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We Are...Marshall, September 10, 2014

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WE ARE... MARSHALL®

The Newsletter for Marshall University

September 10, 2014

Nominations open for Reynolds, Pickens-Queen teaching awards



The Center for Teaching and Learning (CTL) is now accepting nominations for the Marshall and Shirley Reynolds Outstanding Teacher Award and the Pickens-Queen Excellence in Teaching Award. Self-nominations will not be accepted. Faculty, staff or students may make a nomination of those who are eligible (see descriptions below). Nominations are being accepted until Monday, Sept. 15.

Reynolds Outstanding Teacher Award

Through a gift from Marshall and Shirley Reynolds and the Marshall University Foundation, an award was established to recognize superior teaching at Marshall University and to provide encouragement and incentive for teaching achievement. The award for 2014-15, including a cash award of \$3,000, will be presented at the spring General Faculty Meeting. Nominees must:

- be in a full-time, tenured appointment
- have a minimum of six years of credited full-time teaching experience, at least three of which are at Marshall. (For the purposes of this award, “credited full-time teaching experience” refers to the total years of experience that Academic Affairs counts as part of a faculty member’s tenured or tenure-track appointment at Marshall University.)

A faculty member can win any given teaching award only once in his or her service at Marshall University. For additional information and to complete a nomination form, visit <http://www.marshall.edu/ctl/faculty-awards-and-grants/marshall-shirley-reynolds-outstanding-teacher-award>.

Pickens-Queen Excellence in Teaching Award

Through a gift from Glenn and Carol Queen and Ethel Pickens, an award was established to recognize the importance placed on teaching at Marshall University and to provide encouragement and incentive for teaching achievement by newer faculty members. The awards,

which include a cash award of \$1,000 each, are presented to three junior faculty members at the Spring General Faculty meeting. Nominees must:

- be in a full-time, tenure-track appointment
- have at least one year fulltime, tenure-track teaching experience at Marshall and no more than five years of credited fulltime teaching experience. (For the purposes of this award, “credited fulltime teaching experience” refers to the total years of experience that Academic Affairs counts as part of a faculty member’s tenured or tenure-track appointment at Marshall University.)

Self-nominations will not be accepted. Faculty, staff or students may make a nomination by submitting the online form below. For additional information and to complete a nomination form, visit <http://www.marshall.edu/ctl/faculty-awards-and-grants/pickens-queen-teacher-award>.

Photo: Dr. Anne Axel (right), assistant professor of biological sciences, was one of the winners of the Pickens-Queen Excellence in Teaching Award last year. She is shown receiving congratulations from President Kopp.

Marshall University Libraries welcomes readers back for fall with reception today



A project of the West Virginia Center for the Book

reference librarian. They will also be offering a sneak peek of their 2014 Banned Books Display.

What: WV Reads 150+ Welcome Back Book Party

Where: Drinko Library Atrium (3rd Floor)

When: Sept. 10 from 1 p.m. – 3 p.m.

This event is open to Marshall students, staff, faculty and the Huntington community. If there are questions, contact Thomas by phone at ext. 6-3627

Marshall 20/20 Update: Initial Reports Submitted



The strategic planning process reached a milestone last week with submission to the administration of the initial reports from the Academic Portfolio Review and Services Portfolio Review teams.

These two comprehensive reviews looked at the university's academic programs and services with the goal of identifying all potential opportunities for cost savings and revenue enhancement.

The teams also were focused on addressing some of the structural issues that prevent delivery of top-notch programs and services to students, faculty and staff.

Because the teams were charged with examining every *possible* opportunity to cut costs and increase revenues, the next step in the process will be to further evaluate the identified opportunities for practicality and impact of implementation.

For instance, the Services Portfolio Review teams prioritized opportunities for a potential \$10 million in cost savings/revenue enhancements. Although these opportunities have been identified, it has not yet been determined which ones will be acted upon or to what extent they will be implemented.

Once evaluation of the recommendations is complete and a list of action items is finalized, a plan for implementation will be developed. This implementation phase could take months.

While it is likely there will be some reorganization of university structure to improve efficiencies, the goal is to make the most effective use of current positions and to find cost savings through attrition first, before positions are eliminated.

A day-long campus summit has been scheduled for Friday, Oct. 17, to discuss plans for moving forward. More details will be shared as plans for the summit are developed.

For more information, visit the [Marshall 20/20 website](#), which includes a discussion forum for the university community to ask questions and provide feedback.

