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## The Parthenon, October 12, 2022

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**Authors**

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## Herd Looks for First Sun Belt Win in Black-out Game



By **CHAYCE MATHENY**  
SPORTS EDITOR

Marshall (3-2) will host Louisiana (2-3) for their first home Sun Belt Conference game on ESPN2 Wednesday, Oct. 12, at 7:30 p.m.

The last matchup between the two schools was in the R+L Carriers New Orleans Bowl last season. The then 23rd ranked Ragin' Cajuns beat Marshall 36-21.

Additionally, the Herd will unveil all black uniforms and fans have been instructed to wear black to match.

The season for the Herd started strong as they beat Norfolk State 55-3 and then No. 8 Notre Dame 26-21.

After the historic win in South

Bend, Marshall went on the road to Bowling Green as a 17-point favorite and lost a heartbreaker in overtime by a final score of 34-31.

Then Marshall went back on the road against Troy and opened their first game in conference play with a loss that included a lackluster offensive performance. The Herd only scored once, which came in the third quarter by a Khalan Laborn 14-yard touchdown run.

Then Marshall went back on the road against Troy and opened their first game in conference play with a loss that included a lackluster offensive performance.

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### *Jim Datin Named Grand Marshal, Parade Registration Open*

#### THE PARTHENON

Marshall University and the Marshall University Alumni Association have announced that alumnus Jim Datin will serve as grand marshal for Marshall's 2022 Homecoming activities the week of Oct. 24-29.

Datin recently retired as president and chief executive officer of BioAgilytix, a leading global bio-analytical contract research organization. During his

time there, the company grew from fewer than 50 employees to more than 1,100 and was continually recognized as one of the nation's fastest-growing companies. Datin graduated from Marshall in 1985 with a degree in marketing and was elected to Marshall's business hall of fame in 2018.

**Continued on Page 2.**

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# Jim Datin Named Homecoming Grand Marshal

## Continued from front page

Highlighting his role as grand marshal, Datin will lead the annual Homecoming parade on Thursday, Oct. 27, beginning at 6:30 p.m. The popular parade is set to make its way down Fourth Avenue in Huntington before ending on campus. The parade will be a part of a full week of activities for this year's Homecoming, Fun in the Sun!, celebrating Marshall's inaugural season in the Sun Belt Conference.

"We are proud to welcome Jim back to Huntington as our grand marshal for this year's Homecoming celebration," said Dr. Ron Area, CEO of the Marshall University Foundation. "Jim has done great things in the world of business since his days here on campus, but he has always remained a Son of Marshall at heart. He is very deserving of this honor, and we can't wait to celebrate together later this month."

Datin grew up in Cincinnati, Ohio, as the oldest of three brothers. He came to Marshall on a soccer scholarship, playing games at the former Fairfield Stadium, and spent all four years living on campus where he was a resident advisor and a regular attendee at fine arts events on campus.

After Marshall, Datin earned his M.B.A. from the University of New Haven and completed the advanced management degree at the Wharton School at the

University of Pennsylvania.

Before being named president and CEO of BioAgilytix in 2013, Datin was executive with experience in the pharmaceutical, life sciences and biotech industries. Throughout his 35-plus year career, Datin has been a CEO, director and executive in companies throughout the United States, Europe, Canada and Asia.

He was previously executive vice president and managing director at Safeguard Scientifics, chairman of the board at Clarient and Laureate Pharmaceuticals, and president at Dendrite International. He was also an executive with GlaxoSmith-Kline and Baxter Healthcare.

During his tenure as CEO, BioAgilytix was named among the best places to work in North Carolina and had some of the highest customer satisfaction scores in the industry. The company went from \$50 million in value to over \$3 billion in eight years.

Datin is currently a board member with BioAgilytix Labs, Grenova Solutions, the North Carolina Biotechnology Center and the North Carolina Symphony.

Datin said he is excited to return to Marshall for this year's Homecoming festivities after several years away from Huntington.

"Whether on the soccer field, in the classroom, residence hall, fraternity or on

campus, this was, and will always be, a very special place to me. It is a place I will always call home," Datin said. "I had the good fortune of making one of my best decisions in attending Marshall 37 years ago and the experiences I had here, and the things I learned while here, were deep and have lived with me my entire life."

Datin said that it is an honor to be recognized as grand marshal, especially during a time where he believes the university is truly on the rise.

"It is a very high honor to be recognized as the homecoming grand marshal. Marshall is a university that has a lot of great things happening and has a truly innovative and rock star president in Brad Smith," Datin said. "Combine the great things happening on campus with a nationally recognized soccer program, major athletic victories and a new athletic director that is bringing in strong leadership to transform Marshall's facilities and national presence, and there has never been a better time to be a part of the Marshall family."

In addition to the Homecoming parade, Datin will also participate in other major events on and around campus leading up to the homecoming football game against Coastal Carolina University Saturday, Oct. 29. Other highlights of homecoming week



Courtesy of University Communications

for alumni include the Unity Walk on Oct. 24, parade and bonfire Oct. 27, Picnic on the Plaza and Marshall StamFEED presented by Jenkins Fenstermaker PLLC Oct. 28, and the Stampede 5K and Alumni and Family Tailgate, presented by Woodlands Retirement Community, Oct. 29.

"Four of the best years of my life took place at Marshall. This is a nurturing environment with caring people committed to a great education," Datin

said. "It was a beautiful campus in the 1980s and is even more engaging today with so many new, high-tech buildings and world-class facilities. President Brad Smith has and will continue to do great things for Marshall, Huntington and West Virginia in making Marshall a destination for students around the world."

