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Office of University Relations

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Regents restructure appeal process

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are presidential decisions on (5) promotion, and (6) tenure (on the question of when, not whether)

Basic substantive and procedural due process were granted to probationary faculty employed by the Board of Regents by House Bill 817, which became law in May 1979. **Under the law any probationary faculty member desiring to appeal a (1) nonreappointment decision may request a hearing from the Board of Regents. The appeal is heard by either a hearing examiner (a duly qualified disinterested attorney-at-law) or an unbiased committee of the Board, and the decision of the examiner or committee is final.** The appeal procedure in the new policy (Sec. 8) differs only slightly from the one contained in the old.

The appeal procedure available in cases regarding (2) dismissal, (3) termination due to reduction or discontinuance of an existing program, (5) promotion, and (6) tenure, is two-stage and is contained in Sections 13 and 14 of the new policy. The faculty member may request a hearing before either an institutional hearing committee (not to be confused with the unbiased committee of the Board cited above) or a hearing examiner (a duly qualified disinterested attorney-at-law). The president's decision must be issued within 30 days after his having received a record of the hearing and a recommendation of the committee or examiner. His decision is final unless the faculty member elects to carry the appeal to the Board of Regents, an option provided for under Section 14 of the policy.

MU faculty and staff achievements, activities. . .

DR. WILLIAM SCHNEIDERMAN, assistant professor of psychology, is the author of "Combining Studies for a Stronger Conclusion: The Role of Response Bias in Judging Emotions" to be published in the June issue of *Motivation and Emotion*.

DAN O'HANLON, assistant professor of Legal Assisting, spoke to the Huntington Jaycees March 3 on "My Goals in Municipal Court."

DR. ROBERT F. MADDOX, professor and History Department chairman, presided over the 22nd annual meeting of the West Virginia Historical Association March 13-14 at West Virginia Wesleyan College. Other MU Historians presenting papers were DR. PAUL F. LUTZ, assistant director of development, "The Governor Drove a Taxi: The Tragedy of William Casey Marland;" DR. ROBERT SOWREY, assistant professor of history, "Business Profits and the First World War: A Case Study;" DR. DAVID WOODWARD, professor of history, "British Grand Strategy and Doughboys: The Underlying Tension and Conflict;" CORA TEEL, James E. Morrow Library archivist, "The German Youth Movement," and Richard Smoot, graduate history student, "Bolshevik Seizure of Power: The Role of German Finances."

EDYTHE TAYLOR, Special Services director and SANDRA CAVENDAR, Upward Bound program director,

The old policy suggested many questions concerning financial exigency while providing few answers. Under the new, responsibility for defining and determining a financial exigency clearly rests with the Board of Regents. Institutional plans for meeting the crisis are to be developed through a collaborative assessment by representatives of administration and faculty and reviewed by the Board of Regents prior to implementation. **In view of the faculty involvement in the development of the institutional plans, no provision is made for a campus-level hearing on (4) termination of appointment due to a financial exigency: rather, any appeal is directed to the Board.**

FACULTY GRIEVANCE PROCEDURE

The last section (Sec. 15) in the document, which outlines a campus-level faculty grievance procedure for matters not otherwise addressed in the policy bulletin, is completely new. The procedure consists of at least three levels, commencing at the departmental level and concluding with the president.

* * *

Copies of the new policy bulletin may be obtained from your dean's office. Review the document at your earliest opportunity. Thereafter, your questions, by phone or memo, will be welcomed.

FRANK ALDRED

attended the Spring Conference of the West Virginia Educational Opportunities Program Feb. 25-27 at Canaan Valley. Mrs. Taylor presented "Study Skills and Positive Attitude," and Mrs. Cavendar presented "Appalachian Myth vs. Fact" and discussed Upward Bound summer activity.

DR. DAVID E. KOONTZ, associate professor of curriculum and foundations, is the author of a biography of Dr. James E. Allen Jr., a former United States Commissioner of education and the son of Dr. James E. Allen Sr., MU president from 1935 to 1942. The book is on sale at the Marshall University Bookstore.

DR. MICHAEL MOORE, assistant professor of biochemistry, is the author of "An Insulin Effect on Cytoplasmic Estrogen Receptor in the Human Breast Cancer Cell Line MCF-7" accepted for publication in the April or May edition of the *Journal of Biological Chemistry*.