Changes to payroll system begin at end of this month

As all employees were informed last spring, Marshall's payroll system will be changing in two significant ways—a transition at the end of this month to payment in arrears for those who are now being paid on a current basis and a move in January 2015 to bi-weekly pay.

These changes are necessary as part of the State of West Virginia's move to the wvOASIS Enterprise Resource Planning System.

Conversion to Payment in Arrears

The State of West Virginia is converting to arrears payment for all state employees, effective with the last pay of September 2014. This means that work performed from the middle to the end of the month will be paid at the middle of the following month.

This change will affect only those employees hired *before* July 1, 2002. All employees hired after that date are already paid in arrears.

None of the affected employees will miss a September paycheck due to this change, according to Mary Ellen Heuton, the university's chief financial officer. Instead, the last payday of this month will be handled like an interest-free advance on an employee's pay. Instead of requiring anyone to skip a payday in order to hold back a half month's pay for arrearage payroll, that one pay will be considered an interest-free loan. The effect of this change on the employees' day-to-day finances should be minimal, if not completely transparent.

When an employee leaves Marshall or takes an unpaid leave of absence, the amount of that first arrears payday will be deducted from his or her final check(s).

Start of Bi-weekly Pay

Marshall—like all state agencies—will move to a bi-weekly pay system in January 2015. The transition is part of a system-wide plan to bring state employees at all locations into a standardized pay schedule.

Instead of being paid twice a month as they are now, employees will be paid every two weeks on Friday. That adds up to 26 pay periods per year, rather than the 24 pays employees currently receive. This means pay will be spread out more and employees will get less per check, although their yearly pay will not change.

All Marshall employees will be affected by this change, which will impact their cash flow.

Marshall University is committed to making these pay changes as smooth and as transparent as possible for employees.

Arrangements are being made to provide financial planning assistance and temporary advances to help employees who experience a financial hardship from these changes.

For more information about these pay changes, please visit www.marshall.edu/paychanges. The website and FAQs are being updated as information is received from the State.

The university will be hosting question-and-answer sessions for employees beginning the week of Sept. 22. Watch for details in upcoming issues of this newsletter.

In the meantime, if you have questions or concerns, please contact Human Resource Services at 304-696-6455 or email paychanges@marshall.edu.

Marshall School of Medicine early adopter of new national faculty development program

The Joan C. Edwards School of Medicine is one of the first five medical school programs in the United States to implement a new faculty development program, Teaching for Quality (Te4Q). The program trains clinical faculty and staff how to effectively teach quality improvement and patient safety to medical students, residents and other clinicians.

The program, created by the American Association of Medical Colleges, was implemented at Marshall in August.

“Today, more than ever, the emphasis in health care is on patient safety and quality improvement,” said Dr. James B. Becker, senior associate dean for clinical affairs at the School of Medicine. “This program will enable us to promote those elements across the full range of our educational mission. The work we do will benefit patients most, but it will also add to our research activities.”

As part of the Te4Q certification process, participants must develop and present an educational project plan. The plan must address an identified gap in the education of students, residents, and/or practicing clinicians regarding quality improvement and patient safety, design an educational innovation to fill that gap, and implement and assess the impact of the innovation.

Program directors from the residency/fellowship programs at the School of Medicine who participated are creating a joint project to develop and implement a required curriculum in patient safety and quality improvement to ensure all residents/fellows develop a minimal competency in quality improvement before entering practice.

“We are planning a learning experience that is a combination of didactic and project-based work to ensure that all of our trainees reach a certain level of competency before entering their clinical practice,” explained Dr. Paulette S. Wehner, vice dean, graduate medical education. “By building these educational experiences in health care improvement and stressing the importance of quality improvement, we can ultimately impact patient care outcomes as our trainees emerge into practice.”

Dr. Darshana Shah, associate dean for faculty affairs and professional development, said Te4Q delivers a system that allows quality improvement and patient safety concepts to be woven into every facet of medical education.

“We are very excited to bring this very important professional development program to Marshall,” Shah said. “Our goal is to develop a collaborative partnership with other health professions to improve quality of care and patient safety throughout every level of our organizations.”

In addition to Marshall School of Medicine participants, representatives from the Marshall School of Pharmacy, the St. Mary’s Medical Center and the Veterans Affairs Medical Center-Huntington attended the inaugural session which outlined the curriculum concepts and expectations for the six-month certification program.

Officials with the AAMC say to date approximately 130 clinical faculty have completed the program and it’s anticipated more than 350 will have participated by January as the program is expanded to additional sites.

