keatley, secretary.)

Kathleen Bledsoe was appointed temporary secretary. Minutes of the previous meeting were approved. Committee procedures were reviewed and approved for the 1992-93 year.

Applications for funding from the Research Committee Funds Account were approved for W. Palmer, E. Baker, J. Joy, J. Hubbard and X. Weng.

The agenda item, University Press Charges, was discussed. It was decided that more information would be needed before further discussion/action could occur.

For the first Quinlan application period 37 applications were received and the following applications funded: G. Saunders, D. Holdren, R. Martino, A. Zapalska, X. Sun, L. Wheelless, D. Teachman, M. Thomas, R. Bady, J. Gililand, B. Miller, B. Bolling, A. Howley, W. Shanholtzer, S. Shuklian, C. Monroe, P. Prey, E. Damewood, B. Gross, J. Teel, P. Ghosh, J. Mead, B. Douglas, W. Ferguson, S. Desai, L. Spatig and A. Lodgher.

# Library to host Local Authors' Night

Three local authors will be featured when Marshall University's James E. Morrow Library presents "Local Authors' Night" on Thursday, Oct. 22, at 7 p.m. in the library's Hoffman Room.

Lisle Brown, library curator, said authors Rick Baumgartner, Jack Dickinson and Joe Geiger will be featured.

He said all three authors have published books pertaining to the American Civil War and all used the resources of Marshall's library in conducting their research, particularly the university's Blake Library of the History of

the Confederacy.

Baumgartner, formerly graphics editor for the Huntington Herald-Dispatch, is the editor/publisher of Blue Acorn Press which specializes in Civil War titles, both new books and reprints of significant out-of-print books.

He co-edited "Echos of Battle: The Atlanta Campaign" and "Yankee Tigers" and published reprints of Benjamin McGee's "History of the 72 Indiana Volunteer Infantry of the (Wilder's) Lightning Brigade" and "History of the Fourth Ohio Volunteers, Army of the Potomac" and Joseph Sutton's "History of the Second Regiment, West Virginia Cavalry Volunteers."

Dickinson works for IBM Corporation and serves on the board of directors of the Friends of the Library organization at Marshall.

His publications include "Jenkins of Greenbottom," "Records of the 16th Virginia Cavalry," "Confederate Soldiers of West Virginia," and two titles in the Virginia Regimental Series--"The 8th Virginia Cavalry" and "The 16th Virginia Cavalry."

Geiger is a Marshall graduate and currently is pursuing a master's degree at the university. Geiger, employed by the United Parcel Service, is the author of "Civil War in Cabell County, West Virginia, 1861-1865."

The program will include presentations by the authors and a question and answer session. The activities will be open to the public free of charge.

## Committee needs funds to continue service

The University Functions Committee annually solicits donations in order to send flowers to faculty and administration members or their immediate families in times of distress, according to Dr. Mack Gillenwater.

During the past year the committee spent \$845 on floral arrangements and memorials.

Gillenwater said in order for the committee to carry out this primary function, as outlined in the Greenbook, the committee is seeking donations of at least \$5 from faculty and administrators.

Contributions can be sent to Gillenwater in Marshall University's Geography Department. Checks should be made payable to the University Functions Committee.

Gillenwater said he would like to thank faculty and administrators for contributions this year and in the past.

## Center holding ceremony

The Marshall University Women's Center will hold a candlelight ceremony to show respect and support for an assault victim's right to privacy on Thursday, Oct. 8, at 8 p.m. on the Memorial Student Center Plaza.

Dr. Donnalee Cockrille, coordinator of women's programs at Marshall, said the ceremony is a way of showing support for an assault victim's right to choose whether his/her name is used in any media report.

The ceremony will be open to the public. 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:

Oct. 1-4--Michael Ross, Michelle Samms, Steve New, Rebeka White, Kara Burchett, Ed Roach, Chris Hennessey, Allen Clarkson, Christy Miller, Nakachi Clark, Emilie Burch.