RAY A. NISSEN, director of personnel, conducted a workshop for the president's administrative staff at West Virginia State College March 9. The workshop dealt with staff development and counseling with workers concerning work performance.

MARSHALL UNIVERSITY

News Letter

March 20, 1981

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

Regents revise Policy Bulletin No. 36

On March 5, the Board of Regents approved a revision of Policy Bulletin No. 36 that had been almost two years in the making. As indicated in earlier "News Letter" reports, the new policy differs substantially from the old (dated May 8, 1979) in several respects.

Some of the salient features of the 17-page document are summarized below:

DEFINITION AND CLASSIFICATION OF FACULTY

For the first time an effort was made to draft an acceptable definition and classification of faculty.

In the policy faculty are defined as those persons so designated by the institution's president as confirmed by the Board of Regents. Faculty fall into one of the following classifications: tenured, probationary or temporary. All tenured and probationary faculty appointments are made by the president after consultation with faculty and other appropriate collegiate units, and confirmed by the Board of Regents. Temporary faculty appointments may be made by the president on either a full-time or part-time basis, and without Board approval. However, temporary full-time appointments may be utilized only if one or more of the following conditions prevail:

1. The position is funded by a grant, contract or other source that is not a part of the regular and on-going source of operational funding.
2. The appointment is for the temporary replacement of an individual on sabbatic or other leave of absence.
3. The appointment is for the purpose of filling an essential teaching post immediately, pending a permanent appointment through a regular search and screening process.
4. The appointee is beyond retirement age, according to current Board of Regents' policy.

James S. Williams to serve on advisory board

James S. Williams, long-time labor and civic leader in Huntington, has accepted an appointment to serve on the Marshall University Advisory Board, said MU President Robert B. Hayes.



Williams succeeds Charles C. Lanham of Point Pleasant, whose second term as an Advisory Board member has expired. Lanham has been a member of the board since it was organized in 1970.

"Mr. Lanham has served Marshall well for many years and we are sorry to lose him as a member of the Advisory Board," Hayes said. "At the same time, we are pleased that a man with Jim Williams' qualifications and record of service has agreed to work with us," he added.

TENURE

Authority over tenure, heretofore exercised by the Board of Regents, now rests with the institutional president. The maximum length of probationary status remains seven years under the new policy. However, tenure may now be granted by the president, following consultation with appropriate academic units, upon appointment or at any time during the probationary period.

FACULTY EVALUATION

Under the new policy all probationary faculty and temporary faculty, including part-time faculty, are to receive a yearly written evaluation. Tenured faculty are to be similarly evaluated at least every third year.

PRESIDENTIAL DECISIONS SUBJECT TO APPEAL

The revision resulted in a fundamental restructuring of the appeal process.

A number of presidential decisions are appealable under the new policy. Appealable decisions related to appointment are (1) nonreappointment of a probationary faculty member, (2) dismissal of a faculty member for cause, (3) termination of a faculty member's appointment due to reduction or discontinuance of an existing program, and (4) termination of a faculty member's appointment due to financial exigency. Also appealable

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A 37-year employee of Huntington Alloys, Williams retired from that company in early 1980 and began a new career with the AFL-CIO Appalachian Council. He currently is field coordinator for that organization's "Operation Manpower," a work experience program for disadvantaged youth.

Williams is a former president of Local 40, United Steelworkers of America, and also held several other union offices.

The Huntington native is president of the Tri-State Transit Authority, serves as education chairman of the Huntington District Labor Council, and is a member of the Huntington Police Community Relations Committee. He has been a member of the Cabell-Wayne United Way Executive Board, the West Virginia University Institute of Labor Studies Advisory Board, and has been active as

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College Bowl schedule listed

National championship competition among the country's top 24 College Bowl teams will continue through Monday, March 23, in Old Main Auditorium. Spectators are welcome to watch the competition free of charge. A schedule of games follows:

Today's matches, from 7 p.m. to 10:30 p.m., pit Berry College against the University of Maryland at College Park; University of Wisconsin at Eau Claire vs. Yale; Michigan State vs. Iowa; University of Idaho vs. University of North Carolina at Chapel Hill.