West Virginia Brownfields Assistance Center announces keynote and special guest speakers for State Brownfields Conference



The West Virginia Brownfields Assistance Center at Marshall has announced keynote and special guest speakers for the upcoming State Brownfields Conference, which is slated for Thursday, Sept. 11, and Friday, Sept. 12, at the Big Sandy Superstore Convention

Center in Huntington.

The annual statewide conference is hosted by the Brownfields Center at Marshall in conjunction with the Northern Brownfields Assistance Center at West Virginia University, the West Virginia Department of Environmental Protection and the West Virginia Development Office.

The yearly program has evolved into one of West Virginia's premier redevelopment events, combining educational programs with networking opportunities for communities, local governments, development professionals and service providers. The event features expert panels, interactive workshops, technical training, an exhibitor hall and project case studies.

This year's keynote speaker will be Shawn Garvin, a regional administrator for the U.S. Environmental Protection Agency. He has held the position since November 2009 and has worked in intergovernmental affairs for more than 20 years. He will be recognizing the latest West Virginia EPA Brownfields grant recipients as part of his remarks.

Huntington Mayor Steve Williams will be the special guest speaker. Williams will outline the city's recent efforts to deal with issues related to dilapidated housing, increasing economic development opportunities, and community planning and enhancement projects, many of which utilize brownfields properties.

Brownfields properties can include former industrial sites, closed service stations, abandoned buildings or vacant properties. Brownfields may have potential environmental impairments but often have significant prospects for business, housing or recreational redevelopment.

Conference details are available at <http://wvbrownfields.org>. Although online registration closed Aug. 29, on-site registration will be available for anyone interesting in attending.

Cabell-Huntington Health Department to offer flu clinic Friday

The Cabell-Huntington Health Department will be hosting their first flu clinic Friday, Sept. 12, from 8 a.m. to 4 p.m. for all individuals who live, work or volunteer in Cabell County or the City of Huntington. This clinic will be at the health department, 703 7th Ave. in downtown Huntington. The flu vaccine is recommended for everyone over 6 months of age. There are no vaccine shortages this year and vaccine should be plentiful, according to Elizabeth A. Ayers of the health department.

No appointment is necessary for this free clinic, Ayers said. Those who are enrolled should bring their Medicare cards. Those who have Internet access can print and complete the registration form in advance at www.cabellhealth.org.

Your local health department encourages you to take advantage of this opportunity to protect you and your family during this upcoming flu season, Ayers said.

Beginning, Monday Sept. 15, flu vaccine will also be available to the community during the clinic's routine immunization clinics. Clinic times are Mondays, 8 a.m. to 6 p.m., and Tues through Friday, 8 a.m. to 3 p.m..

A special flu clinic will be held on Saturday, Sept. 20, from 8 a.m. to noon at the Cabell-Huntington Health Department.

Please call the flu information hotline at 526-3397 for information about future clinics.

Marshall Recreation Center to provide American Red Cross CPR/AED and first aid classes

The Recreation Center is providing American Red Cross CPR/AED (CardioPulmonary Resuscitation and Automatic External Defibrillator) and first aid classes open to the public in October.

The CPR/AED classes are being offered from 2 to 6 p.m., Sunday, Oct. 5; and 2 to 6 p.m. Sunday, Oct. 19.

The price for Rec members to attend a CPR/AED class is \$65 and \$90 for non-members.

The CPR/AED classes are for individuals who need to respond to emergencies. The program consists of video and hands-on training, discussions and real-life rescue scenarios that will help decision-making skills. The course will teach participants how to respond to breathing and cardiac emergencies for not only adults, but children and infants as well.

First aid classes are offered from from 6 to 8 p.m. Tuesday, Oct.7, and 6 to 8 p.m. Monday, Oct. 13.

The cost for Rec members to attend a first aid class is \$25 and \$30 for non-members.

The first aid classes are for individuals who need to respond to emergencies. This program also consists of video and hands-on training, discussions, and real-life rescue scenarios. The course will cover first aid topics like: heat- and cold-related emergencies, diabetic emergencies, sprains and broken bones, severe bleeding and more.

To register for classes visit the Welcome Desk at the Rec Center or go to www.marshallcampusrec.com.

For more information, contact Dan Belcher at ext.6-4691.