## Harmon to give lecture

Dr. Maurice Harmon, occupying Marshall University's John Deaver and Elizabeth G. Drinko Distinguished Chair in Liberal Arts, will present a public lecture titled "English Words/Irish Voices" on Thursday, Oct. 15, at 7 p.m. at the Huntington Museum of Art.

Considered one of the world's leading scholars of Irish and Anglo-Irish literature, Harmon is emeritus professor of Anglo-Irish literature and drama at University College Dublin in Ireland.

His presentation and a reception afterward will be open to the public free of charge, according to Dr. Joan Mead, chairwoman of Marshall's English Department.

## Tribute to Beatles scheduled

"Yesterday: A Tribute to the Beatles" will be presented by the Marshall Artists Series on Friday, Oct. 16, at 10:30 a.m. in the Keith-Albee Theatre.

A musical group will recreate performances of the Beatles while projected images of news events from the 1960s will help those who lived through the era remember, and those who didn't understand those phenomenal times.

Tickets will be \$6. Marshall students with valid identification and activity cards and retired MU faculty and staff will be admitted free. Marshall faculty and staff and part-time MU students will be admitted for half-price.



# Meet-the-Scholars nominations sought

The Marshall University Meet-the-Scholars Program Committee is currently accepting nominations for the next award, according to Dr. Kenneth E. Guyer, chairman of the committee.

An ongoing project, the program is designed to bring distinguished Marshall faculty scholars together with citizens of the Tri-State region. It is meant to acquaint the community with the breadth and depth of academic expertise available on the Marshall campus.

The award is presented each year, to an outstanding Marshall scholar. The following procedures and criteria will be used by the program committee in selecting award recipients.

## I. General Guidelines:

Announcement of the schedule and criteria for selection will be published in the *Marshall University Newsletter* early in the fall semester.

Nominations may be made in writing by any faculty member and are to be submitted to the office of the vice president for academic affairs by the announced deadline. Members of the committee may also nominate.

Nominations should include the following credentials: **A current vita, brief statement of current research or artistic activity, and one supporting letter from another faculty member in the case of self-nomination.**

After nominations are submitted and the closing date for nominations has occurred, the committee will reduce the nominations to five, with no more than two people per college or school. The committee may elect in the final stages of deliberation to invite nominees to discuss informally their research or artistic activity.

The committee will then reduce the nominations to two people from whom the award recipient will be selected.

All nominees will be kept informed of their status as the deliberations proceed. Any member of the committee may be nominated for this award, but in the event this occurs, the member under consideration will not participate in the committee's deliberations for that semester.

## II. Specific Criteria:

The following criteria will be applied in the selection of the award recipient:

### A. General:

1. The criteria will be weighed in accordance with

the professional standards in the particular field.

2. During the course of its deliberations the committee may elect to consult with recognized experts in the nominee's field.

3. While teaching as a criterion will not be considered for this award, the percentage of time that the nominee spends teaching may be a relevant factor because time left for research/artistic activity may be affected.

4. While the committee will strive to adhere to its stated standards, it may have to consider other factors and exceptions as particular cases arise.

### B. Research Criteria:

Specific activities to be considered include: publications--peer-review papers, articles and books; regional, national and international meetings--invited papers and papers presented will carry the most weight, but the chairing of sessions and attendance also are worth noting; professional awards; patents; grants--dollar amounts will be weighed according to the field.

### C. Artistic Criteria:

Specific activities to be considered include: composition--literary, musical, choreographic, theatrical and visual arts; performance; directing or conducting; production; design.

Artistic criteria include: publications, exhibitions, performances, broadcasts, published reviews, public and professional recognition, juried competitions, professional awards, fellowships, grants and commissions (with the understanding that these may well be in smaller dollar amounts than those in the sciences).

