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The Parthenon

Vol. 89, No. 43

Marshall University's student newspaper

Huntington, W.Va.

Internal Conflict

Some say that's reason for Med School's turnover

By **ABBEY DUNLAP**
Staff Editor

Internal conflicts, not low pay and poor state financial support, may be the major reasons why the School of Medicine's faculty turnover rate has skyrocketed since 1985, according to sources who have been closely associated with the school.

More than 20 percent of the school's faculty left Marshall in both 1985 and 1986, according to statistics compiled by the office of Institutional Research at Marshall.

Four physicians interviewed by telephone say it is more than a lack of funding that has driven faculty away. The sources said they want to remain anonymous because they fear repercussions on their careers should they be identified.

Although many point to low salaries and funding, some physicians associated with the School of Medicine instead cite internal problems as the reason the school has experienced a 20 percent turnover in faculty each of the last two years.

The sources criticized how the school is operated under Lester R. Bryant, M.D., vice president and dean of the School of Medicine.

Statistics compiled by Dr. Stuart W. Thomas Jr., director of institutional research, indicate a sizable jump in the school's turnover rate in the last two years. (Thomas only compiled the statistics for the university and was not commenting on reasons for the turnover.)

The statistics for 1983-1987, show the turnover rate was 9.7 percent in 1983 and 4 percent in 1984. In contrast, the turnover rate was 24.2 percent in 1985 and 20.8 percent in 1986.

Former Dean Robert W. Coon, M.D., served from 1976 to mid-1985 when he retired. Bryant then assumed the position.

The physicians said they are concerned the school's high turnover rate and the internal conflicts that they say

have contributed to it and may lead to the school's downfall.

"Bottomline, the way it's going, the school is going to be nothing but a glorified preceptorship," Physician A said.

By preceptorship, Physician A said he means the school will have few faculty members teaching in the classroom. Instead, medical students would learn how to practice medicine by watching clinicians in area facilities.

"That's not what we want or need in West Virginia," he said.

Not only are students losing instructors, but the faculty exodus also is affecting the quality of future health-care in the state, he said.

In an October interview, President Dale F. Nitzschke told a *Parthenon* reporter the school's mission is "to educate physicians for the purpose of

— See MEDICINE, Page 5

MU student taste buds: No turkey

By **SUSAN NICHOLAS**
and **KAREN BERGER**
Reporters

As students head home for Thanksgiving, the traditional turkey, dressing and pumpkin pie may not be on their minds.

Instead, students surveyed recently said they may be dreaming about burritos, pop or popcorn.

Related column, Page 3

Twenty-two students were asked Monday in the Memorial Student Center Monday about their plans for Thanksgiving.

"If I could have made the menu for the first Thanksgiving meal," Brian Giompalo, Huntington freshman, said, "I would have served burritos with guacamole."

Cindy Constanino, Huntington freshman, said that if she could change the traditional Thanksgiving menu, families would be setting down to a meal of manicotti and garlic bread.

Popcorn and Diet Coke would be on Chip Watkey's menu, the Huntington sophomore said.

In addition to unconventional foods, students also have had unconventional experiences in past Thanksgivings.

Thanksgiving is for animals, said Marla McCann, Wayne sophomore. "One year our turkey slid right off the pan onto the floor," she said. "So my family did without and our dog and cat had the turkey."



Photo by MARK CZEWSKI

At a press conference Sunday, Coach George Chaump discusses Marshall's Saturday playoff game.

First playoff game since '47, Herd plays at home

By **DOUG SMOCK**
Staff Writer

Thundering Herd football fans — don't pack that suitcase.

Don't fill up the gas tank in anticipation of traveling to the first-round of the NCAA Division I-AA playoffs.

But don't fret — Marshall did receive its first-ever bid to the tournament, and Coach George Chaump's 11th-seeded team will be playing its first post-season game in 40 years.

The trip, however, will be all the way to the friendly confines of Fair-

field Stadium, where the Herd is undefeated in five games.

The run-oriented Dukes of James Madison, an independent school that finished 9-2, will supply the opposition at 1 p.m. Saturday. The winner advances to the second round Dec. 5 to face the winner of the Idaho-Weber State game at a site to be determined. It is the first-ever post-season game for the Harrisonburg, Va. school, once an all-women's institution.

Ticket sales begin today at the Henderson Center ticket office. Admission prices, set to conform with NCAA regulations, are \$5 for all students from college to elementary, \$6 for end zone general admission,

\$10 for reserved seats outside the 20-yard lines and \$11 for prime seats. Marshall students need only to show a validated ID.

An exuberant Shawn Finnan, Lakewood, Ohio senior, who Sunday night was answering his telephone, "NCAA Playoff Committee," said he was surprised at the extension of the season. "We jumped up (about) five places," the defensive tackle said. "I went to breakfast at Shoney's and read the paper and saw we were battling with nine teams. There were lots of doubts. I was doubting — there were lots of teams with good records."

— See PLAYOFF, Page 8

Beyond MU

From The Associated Press

State

Nation

World

Moore, Manchin lead in gov. race

CHARLESTON — Gov. Arch Moore has widened his lead over challenger John Raese in the Republican gubernatorial race, while state Treasurer A. James Manchin made a strong showing in the Democratic field, according to Monday's installment of the West Virginia Poll.

Related editorial, Page 3

The copyrighted poll is conducted for The Associated Press, the *Charleston Daily Mail* and WSAZ-TV by Ryan-Repass Research Inc. Results are based on random telephone interviews Nov. 13-17 of 502 people. The overall margin of error is plus or minus 4 percent.

Among the Republicans surveyed, 48 percent said they would vote for Moore for governor if the 1988

primary election were held today, while 25 percent supported Raese. State Sen. Jay Wolfe, R-Harrison, received three percent.

Moore's lead over Raese was widened since last June, when the West Virginia Poll showed the governor leading Raese 49 percent to 41 percent. The number of undecided voters increased from 11 percent in June to 22 percent in November.