Marshall's College Bowl team will enter the competition during Saturday afternoon's matches, which will run from 1 to 4:30. Marshall will meet the winner of the Brigham Young-University of Illinois contest; Harvard will play the winner of the Ohio State-Wichita State match; Davidson will face the Temple-Tulane victor, and Princeton will meet the winner of the Vassar-San Francisco game.

Science, Liberal Arts elect new committee members

Dr. E.S. Hanrahan, dean of the College of Science, announced that Dr. Wesley Shanholtzer, associate professor of physics and physical science, has been elected by the college's faculty to represent the college on the Faculty Personnel Committee.

Dr. Alan B. Gould, dean of the College of Liberal Arts (COLA), announced the following newly-elected committee members:

University Council—Dr. Loraine Duke, associate professor of English; Academic Planning and Standards—Dr. Bruce Ardinger, associate professor of English; Faculty Personnel Committee—Jane Wells, assistant professor of English; Research Board—Dr. David Woodward, professor of history;

COLA Curriculum Committee—Dr. Bill Westbrook, professor of sociology/anthropology, and Dr. Stuart Thomas, associate professor of psychology; Policy and Review Board, Faculty Development—Dr. Clayton McNearney, associate professor of religious studies; Dr. Clair Matz, associate professor of political science, and Dr. Donnal Spindel and Louise Bailey, both assistant professors of English.

Former faculty member dies

Funeral services for Elizabeth M. Koletka, a former MU faculty member, were held March 7 in Huntington. She died March 5.

She was a social studies teacher at Huntington High School, where she also supervised Marshall student teachers, and from 1961 to 1966 she was an MU faculty member, serving as a social studies instructor and as a student teacher supervisor in the education department. Miss Koletka earned her A.B. degree from West Virginia University and her A.M. degree from Columbia University, and was a member of Phi Beta Kappa.

Survivors include a sister-in-law, Mrs. Freda Koletka, with whom she made her home.

Saturday evening's games, scheduled for 7 to 10:30, will pair the University of Chicago against the winner of the Berry College-Maryland contest; Vanderbilt vs. the Wisconsin/Eau Claire-Yale winner; Washington University of St. Louis vs. the Michigan State-Iowa victor; Wake Forest vs. the Idaho-North Carolina winner.

Another round is scheduled Sunday afternoon from 1 to 4:30 and the semi-finals will run Sunday evening from 7 to 9.

The championship round will take place Monday, March 23, beginning at 2:30 p.m.

Two other matches are planned Monday afternoon. One will pit two four-person all-star teams, selected from members of the 24 teams. The other will match four college all-stars against an all-star team of area high school students who have been competing in the weekly Hi-Q series broadcast by WOWK-TV.

Hi-Q is the high school level equivalent of College Bowl.

Art Fleming, former host of the television game show "Jeopardy," is again the tournament moderator. He also has agreed to meet with several Marshall classes and will be featured in an Honors Seminar program on "Privacy and the Celebrity."

Marshall was enabled to host the prestigious tournament through a grant from the Marshall University Foundation, according to Dr. Robert Mutchnick, MU College Bowl team coach and the university's coordinator for the event.

Excused absences. . .

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

- Feb. 26-28—Wrestling team;
- March 6—Men's track team;
- March 4-15—Men's golf team;
- March 5-7—Men's basketball team;
- March 25-28—Jazz Ensemble.

Job openings announced

The Personnel Office has announced the following job opportunities:

Equipment Attendant, Health, Physical Education and Recreation Department, full-time regular, deadline March 20.

Project Assistant, Home Economics, part-time temporary, deadline March 25.

Those wishing more information or to apply should contact the Personnel Office, Old Main 207, ext. 6455.

Williams appointed

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a volunteer in the development of the Green Acres Regional Center program for the mentally retarded.

He also is a former director of the Huntington District Labor Council's Committee on Political Education (COPE).

'Let's Celebrate People' month begins

Marshall University will observe "Let's Celebrate People Month" March 20 through April 20 with seminars, plays, musical entertainment, movies and exhibits.

"Black Awareness Week," observed March 22-29, includes a lecture by Coretta Scott King on "Major Challenges for the 80s: Eliminating Poverty, Racism, Violence" to be held admission-free at 8 p.m. Tuesday, March 24, in the Memorial Student Center Multi-Purpose Room (MSC MPR).