**The deadline for nominations and applications for the fall award will be Friday, Oct. 23, 1992. Award recipients receive a special plaque and a \$1,000 cash award from the Marshall University Foundation to be presented at a special evening reception at a date to be announced.**

**All prospective applicants and nominees are reminded that the selection process may involve an interview to be conducted following nominations.**

**Persons who have already submitted nominations or applications should check with Dr. Guyer, concerning completeness of the written material.**

*State College and University Systems  
of West Virginia*  
**Central Office**

Paul B. Marion, Chancellor  
State College System of West Virginia

Charles W. Manning, Chancellor  
University System of West Virginia

**MEMORANDUM**

**TO:** Classified Employees in the State College and University Systems

**FROM:** Charles Manning  
Paul Marion

After almost one and one-half years of intensive work, a new classification and compensation structure for classified employees in the State College and University Systems is nearing completion. The goals of the new structure are to establish an objective approach for analyzing and valuing all classified staff jobs, provide a titling and job family framework to promote career development, ensure equity in classifications within and across the 16 state institutions of higher education and the Central Office and WVNET, determine the competitive pay position of the jobs relative to market conditions, establish policies and procedures to support ongoing administration of the structure, and provide computer support for administering the new structure.

**Project Management**

William M. Mercer Inc., an organization specializing in human resource consulting for higher education, was hired by the two governing boards to provide technical guidance. Strategic direction and policy development for the project are provided by the Project Oversight Committee (POC), which consists of the Assistant Director for Higher Education Personnel, who serves as the internal project director, a president and two human resource administrators from campuses in each system, and the chair of each system's advisory council of classified employees. The day-to-day work of the project is executed by a subset of the POC called the Project Work Team. This team consists of the two human resource administrators from each system and the Assistant Director for Higher Education Personnel. A number of other human resource professionals have also been involved in the activities related to job analysis, job evaluation and market comparisons.

**Job Evaluation Plan**

A Job Evaluation Plan was developed to establish the internal hierarchy of job values and place the jobs in a salary grade system. The relative demands of jobs in regard to skills, effort, responsibilities, and working conditions are reflected in the Plan by the following compensable factors: knowledge, experience, complexity and problem solving, freedom of action, scope and effect, breadth or responsibility, intrasystems contacts, external contacts, direct supervision exercised, indirect supervision, physical coordination, and working conditions and physical demands.

**Job Analysis**

Following the development of the Job Evaluation Plan,

a Position Information Questionnaire (PIQ) was prepared to collect detailed information from employees, supervisors, and managers regarding the duties and responsibilities of each position, as well as information on the twelve compensable factors. Completed PIQs were grouped according to existing titles, a new titling structure was developed, and all positions were placed within the new titling structure.

**Market Analysis**

A market analysis was performed to identify organizations that compete with West Virginia colleges and universities for skills and talent that are comparable to skills and talent required for the various classified positions. Local labor markets were used for nonexempt jobs and a combination of regional and national markets was used for comparison of exempt positions. Approximately 200 benchmark titles from the classification structure in West Virginia were then compared for value with both higher education and non-higher education employers in the appropriate reference markets.

**Job Evaluation**

Job evaluation is the process by which jobs are positioned according to internal relative value. In order to establish an objective framework for the process, a Job Evaluation Committee used information provided by the PIQs and the twelve compensable factors identified in the Job Evaluation Plan to evaluate approximately 200 titles. After this benchmarking work was completed, the Job Evaluation Committee and personnel from Mercer Inc. trained institutional human resource professionals in job evaluation and assisted them in the evaluation of titles which are specific or unique to their institutions.

**Remaining Steps**

One of the remaining steps to be completed is the design of the pay structure, which involves setting appropriate minimum, midpoint, and maximum dollar values for each of the grades and, thus, for each of the job titles in the classification structure. In addition, classification and compensation policies and procedures will be reviewed in areas related to the structure. In addition, classification and compensation policies and procedures will be reviewed in areas related to the structure. Proposed changes will be considered by the governing boards. If additional funding and/or statutory changes are needed, it is expected that the Governor and Legislature will be asked to consider these in the 1993 regular legislative session. Implementation of the new structure is scheduled for the 1993-94 fiscal year.

# Black Awareness Week event planned

Donal Leace, co-chair of the Theatre Department at the Duke Ellington School of the Arts in Washington, D.C., will return to his birthplace to perform for Marshall University's observance of Black Awareness Week on Tuesday, Oct. 13, at 7 p.m. in Marco's in Memorial Student Center.