Among Democratic contenders, Manchin — who told the *Parthenon* he has yet to decide which state office he will run for — received support from 26 percent of the respondents, while former House Speaker Clyde See had 24 percent. Charleston insurance executive Gaston Caperton was third with 10 percent, followed by Senate President

Dan Tonkovich, D-Marshall, and Agriculture Commissioner Gus Douglass with 5 percent each, and state Sen. Mario Palumbo, D-Kanawha, and Huntington Mayor Robert Nelson with 3 percent each.

In June's West Virginia Poll, See had support from 33 percent of the respondents, but Manchin was not included in that sampling.

Those surveyed for the poll also were asked their opinion of the potential gubernatorial candidates:

Respondents were split on Moore, with 41 percent giving him a favorable rating and 37 percent an unfavorable rating.

• Raese had a 29 percent favorable rating versus a 15 percent unfavorable rating, but 35 percent said they either didn't know enough

about him to make a judgment, or had never heard of him.

• Manchin, the colorful state treasurer, had a favorable rating of 65 percent.

• See's favorable rating was 33 percent, with a 14 percent unfavorable rating. Thirty-two percent didn't know enough to rate him or had never heard of him, even though he was the Democratic nominee for governor in 1984.

• Despite a well-financed media campaign, Caperton is not well known around the state, according to the poll. He drew a 14 percent favorable rating and a 6 percent unfavorable rating, with 47 percent saying they didn't know enough about him and 22 percent saying they have never heard of him.

Resigning Charleston mayor says he still has 'talent to offer'

CHARLESTON — Mayor Mike Roark, set to resign his post today as part of a plea bargain agreement, says he still has "has talent to offer" and will continue working with various social programs in the city.

"If there's another place in the choir, I intend to do what I can to make Charleston a better place to live," Roark said at the Thanksgiving Benefit Dinner for Charleston's Homeless.

His decision to plead guilty to the six charges ended jury selection in his trial on 27 cocaine possession and distribution charges and three obstruction of justice charges.

During the dinner, Roark was praised as an advocate of several programs for the homeless and was presented with a silver plaque for his support. He said he would use a familiar phrase "one last time" before telling the group that Charleston "won't be a good place for any of us to live in, unless it's a good place for all of us to live in."

Cross Lanes decision stands

CROSS LANES — A group supporting the effort to incorporate the western Kanawha County town on Monday asked for a recount of the Nov. 10 election, but the recount only changed the total by one vote and did not change the decision against incorporation, officials said.

County Manager Harry Price said the recount on Monday showed the vote was 936-855 against incorporation.

Cubans take over Atlanta prison; gunfire reported, three injured

ATLANTA — Cubans being held for deportation staged a "takeover" Monday at the federal prison, a police spokesman said, and police and firefighters surrounded the smoke-enveloped building as three people were carried out on stretchers.

There were reports of gunfire inside the U.S. Penitentiary, where approximately 1,500 Cubans are being held, said Marion Lee, a city Public Safety Department spokeswoman.

Neither prison officials nor Atlanta Police Chief Morris Redding would release details about what happened inside the 23-acre compound shortly after 11 a.m.

"The latest we heard there was a takeover there by these people (Cuban prisoners)," said Sgt. Terry McAfee, a spokesman for the Georgia State Patrol.

Three people were carried out of the 85-year-old inner-city prison on stretchers shortly after noon, but officials would not identify the victims or give any other details.

Possible pardons just rumors

WASHINGTON — White House spokesman Marlin Fitzwater Monday refused to discuss the possibility of presidential pardons for Oliver North, John Poindexter and Robert McFarlane but criticized the press for idle speculation and ill-founded rumors.

Cigarette causes escalator fire; 80 injured, seven hospitalized

LONDON — A discarded cigarette that fell through a gap in a wooden escalator's slatted steps probably sparked a subway station inferno that killed 30 people, according to unidentified police sources quoted in Monday's *Daily Telegraph*.

The sources were quoted as saying the cause of the fire probably was a cigarette that fell onto a grease-coated mechanism littered with debris.

The escalator fire sent smoke across platforms and through tunnels at King's Cross, the busiest of the London Underground's 273 stations. About 80 people were injured, and seven remained hospitalized. Officials said arson has been ruled out.

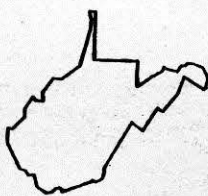
Policemen, civilians die in protest; demonstrators clamoring for food

VIENNA, Austria — Two policemen and several civilians died in a violent demonstration against harsh living conditions last week in Brasov, Romania's second-largest city, a West German newspaper reported Monday.

The conservative Bonn-based *Die Welt* reported soldiers with armored vehicles called in to put down the protest.

Tourists who talked with AP in Vienna said 10,000 demonstrators marched through the streets of Brasov shouting anti-regime slogans and clamoring for "more food and heating."

About 1,000 police were called in to put down the demonstration.

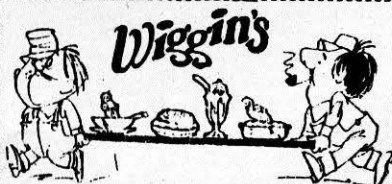


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Editorials

Commentaries

Letters

Keep turkey warm, ma — I'll get home someday

Marshall students may have lots of things to be thankful for this Thanksgiving, but a long Thanksgiving break isn't one of them.

If you were a student at West Virginia University or many other schools in the state and across the country, you wouldn't be sitting here reading this — your Thanksgiving break would have already begun.

But at Marshall, Thanksgiving doesn't officially start until 2 p.m. Wednesday. At its very latest, the break should've begun, as it has in past years, Tuesday after night class.

With the break beginning so late, many students who live far away from the school either have to skip their Wednesday classes to get a decent jump on the holidays or be forced to begin the trek home late on Thanksgiving Eve.