Other "Celebrate People" and "Black Awareness" highlights for the upcoming week include:

Self-help clinics slated

The Marshall University Psychology Clinic will offer four special clinic groups this spring which will be conducted by graduate psychology students under the direction of Dr. Joseph Wyatt, clinic director.

The sessions will be held from 7 to 8 p.m. for six weeks as follows:

—Assertion/Communication Training, Mondays, beginning March 23, Harris Hall 139.

—How to Teach Children About Sex, Mondays, beginning March 23, Harris Hall 130.

—Weight Reduction, Wednesdays, beginning March 25, Harris Hall 139.

—Smoking Reduction, Wednesdays, beginning March 25, Harris Hall 443.

Additional information may be obtained by calling the Psychology Clinic, 6446.

Language Week set March 23-27

The Department of Modern Languages will observe Language Week March 23-27. Three culture presentations would be of interest to faculty, staff and students.

They are a French culture presentation at 7 p.m. Monday, March 23, in Smith Hall 409; a German culture presentation at 7 p.m. Wednesday, March 25, in Smith Hall 413, and a Spanish culture presentation at 7 p.m. Thursday, March 26, in Smith Hall Room 154.

Calculator requisition deadline announced

Purchasing agent Dorothy F. Smith has announced that the deadline for submitting requisitions for desk-top calculators is March 25, in accordance with West Virginia Standard Specification No. 7420-030-10.

Research funding information requested

Dr. Paul Stewart, graduate school dean, is requesting information on research by faculty members funded by sources other than Marshall University. Department chairmen have specific details. Those engaged in such research are asked to contact the department chairman or the graduate school.

—Saturday, March 21, the Huntington Theatrical Ensemble with "For Colored Girls Who Have Considered Suicide When the Rainbow is Enuf," 7 p.m., Smith Recital Hall.

—Sunday, March 22, "Serious Bizness," a husband and wife duo who sing about 20th Century social and environmental problems, 3 p.m., Smith Recital Hall.

—Friday, March 27, Seminar on urban problems of the blacks with Joseph A. Slash Jr., deputy mayor of Indianapolis, 3 p.m., MSC Multi-Purpose Room area.

—Saturday and Sunday, March 28-29, International Students handicraft and artifacts exhibit, 1-5 p.m., MSC Alumni Lounge.

—Sunday, March 29, International Tasting Dinner, followed by program of entertainment from other countries, \$3 for adults, \$1.50 for children under age 12, 5 p.m., MSC Multi-Purpose Room.

Also scheduled throughout the week are various seminars on topics of interest, a dance marathon for Muscular Dystrophy, an art exhibit, a gospel sing and a disco dance.

Additional information on program offerings may be obtained by calling the Student Activities Office, 6770, or the Minority Students Office, 6705. Also posters announcing events will be placed around campus.

Ballet set this week

The Pennsylvania Ballet, a company of international quality, will appear on the Marshall Artists Series' Community Series Wednesday and Thursday, March 25-26, at 8 p.m. in the Keith-Albee Theater, presenting a different program each night.

Wednesday night will be season ticket holders' night, but there will be some seats available to the general public, according to Mrs. Nancy Hindsley, MU cultural events coordinator. "However, anyone purchasing tickets for Thursday night will have a choice of seats," she noted.

Reserved seats are available at \$15, \$13 and \$10, plus special youth seats in the balcony which may be purchased for \$5 by youth age 17 and under. Tickets may be purchased in advance from the Marshall Artists Series Office, located in Memorial Student Center 2W38, or reserved by calling the office at ext. 6656.

Ensembles to appear Friday

Two Marshall University Music Department choral ensembles will be heard in a free, public concert Friday, March 20, at 8 p.m. in Smith Recital Hall.

The A Cappella Choir, directed by Dr. Wendell Kumlien, MU professor of music, will present Haydn's "Missa brevis Sti. Joannis de Deo" and Hagemann's "A Musical Menagerie," which is based on poems by Ogden Nash.

Directed by Dr. Bradford DeVos, professor of music, the Collegium Musicum will present a program of sacred songs from the renaissance to the early baroque period by such composers as Dufay, des Pres and Buxtehude.