A guitarist who is proficient in a wide range of musical styles, Leace has toured extensively with artists such as Roberta Flack and Nancy Wilson and has appeared on "The Today Show" and the "David Frost Show." His

latest recording, "Leace on Life," has just been released.

Although born in Huntington, Leace was raised in Philadelphia. He is a graduate of Howard University and received a master's degree in fine arts from George Washington University and a master's degree in history from Georgetown University.

Leace served as a judge for Helen Hayes awards from 1986 to 1988 and in 1991 was invited to Johannesburg, South Africa, to assess a non-government supported arts program.

Macel Braxton, coordinator of Marshall's African American Students' Program Office, said Leace also will present a lecture titled "Harlem Renaissance" for a university history class.

Leace's performance, sponsored by the African American Students' Program Office, will be open to the public free of charge. A reception in his honor will follow the performance.

Braxton said other activities are being planned for Black Awareness Week including a "Talent Night" for anyone who would like to perform on Wednesday, Oct. 14, at 9:15 p.m. in Marco's.

To obtain further details about the Black Awareness Week activities contact the Marshall University African American Students' Program Office, 696-6705.

## Office hours changed

Marshall University's Department of Residence Services has established new operating hours in an effort to better serve the needs of Marshall students, according to Mary Beth Poma, director of residence services.

Effective immediately, the main office in Old Main Room 115 and the Meal Ticket Office, Old Main Room 213, will be open from 7:30 a.m. to 5 p.m. Monday through Friday.

The Residence Services' Maintenance Office will observe operating hours from 8 a.m. to 6:30 p.m. Monday through Friday. Poma said an electrician, plumber, building mechanic and receptionist will be available until 6:30 p.m. to handle work requests.

"As always we strive to meet our students' needs," Poma said. "We believe these longer and more flexible hours will not only better serve the students and staff who rely on our services, but will also increase the efficiency of our maintenance staff. We expect the number of completed work orders per man-hour to increase as a result of this change."

## Lyme Disease will be topic

Marshall University's Department of Biological Sciences will present a seminar titled "Lyme Disease: The spirochaete and its potential arthropod vectors in West Virginia" on Tuesday, Oct. 13, from 7 to 9 p.m. in the Marshall University Science Hall Room 266.

Dr. James Joy, professor of biological sciences at Marshall, will serve as moderator of the seminar.

Dr. John Hall of the Department of Microbiology at the West Virginia University Health Sciences Center, which has become the state's clearinghouse for Lyme Disease information, will be the guest presenter. Hall serves as the state's contact with public health workers and Lyme Disease support groups.

Following Hall's presentation there will be a panel discussion featuring people who have done research on Lyme Disease and been involved with its identification and treatment.

The program will be open free of charge to anyone interested in learning more about Lyme Disease. To obtain further details contact the Marshall University Department of Biological Sciences, 696-3148.

## Employee achievements

Dr. ELIZABETH REED SMITH of Marshall's Department of Music was one of 10 invited participants in a performance workshop held July 25-Aug. 8 at Magic Mountain Music Farm in Morris, N.Y. The workshop included professional string players from several countries and culminated in a marathon concert.

Dr. CHRISTOPHER DOLMETSCH, professor of modern languages, has contributed a biographical sketch of the German playwright and novelist Hermann Sudermann (1857-1928) to *Twentieth-Century German Dramatists, 1889-1918*, edited by Wolfgang Elfe and James Hardin, Vol. 118 in the reference series *Dictionary of Literary Biography* (Detroit: Gales Research, 1992), pp. 234-245. The best-known German playwright of his generation in America, Sudermann lapsed into obscurity following his death and has only recently been rediscovered in his native country.

## MU office seeks nominations

Marshall University's Office of Student Activities is accepting nominations for "Who's Who Among American College and University Students." The office also is sponsoring its third annual leadership conference for members of student organizations. The conference will be held Oct. 16-18 at Twin Falls State Park.

To obtain details about "Who's Who" nominations or the leadership conference contact the MU Office of Student Activities, 696-6770.