It's ridiculous.

Administrators are continually saying how much they want the university to attract students from the far reaches of West Virginia as well as out-of-state.

If that's the case, why begin Thanksgiving break so late that it's convenient only if you live

in near-by Charleston, Logan or Parkersburg?

The rationale is, of course, that 85 percent of all Marshall students live within two hours driving time from Huntington, says Robert Eddins, registrar and chairman of the committee that decides Marshall's academic calendar.

Faculty members want as many instructional days as possible, Eddins said, and besides, no matter when Thanksgiving break officially begins, many students will head home a day or two early.

But as I am a student from the Eastern Panhandle, to have Wednesday free to travel would have made a huge difference — likewise for students attending Marshall from Kansas or New Jersey.

By starting the break Wednesday, many students are left no choice but to skip classes — and sympathy will not be the response of many professors whose drive home for Thanksgiving is a 15-minute trip across town.

By beginning the break on Wednesday, it was felt by the committee, at least *some* students would be around to hear lectures Wednesday.

Chris Miller



Eddins said the issue was discussed thoroughly. In the end, however, it was believed that beginning the break Wednesday afternoon was the best solution for the greatest number

Wednesday, conscientious students from towns close by will be lonely sitting in their near-empty classrooms while other students — the 15 percent who don't live two hours from Huntington — miss important information and end up feeling guilty.

One thing is certain: Marshall's mixed-up Thanksgiving break is nothing to be thankful for.

Tell us it's a joke

Good grief — or, rather, we should say, lots more of it on the way.

We refer, of course, to the latest gubernatorial polls indicating Gov. Arch Moore leads for the republicans and state Treasurer A. James Manchin leads for the democrats.

Just imagine having a choice between those two: Archie the flop and Manchin the fluke.

People in West Virginia have to be the most illogical, or downright stupid, voters in all of the states.

Witness the fact that while most republicans said they support Moore above the others, the majority also said they think the state is "headed in the wrong direction."

See related story, Page 2.

Their logic (and we use that term loosely here) must go something like this: "The state is in bad shape and getting worse. Arch Moore, as its governor, has ultimate responsibility for the state. But, at least I recognize his name. So, what the hell, I'll vote for him again, anyway."

Certainly, part of the reason why Moore and Manchin got top billing has to do with name recognition. But it goes beyond that — which is unfortunate because this could be corrected with effective campaigns by the other candidates.

People were asked, not just whose name they recognized but also the degree to which they favored/disfavored each candidate. Moore received a favorable rating from 41 percent. Manchin: 65 percent.

Considering the fact that Moore's executive orders and lack of leadership have hurt higher education, this is cause for despair.

Conversely, Manchin, whose claim to fame is little more than a flair for hats and handshakes, and, of course, cleaning the country of every stereotype about West Virginians (which he himself is the epitome of), there is little hope for substantive guidance on education issues there.

We can only hope attitudes change before the 1988 election, or that most didn't take the poll seriously — which is always a possibility, considering the candidates they chose are jokes.

Our readers speak

Senator's words build strong case for ignorance

To the Editor:

On Nov. 12, I read in the morning paper (not *The Parthenon*, which barely covered it) that Marshall had suffered the visitation of yet another state legislator eager to help higher education.

It is a well-worn cliché that figures don't lie, but that liars figure. The statements made by the legislator (Sen. Larry Tucker) tend to validate this. That West Virginia ranks 12th in the amount (did he mean percentage?) of funds allocated to education, but 40th in the allocation of funds to higher education would tend to suggest that higher education is allocated a disproportionately small share of the education dollar, rather than too much. Yet the latter appears to be the conclusion of this esteemed legislator, since he went on to suggest that Higher Education needs to tighten its belt.

We would decrease the number of faculty considerably, and presumably increase salaries (the reduction as absurdum would be to have one faculty member teach all courses in any one department — at a very attractive salary). As a banker, our revered visitor is, of course, going to follow his own advice and eliminate some bank-tellers. The lines that would form at his windows would be totally irrelevant, since he would be saving salaries.

Of course, reducing the number of faculty and increasing the teaching loads might appear to make sense if you were to increase salaries. Let's increase teaching loads from 12 to 15 hours (that's a 25% increase). Now let's raise salaries by 25% to compensate for more work. Where would we now be? At the same level of underpaid faculty. We wouldn't have increased salaries, but rather, faculty on a piece-work rate. Can sweat shops be far away?

Of course, at a time when faculty are departing for greener pastures, this is certain to increase our attractiveness as a place of employment.

Then there is the productivity issue. We need to eliminate programs, we are told. Examine viability, he said. That's how it is in banking. I'm not sure what programs we'd be expected to eliminate. I suspect that liberal arts, humanities and fine arts would have to go, since some bankers don't have much need for them.

After all, we're told, we have both a community college and a medical school; there are no other schools like that. I won't say this is a bizarre contention, since common sense makes any comments in this regard superfluous.

I will say that I always have been reluctant to accuse anyone of criminal stupidity, abysmal ignor-

ance, or malicious mischief. I believe I may be ready to change my mind.

Eric P. Thorn
Huntington resident

Happy turkey day from the 'big chief'

To the Editor:

Before we scatter for the long weekend, I'd like to take this opportunity to wish all of the students, faculty and staff at Marshall a happy Thanksgiving.

All of us have worked hard and long, and it has been a good fall term. I'm sure we're all ready for, and deserve, a break.

Have a good holiday — and a safe one!

President Dale F. Nitzschke

THE FAR SIDE

By GARY LARSON



How fishermen blow their own minds.

Survey shows students want library open longer

By **NICK SCHWEITZER**
Reporter

The library should stay open 24 hours a day during finals week.

That is the result of a survey conducted by the Student Senate Academic Affairs Committee.

The survey, conducted during the past two weeks, asked students what they thought library hours should be during finals week and the regular semester.