Message from Marshall Dining Services: Catering specials available for fall



Our talented catering culinarians have taken advantage of fall Flavours by creating delightfully new dishes featuring the best of the season with new and exciting morning offerings, appetizers, sandwich lunches, plated entrees, hors d'oeuvres, and exciting action stations. These delicious dishes are available only for a limited time. Contact our catering department to schedule your next event with delicious food and impeccable service. To place an order or speak with the catering department please call 304-696-2534, email or order on-line at: sodexocatering@marshall.edu.

School of Medicine announces the creation of several new scholarships

Several new scholarships have been established at the Joan C. Edwards School of Medicine to assist medical students with their educational expenses. They are:

- The *Anthony M. Alberico, MD, Scholarship*, which will be awarded to a first-year medical student who has financial need under the Office of Student Financial Assistance standards. Dr. Anthony Alberico, chairman of the department of neuroscience for the School of Medicine, created the scholarship, which is renewable for three additional years pending normal academic progress.
- The *Virginia D. Kirkwood Scholarship*, which will be awarded to a first-year medical student who is a resident of West Virginia. The scholarship is renewable pending normal academic progress. It was created by Virginia Kirkwood, who earned her bachelor's degree from then-Marshall College in 1954 and then went on to a 30-year teaching career in Ohio.

- The *Dr. Ezra B. Riber Scholarship*, which has been established by Dr. Ezra Riber, Class of 1984, in memory of his parents, Hanna and Israel Riber, and in honor of his wife, Mandy, and their two children. The recipient will be an in-state, first-year medical student and is renewable pending normal academic progress. First preference will go to students who are environmentally conscientious and involved in sustainability efforts. Second preference will be given to students displaying leadership qualities.
- The *Dr. Catherine Anne Gallant Steele Memorial Scholarship*, which will be awarded to a rising fourth-year medical student who is interested in psychiatry. Steele was a graduate of the Class of 1986, and practiced medicine as a psychiatrist before her death in March 2014.
- The *Larry and Cheryl Tweel Scholarship*, which was created by the Tweels, who live in Huntington. The scholarship will be awarded to an entering medical student with first preference to a Cabell or Wayne County resident. The second preference will go to a student from Lawrence County, Ohio or Boyd County, Ky. This award is renewable for three additional years pending normal academic progress.
- The *Dr. Monica L. Richey Walker Scholarship*, which will be awarded to a full-time, first-year medical student who displays academic excellence and has financial need as determined by the Office of Student Financial Assistance. It was created by Dr. Monica L. Richey Walker, a member of the Class of 1986 and a practicing dermatologist in Florida. First preference will be given to a student from Wellsburg, W.Va., second preference will be given to a resident of Brooke County and third preference to an in-state student.
- The *1439 Scholarship*, which was created by Dr. Steve C. Lochow in honor of Dr. Kevin M. Milam, Class of 2002, who passed away earlier this year from ALS (Lou Gehrig's disease). The scholarship will be awarded to a first-year medical student who is a resident of West Virginia and a nontraditional student. The scholarship was initially funded through a special event, Walk for Kev, which occurred in May at Ritter Park.

For more information on the scholarships or to make a gift to the Joan C. Edwards School of Medicine, contact Linda Holmes at (304) 6.91-1711 or holmes@marshall.edu.

School of Pharmacy faculty publish in peer-reviewed journal

Four faculty members of the Marshall University School of Pharmacy may take issue with Shakespeare's Juliet and her age-old question, "what's in a name?"

The team recently published a commentary on the importance of defining the term “polypharmacy,” which according to the authors has at least 24 distinct meanings and should be more narrowly defined to reduce confusion in research as well as education.

Faculty members Chris Gillette, Ph.D., Leesa Prunty, Pharm.D., Janet Wolcott, Pharm.D., and Kimberly Broedel-Zaugg, R.Ph., M.B.A., Ph.D., contributed to the manuscript, which was published in late August in the journal “Research in Social and Administrative Pharmacy.”

Gillette says the need to redefine the term polypharmacy is ultimately a drug safety issue.

“The goal of our paper is meant to start a dialogue within the health services research community that ultimately means better health care for patients,” he said. “We propose the term be defined as patients going to more than one pharmacy for their prescriptions.”

The team also proffered a new term, “extraordinary prescribing,” to define patients who are taking medications that are either grossly excessive or not beneficial for those patients.

In its manuscript, the team acknowledged that neither of the current terms in the new lexicon is perfect in description, but if accepted by the research and education community should reduce confusion.

The next issue of *We Are...Marshall* will be distributed Sept. 17, 2014. Please send any materials for consideration to [Pat Dickson](#) by 5 p.m. Monday, Sept. 15.