Melissa J. White, St. Albans junior and chairwoman of the committee, said survey results will be submitted to

Dr. Kenneth T. Slack, acting director of libraries, along with a request to change library hours.

"We're going to ask for 24 hours during finals week," White said. "We probably won't get it, but hopefully the library will be open longer than it would be regularly."

In addition to the survey, the committee also conducted a head count of people in the library during the last 45 minutes of its scheduled hours of operation during the week.

White said this was done to show how many people might use the library if it were open longer. She said usually 60 to 80 people were in the library dur-

We're going to ask for 24 hours during finals week.

Melissa J. White

ing this time.

Because of these figures, White said the committee will request specific changes in the hours during the week.

Hours requested will be Monday

through Thursday, 7 a.m. to 1 a.m.; Friday, 8 a.m. to 9 p.m.; Saturday, 10 a.m. to 9 p.m. and Sunday, 11 a.m. to 1 a.m.

White said one problem with the new hours is the need to compensate for being understaffed and that the committee will submit a solution to this problem. "Circulation could be open shorter hours," she said. "Also, some students suggested that they could help staff the library, at least during finals week."

White said she hopes the request for changes wouldn't be rejected immediately. "We could try it for a month and see how it works," she said.

Sports medicine conference to bring finest to Huntington

By **TERRI SIMPKINS**
Reporter

Family physicians and sports medicine professionals will meet Dec. 4 and 5 in Huntington — but not to compare salaries.

Instead, they'll be participating in the West Virginia Chapter of the American Academy of Family Physicians Weekend and Sports Medicine Conference.

This marks the first conference in Huntington, said Dr. Jose Ricard, Huntington physician and president-elect and program chairman for the Huntington family physicians' group.

It's also the first time the group has co-hosted a conference with Marshall's School of Medicine, he said.

"This is not just another convention," he said. The meeting is bringing well-known speakers in the areas of sports medicine, diabetes and pain management to the area. Among the speakers are Dr. Thomas E. Anderson, Cleveland Clinic physician and orthopedic consultant to the Cleveland

Browns and Indians and Dr. Robert J. Murphy, Ohio State University team physician and chairman of the OSU section of sports medicine.

The meeting will be at the Radisson Hotel and is open to all health professionals as well as coaches, trainers, and the public, Ricard said. The meeting runs from 8 a.m. to 5 p.m. Dec. 4 and from 8 a.m. to 4 p.m. Dec. 5.

Registration fee for the two-day meeting is \$120. Non-physicians attending the conference will be charged \$75. Ricard said he expects more than 200 people to attend the conference.

The opening day's session covers the treatment of diabetes with insulin and other medications, risk factors for chronic pain syndrome and pain management.

Day two's presentations focus on knee pain, knee and shoulder arthroscopy, taping and bracing and returning after an injury.

"Americans love fitness and sports and sports medicine is the fastest-growing specialty in the United States," Ricard said.

Women and work to be theme of essay contest on women's history

By **DIANA CAMPBELL**
Reporter

The Women's Center and the Department of History are sponsoring an essay contest in conjunction with Women's History Month in March.

Winning authors of the 10 to 20 page papers can walk away with \$150 for first place and \$100 for second place.

This year's theme is "Women's Work in America, From the Colonial Period." Subjects can include women's work and perceptions of their work, from either the domestic and/or business world realms.

Essays should also include a cover

page containing the author's name, address and phone number. Entries must be turned in by Feb. 26 to Dr. Frances S. Hensley, associate professor of history, Smith 775.

"This is one way to observe Women's History Month. Plus, it's incentive to research the role of women," Patricia E. Matters, coordinator of the Women's Center, said.

This kind of makes up for the lack of information offered in traditional history books about women, Matters said.

The contest is open to all graduates and undergraduates. More information is available at the Women's Center in Prichard Hall or by calling 696-3112.

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Medicine

From Page 1

going to the rural areas of West Virginia."

Physician A said the school is losing "people who are seriously interested in citizens of West Virginia and yet they are leaving because it (the School of Medicine) is going downhill and it's a disaster."

Although Physician A admits he and others who have left the school have gone on to higher paying positions, he said an increase in salary was not the major reason why he and others opted to leave the school.

Rather, he cited internal conflicts and low morale as causing some departures. "Their (faculty members') morale is rock bottom," he said. "They see what is going on."

Differences between the management styles of Coon and Bryant have led to many of these problems, he said.

"One of the problems with this dean is that he tends to function as a middle-level manager rather than an executive," he said. "This dean sometimes loses track of what he's doing by getting into minor things such as how much money is spent (by various departments) and what room goes to what department."

Rather than getting involved in all decisions, Physician A said he thinks a dean should leave minor decisions to other school administrators and concentrate on the big picture.

This includes lobbying for money from the Legislature and private sources, he said.

"A dean has to be able to do this (raise money)," he said. "Bryant has been very frustrated because he can't deal with the Legislature."

In summation, he said, "Everything points in one direction, a nice man who can't effectively deal with the Legislature. He doesn't know where to go."

However, Bryant paints a different picture.

"As the financial picture grows tighter, I'm the one who sits here with the purse strings," Bryant said. "I'm the one who has to say 'no.'"

"Some of the people who have left were not doing a good job and many who stayed here (would say the same thing about them)," he said.

"We've lost some very fine people and we've also lost some who, under tight financial control, did not perform."

Bryant also pointed to a document from the Liaison Committee for Medical Education, the agency that accredits the School of Medicine, written in 1986 following the school's last evaluation. Listed top among the school's positive points was, "An enthusiastic, dynamic and creative Dean Dr. Lester Bryant."

"It's very interesting that those who want me (to change) my management style are out of step with the accrediting committee," he said.

He responded to further questions from a *Parthenon* reporter about the physicians' comments by saying, "If you're going to listen to stories like this, I think we're wasting (our time.)"

Not all physicians interviewed attributed the school's problems exclusively to Bryant.

Physician B said the school's high turnover rate can be attributed to three areas.

First, he said a certain amount of turnover is expected in university environments.

Second, problems specific to West Virginia, such as poor funding, added to the problem, he said.

Third, he said campus factors prompted some faculty members to leave. These include the current administra-

The School of Medicine is losing people who are seriously interested in citizens of West Virginia and yet they are leaving because it (the School of Medicine) is going downhill and it's a disaster.

Anonymous physician

tion (both that of the School of Medicine and the university), the way finances were run at John Marshall Medical Services, and what he described as the school's sometimes hostile relationship with community physicians.

As an example of local factors which contributed to the turnover rate, he said, "John Marshall Medical Services has not been run well and I think there have been a lot of changes (with the change in leadership). When there's a change in leadership, the rules change. A lot of people don't like the new rules."

Also, Physician B said changes in some of the department chairmen made some faculty members unhappy.

"When I came to Marshall in (the late-1970s), I had enthusiasm and thought we had a great thing going," he said. "I left because I no longer was able to do the job (teaching) I wanted to do in that environment."

"I'm not saying it's perfect where I am. At least, I have faith I can do my job where I couldn't in Huntington," he said. "There were too many barriers for me to perform my job."

Lack of legislative funding also caused some faculty members to give up and move on. As an example, he said, one of the reasons for the loss of accreditation of the OB/GYN residency program was lack of legislative support to help fund faculty salaries "...and what was given was given too little too late."

The Legislature has been "screwing the School of Medicine ever since it started," he said. "People in the Legislature tried to kill it and that probably hurt more than anything local."

"It's an unhappy school," he said. "There are a lot of things wrong. I can't say where the problem is, but a lot of it has been in the State House. (Legislators) have said (things) that are publicly demeaning and degrading and calling for dissolution of the school and that really has been bad for morale."

Physician B said he won't predict the school's future, but hopes the school's problems will be solved.

Physician C said changes in administrative management style prompted many faculty members to leave the school.

He said the styles of the two deans differed greatly. Former Dean Coon's style was based on committees and joint decisions, he said.

"People like me who were recruited during Coon's time liked the way it was."

Physician C said the OB/GYN residency program could have been saved if the school had been able to successfully recruit the two sub-specialists needed to ensure re-accreditation.

School officials were told by the accrediting committee that the OB/GYN department needed a maternal-fetal specialist who would treat women with high risk pregnancies and a reproductive endocrinologist who would deal with women who have a hormonal imbalance which prevents conception.

Since 1985, all of the OB/GYN faculty members have left, and its residency program lost accreditation this year. School officials say they now are trying to recruit faculty members to fill the empty department, but have found the task difficult.

Physician C said he doubts this effort will be successful.

"I find it very difficult to see how it can get better," he said. "One of the things that is true of all business is that it's easier to keep something going than start it up again."

To bring the department up to par, Physician C said the school will need to hire a new department chairman, two sub-specialists who will cost a lot of money, and two to four additional faculty members. He said revamping the department easily could cost the school about \$1 million a year in salaries alone.

Physician D, who is still at the school, said the situation described by some of the physicians who left has not changed.

The physician questioned Bryant's ability to run the School of Medicine, as well as his ability to get along with co-workers.

"The things you read in the paper (about) it all being money, that's not the problem," he said. "This is not a medical school. It has the potential of being one."

"I don't see that it's going to get any better. When people leave, they take this information with them."

Bryant, however, disagrees with the physicians' assessments on why faculty have left.

Bryant said he and Dr. Jack H. Baur, executive associate dean in the School of Medicine, did a study this fall of the turnover rate for the last three years.

In studying the rate and its causes, Bryant said they found the turnover rate over the last three years to be 38 percent — higher than that determined by Thomas. Bryant said

As the financial picture grows tighter, I'm the one who sits here with the purse strings. I'm the one who has to say 'no.'

Lester Bryant

they also concluded many faculty members left for monetary reasons.

"A great majority of (faculty members) who left did so because they were able to (obtain) more attractive positions in both current salaries and (future) potential," he said.

Bryant said the state is renowned for offering low salaries. The state no longer is competitive with surrounding states because it does not recognize accomplishments in the form of merit increases.

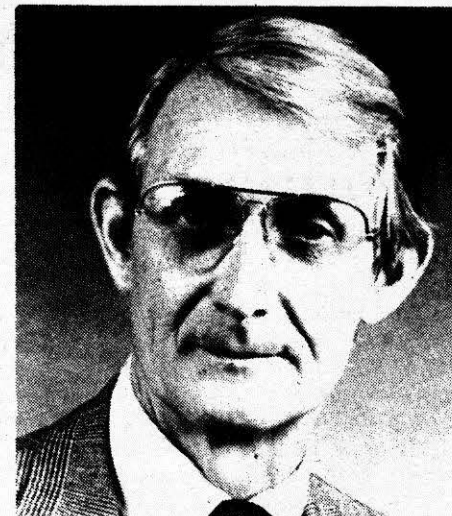
"You can't blame bright, capable people when they accept positions at other institutions," he said.

Bryant said the school's physical facilities are another reason for the turnover rate, because he said it is hard to recruit and keep faculty members in the school's present facilities.

"This (Doctors' Memorial Building) is a remodeled old hospital that should be torn down," he said. "If you traveled across the United States and visited the 126 medical schools, you wouldn't see a dean's office like mine," Bryant said.

He said potential faculty members probably become doubtful when they see his "cubicle."

"We've got quite a job here to get



Dr. Lester Bryant took over as head of Marshall's School of Medicine in mid-1985.

people outside West Virginia to come here and cast lot (to stay)," he said.

Bryant, however, pointed out the school has been able to recruit people to replace faculty members in some departments, such as in the Department of Biomedical Sciences.

In addition, Bryant said the school has interviewed two candidates for the vacant chairman position in OB/GYN. One candidate is scheduled to visit the school for a second time the beginning of next month.

Nitzschke said Monday he thinks the school's turnover rate is indicative of what is happening throughout the state.

"There are a number of reasons, not the least of which are the low salaries and budget cuts, that have plagued West Virginia for these past two years," he said.

Although these problems have affected all faculty and staff, they especially have had an impact in professional schools, he said.

He said professionals now are in demand and are "more apt to pick up and go to greener pastures."

As far as the physicians' accusations, Nitzschke said, "I'm sure that there are a number of individuals ... who become disgruntled for whatever reasons."

"There comes a time, I think, when programs relatively new come to a transition period," he said.

For the School of Medicine, Nitzschke said some of the people who have been with the school from the beginning now are ready to move on, and some turnover is to be expected.

"What is important is that we (in) some way have resources to replace those individuals," he said.

Nitzschke said he met with many faculty members over the summer to discuss the school.

Asked if he thought the complaints about Bryant were valid, Nitzschke said "you just don't find someone who pleases everyone."

"I don't know of a single administrator we have on board or in my 24 years of experience who every single individual hasn't had any problems with," he said.

Those who were with the school when it was founded in 1976 also voiced concerns.

Albert C. Esposito, M.D. is considered by many to be the father of the School of Medicine. He said in a telephone interview he's been worried about the school for years.

"The main thing is that we have to get more money for the school," he said, adding that he recently spoke with Gov. Arch A. Moore and several legislators about the school's need for funding.

As to where the blame for the school's problems lies, Esposito said it is unfair to accuse Bryant. "It's not one person's

Med School

From Page 5

problem," he said. "We've all got to get together and work for our school."

Dr. Robert B. Hayes, who was university president when the School of Medicine began, said he wouldn't comment on the school's situation.

"I can't say I haven't heard anything," Hayes said. "What I've heard or not heard shouldn't be commented on," he said. "A past president can do best to stay completely out of present administration's affairs."

Several of the sources said OB/GYN isn't the school's only problem.

Many sources fear the Department of Surgery, which now is down to four faculty members, including the chairman and Bryant, may lose its residency program accreditation the next time it is up for evaluation.

Baur said this assessment is not that far off target.

"Fortunately, the department is accredited until 1990 (the last visit was December 1984) and that gives us sort of a cushion," he said.

However, if Chairman Dr. John C. Norman were to leave, Baur said the accrediting team could request a site visit before 1990 because it would call into question the program's stability.

Also, the sources said, the Department of Pediatrics is struggling.

Baur said this department was visited by the accrediting team in October and the results are pending. The department has been on probationary status since 1984, mainly because of a lack of pediatric sub-specialists, he said. A search for a new chairman also is underway.

In addition, another department, the Department of Psychiatry, lost its residency program accreditation in late-1983.

Baur said this department now is in a good position to reapply because deficiencies, mainly lack of a suitable in-service facility and a child psychiatrist, have since been remedied.

Many sources fear the school's tur-

I'm sure that there are a number of individuals ... who become disgruntled for whatever reasons.

Dale F. Nitzschke

turnover rate, combined with the problems in these departments, ultimately will lead to loss of accreditation for the entire school when it next comes up for evaluation in 1989.

Bryant, however, did not agree. He said the school isn't close to losing accreditation, especially if the accrediting board looks at the school's final product.

"In that basis, we're getting a heck of a lot done on what we receive," he said.

However, he admitted the school possibly could be placed on probation if the accrediting committee became "nit-picking."

An accreditation team from the Liaison Committee on Medical Education was due to visit the school in November 1988. However, Bryant said the date for the next visit has been moved to 1989.

This was done to correct an oversight by those who make the schedule the visits. As the School of Medicine was granted three years accreditation in 1986, Bryant said the school was not due a visit until 1989. This was brought to the LCME'S attention and the date was changed "which, again, makes me think they aren't too worried about it," he said.

Med School turnover rate climbs over last two years

By ABBEY DUNLAP
Staff Editor

The School of Medicine's turnover rate has undergone a significant increase in the last two years.

Statistics prepared by Dr. Stuart W. Thomas Jr., director for institutional research, indicate that more than 20 percent of the school's faculty left in both 1985 and 1986.

This jump is significant when compared to turnover figures for both 1983 and 1984. The turnover rate was 9.7 percent in 1983 and 4 percent in 1984.

As this is a five-year study, Thomas's statistics only go back as far as 1983. Thus, all faculty members used in the study either were at the school in 1983 or hired in subsequent years.

Faculty members' social security numbers were used to search computer files and their last year with the school is noted by the last fall semester they were listed in the files. Although faculty members' contracts run on a June-to-June basis, the turnover statistics were taken from a fall semester to fall semester basis.

Using this method, turnover statistics for 1987 will not be available until fall semester 1988. All faculty members last listed in fall 1987 would then be considered as leaving in that year.

Part of this sizable increase in the turnover rate could be attributed to a change in administrations.

Former Dean Robert W. Coon, M.D., served from 1976 to his retirement in 1985. Lester R. Bryant, M.D., current vice president and dean of the School of Medicine, assumed the position in mid-1985.

A total of nine faculty members, representing 9.7 percent of a 93-member faculty, left the school in 1983.

By using the starting and ending dates of employment obtained from the Director of Personnel's Office,

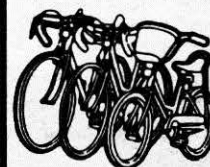
The Parthenon calculated that the nine faculty members who left in 1983 had been with the university an average of 3.26 years.

In 1986, nine faculty members hired by the school also left the same year, according to the statistics.

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Sports

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Herd and Dukes: pass vs. run

Both teams new to playoff scene, similar on defense

By DOUG SMOCK
Sports Writer

James Madison, Marshall's first-round opponent in the NCAA Division I-AA playoffs, represents a comparison and contrast question in the great exam of football.

Both teams are brand new to the tournament and traveled long, rocky roads to get there. Marshall, 7-4 this season, rebounded from 20 consecutive losing seasons in 1984. The JMU team, 9-2, built its program from scratch — it was an all-women's university until recently.

Related story, Page 1

Their schedules included four common opponents with similar results. Both teams lost 17-10 to Appalachian State on the road, and defeated Morehead State, Virginia Military and East Tennessee State. JMU blasted Morehead 44-10 and nipped VMI 20-17. The Dukes downed ETSU in its finale Saturday, 28-24.

Marshall opened the season with a

29-0 win over Morehead, downed ETSU 27-7 and blasted VMI 42-7.

The Dukes' other loss was occurred on the road to two-time defending champion Georgia Southern, 26-7. Richmond, another playoff participant, was drubbed 41-3 at JMU.

Besides common opponents, the Herd played two other playoff teams, losing to Eastern Kentucky 37-34 and pounding Youngstown State 38-13. Marshall went 1-1 against Division I-A teams while JMU played all 11 games against I-AA outfits.

The matchup features similar defensive schemes, but radically different offensive philosophies.

A peek at the statistics will tell the offensive story. Marshall blew up the passing record book, throwing for 3,777 yards while rushing for 1,210. On the other hand, JMU rushed for 2,878 yards and passed for 1,140.

Coach George Chaump said the Dukes run the winged-T on offense and have a five-man front similar to Marshall's on defense.

"I've seen them two times in my life," he said. On both occasions, he saw the Dukes while scouting Towson State

during his tenure as head coach of Division II Indiana (Pa.). "They're willing to pay the price to win," he said.

Films of JMU's games against William and Mary, Towson State and East Tennessee State were due to arrive in Huntington Sunday night.

The Dukes are coached by Joe Purzycki, who is in his third year at the Harrisonburg, Va. school. He came to JMU after a successful stint at Delaware State and is 19-13-1 at JMU, 40-34-2 overall.

Sophomore fullback Greg Medley and senior halfback Tony Graddy are sharing the running load with 843 and 823 yards, respectively. Senior Eric Green has chipped in 452 yards and six touchdowns rushing. The Dukes are averaging 5.0 yards on the ground, compared to Marshall's 3.3.

Green, however, has not been as proficient in the air, completing just 38.4 percent of his passes. He has thrown 11 interceptions to Tony Petersen's school-record 25, but Green has the higher interception percentage, 5.6 to 5.0. Marshall's high-powered pass attack averages 7.7 yards per attempt to JMU's 5.8.

Lady Herd polishing act for Saturday

After her team's Green-White scrimmage Sunday, Coach Judy Southard said the Lady Herd needs to work on rebounding and offensive execution before Saturday's season opener against Duquesne at the Henderson Center. The game has been moved to 7 p.m. to not conflict with the football team's I-AA playoff contest against James Madison.

Tammy Simms, a player whom Lady Herd Coach Judy Southard says is always ready to play, led the Green to a 73-54 victory over the White.

Simms scored 25 points, pulled down eight rebounds and pilfered eight steals.

"Tammy is just such an incredible player — very solid, very competitive," Southard said. "When you turn the scoreboard on and open the door, she's ready."

Southard said she saw a lot of positives in the scrimmage.

Brawling Italian-style

Williamson and Henderson contribute leadership to tough physical match-up

By DOUG SMOCK
Sports Writer

In the second overtime of Marshall's hard-fought 83-78 victory over Italy's Cuki-Mestre team Sunday at the Henderson Center, Andy Paul Williamson looked like anything but a first-semester freshman out of Harts High.

With the game tied at 77-all, Cuki's Jay Bilas, a Duke graduate, missed on a three-point shot. The rebound was flipped to Williamson, who started the fast break. He started to drive down the right side when he suddenly fired the ball behind his head to John Humphrey, who was streaking down the left side. Humphrey sank a layup and drew a foul, leading to a free throw and an 80-77 lead.

Later, the Herd had an 81-78 lead with time running out, but Cuki had the ball and a chance to tie. Williamson came up with his sixth steal of the game and passed to Skip Henderson who laid the ball in at the buzzer, sealing the victory against the physical Cuki outfit.

"He made some passes where he didn't have anyone who could take them," Huckabay said. "You talk about a kid that goes hard. He doesn't want to make any mistakes. Boy, I like his competitiveness. Here's a freshman already taking a leadership role." Williamson, who scored nine points, added seven assists.

Henderson and Williamson both impressed Cuki coach Mangano Massimo despite hitting just eight of 21 shots from the field. "Marshall showed good basketball, especially the guards, three (Henderson) and 13 (Williamson)," Massimo said. Henderson scored 21 points and dis-

When we scouted this team, I told our guys it would be physical. That's international style and I like that.

Coach Rick Huckabay

hed out eight assists.

Massimo said Williamson's style is similar to Marshall graduate Mike D'Antoni, who is a national hero in Italy. "He (Williamson) is a very good shooter and plays real well in defense," he said. "He has to improve leadership."

D'Antoni, who played for the Herd from 1970-73, played for the Kansas City-Omaha Kings of the National Basketball Team before playing in Italy.

Tom Curry, who had his hands full dealing with the physical Italians, also scored 21 points and pulled down nine rebounds. "I was really pleased with 'T.C.,'" Huckabay said. "He played with four fouls and didn't foul out."

Marshall had early trouble in the game before 5,074 fans, missing its first five shots and struggling on the offensive boards to fall behind 20-8. "When we scouted this team, I told our guys it would be physical," Huckabay said. "That's international style and I like that."

The Herd rallied to tie the game at 28-all at the 4:21 mark, but fell behind 37-32 at halftime. Bilas led the Italians with 17 points and 10 rebounds. He ended the game with 36 points and 18 rebounds, despite sinking only two of 11 from the free-throw line.

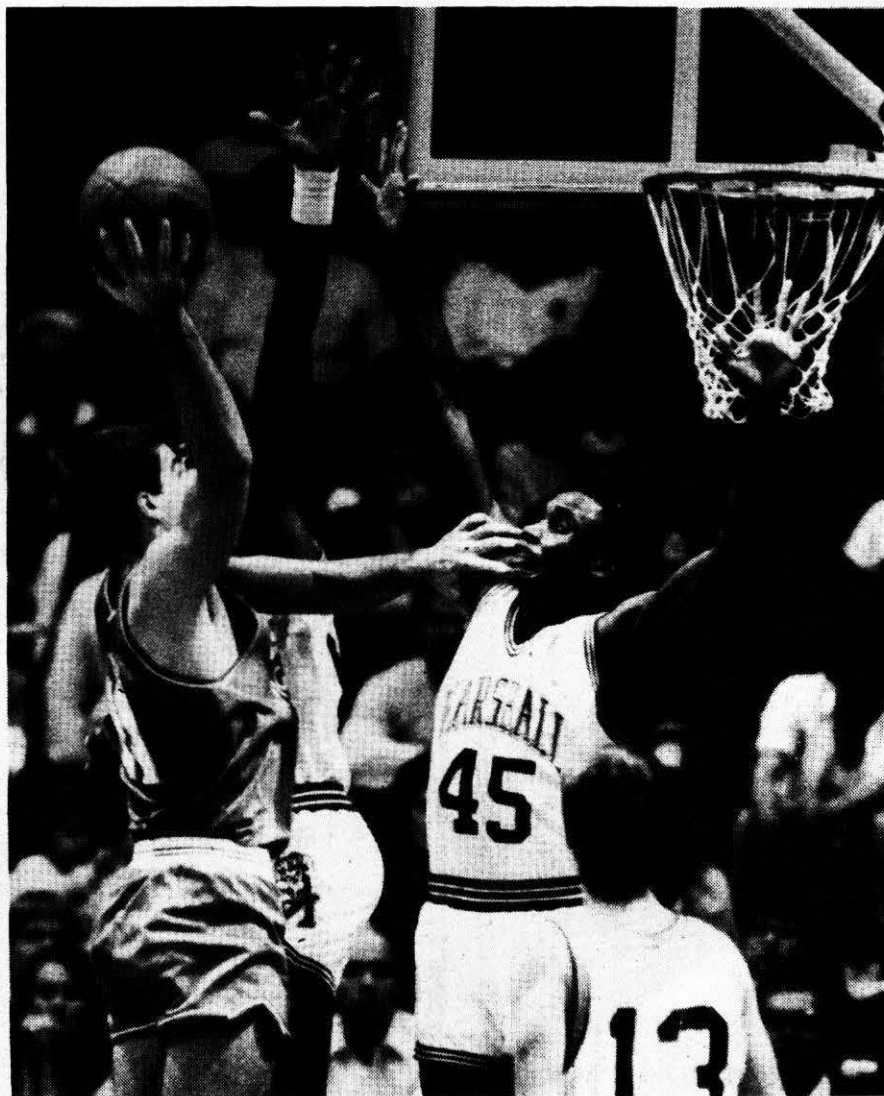


Photo by MARK CZEWSKI

Former Duke star Jay Bilas of Italy's Cuki-Mestre squad goes up for a shot with one hand while pushing against the Herd's Maurice Bryson with the other in a physical Sunday encounter. Marshall won 83-78.

Staff member gets early surprise

By ANISSA HENDERSON
Reporter

The Community College's director of Continuing Education was inducted Saturday into the Rio Grande College Hall of Fame for his endeavors in track and field while attending the school.



Lawson

Robert L. Lawson, a 1972 graduate of Rio Grande, competed for four years in track and field. Lawson said he was able to run the 100-yard dash in 9.9 seconds and he still holds the school's long jump record which is 23 feet, five inches. He participated in the 100-yard dash, 220-yard dash, 440-yard dash, long jump, triple jump, mile relay and the 440-yard relay.

Lawson was most valuable player his freshman, junior and senior years. In 1969, he received an award for scoring the most points on the track team and in 1970 was nominated to appear in "Outstanding College Athletes in America."

Lawson said his most memorable experience at Rio Grande was when he was chosen as athlete of the year. "It was a great honor because the award had never been presented to anyone other than a basketball player," he said.

The awards were presented at the Bevo Francis Classic Basketball Tournament. "I thought I'd be inducted some day but I never dreamed it would happen at such an early age," he said.

After graduating, Lawson taught at Gallia Academy High School for four years. During that time he was head track coach and assistant football coach.

He came to Marshall in 1977.

Playoff

From Page 1

"I feel pretty good and so does the whole team," Finnan said.

"I knew we deserved it," Coach George Chaump said Sunday at a news conference. "You got to give credit to the selection committee. For once they examined the schedules. There were some teams with four losses, but they saw they lost to some good teams. North Texas State, they lost to Oklahoma, Baylor and Northeast Louisiana.

"The end of the season, we finished strong. Congratulations to the selection committee. I think they did their homework."

Marshall and North Texas were two of three teams with four losses that were selected. The third, Richmond, garnered an automatic berth as the Yankee conference champion.

Whether it needed it or not, Mar-

shall got help from Howard and Connecticut, teams that knocked off playoff contenders Saturday. Howard downed Delaware State, 12-7, while Connecticut beat New Hampshire, 31-21.

An average home attendance of 14,249, while being blasted by local media as mediocre, was a major factor in landing the home game against the fifth-seeded Dukes. Chaump also praised an intense lobbying effort from both the athletic department and the Southern Conference.

Chaump's group will have to pay one price in the deal — Thanksgiving away from home.

However, offensive tackle Mike Talkington, Canton, Ohio junior, said, "Yes, but it'll be worth it." A dinner is being arranged for the team after the day's practice.

Marshall's last postseason game was in the 1947 Tangerine Bowl, when the Herd lost 7-0 to Catawba.

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