<b>Monday</b>	<b>Thursday</b>	<b>Thursday</b>	<b>Friday</b>	<b>Saturday</b>	<b>Saturday</b>
<b>Oct. 24</b>	<b>Oct. 27</b>	<b>Oct. 27</b>	<b>Oct. 28</b>	<b>Oct. 29</b>	<b>Oct. 29</b>
<b>Unity Walk and Homecoming Court Announcements</b>	<b>Homecoming Parade</b>	<b>Pep Rally and Bonfire</b>	<b>Picnic on the Plaza</b>	<b>Homecoming Stampede 5k</b>	<b>Herd vs. Coastal Carolina</b>
5:00 p.m. Student Center Plaza	6:30 p.m. 4th Ave and Campus	7:30 p.m. Harless Field	11:30 a.m. Student Center Plaza	8:00 a.m. Student Center Plaza	TDB Joac C. Edwards Stadium

## Marshall Named Top Online School for Counseling Education



By **MORGAN PEMBERTON**  
STUDENT REPORTER

The website EduMed.org has named Marshall University a top school in online education for counseling.

Seeking to support higher education in health care, the website helps students find scholarships, financial aid and top degree programs, including nursing, health care administration, public health, and many more medical and health disciplines.

To be ranked by the site, a school must have active regional accreditation and have at least one partially online program in the ranking subject.

Marshall has one online program, and the counseling department is accredited by the Council for Accreditation of Counseling and Related Educational Programs.

For Top Online Mental Health Counseling Master's Program Marshall ranked at number six, with a student to faculty ratio of 18 to one.

When applying these ranks, the

website uses the data from Integrated Postsecondary Education Data and the schools themselves.

They have established six primary data points. These primary points are academic counseling services, career placement services, student-to-faculty ration, tuition, percent of students receiving school based financial aid and amount of school-based aid per student.

EduMed.org analyzed 7,700 accredited schools using IPEDS and only six percent of postsecondary schools in the United States have earned a ranking position.

On other rankings, with CACREP accredited they ranked 30. And when it came to affordability, Marshall ranked at number 27.

With all these ranks, EduMed.org is able to let students know which schools are the most affordable and has the top programs in the mental health fields and many others.

## Excellence Center Receives \$4.9 Million



Senator Shelley Moore Capito



Senator Joe Manchin

Photos courtesy of AP

### THE PARTHENON

Faced with the opioid epidemic that plagues West Virginia, the Center of Excellence for Recovery has received \$4.9 million from senators Joe Manchin (D-WV) and Shelley Moore Capito (R-WV).

The requested funding came from the U.S. Department of Health and Human Services and the Health Resources and Services and Administration in an effort to support the "war on drugs" throughout the state.

"Thanks to the unwavering leadership of Senators Manchin and Capito," Amy Saunders, managing director of the Center of Excellence Recovery, said, "Marshall's Center of Excellence has thrived over

the past several years and is now recognized for its ability to build bridges with communities to focus on implementing tangible solutions."

The center plans to use the money to take a data and research-based approach to mental and behavioral issues in underrepresented areas throughout the state.

*"The center is a labor of love for everyone who is involved with it," Saunders said.*

The effort will mainly focus on the underserved areas throughout the state including rural areas with little funding.

"The center is a labor of love for everyone who is involved with it. We are all truly passionate about the work we perform on a daily basis for our great state," Saunders said. "We are in the business of building true ecosystems of collaboration and are excited to take this model with local communities to the next level in order to better serve West Virginia and her beautiful people."

Members of the center say they wish to serve students with a pipeline system that will train them to thrive in the behavioral health workforce.

**Deadline for Voter Registration is October 18.**

**Visit [usa.gov/register-to-vote](https://usa.gov/register-to-vote)**

# Taste of Japan Hits Campus



Japanese Club Bake Sale on the Student Center Plaza.

Photo by Matt Schaffer

By **MATT SCHAFFER**  
STUDENT REPORTER

Matcha brownies, rice balls and green tea were prepared by the members of the Japan Club and made available for purchase by students and faculty members at the Memorial Student Center last week, all to raise funds for future events that the club hopes to host.

“We got together, we made food and then we shared that traditional, authentic Japanese food with the Marshall community,” Zane Adkins, vice-president of Japan Club, said. “This allows us to do even more with our club members and branch out more into the community.”

Adkins has been involved in the Japan Club since the fall semester of 2018 and has participated in the annual bake sale every year that the event has taken place.

The bake sale offered a plethora

of different cookies, cakes and brownies for students to enjoy, but the traditional onigiri rice balls were the main attraction. The bake sale offered several different variations of the rice balls, including shrimp, kimchi and vegan options.

*“This allows us to do even more with our club members and branch out more into the community,”*

*Zane Adkins said.*

“We have rice balls that many Japanese people make and take for lunch,” Akira Kusakabe, a junior, said. “You can grab some food, and it helps us fund more events.”

One of those upcoming events that the bake sale will help fund is the Japan Club Halloween karaoke party, which will feature a costume contest, prizes, food and, of course, karaoke. The event is being co-hosted with the communications department and will take place between 6 p.m. and 9 p.m. on Oct. 28.

“We’re going to have food, get together and celebrate with the department of communications and celebrate Halloween and Homecoming week,” Adkins said. “Our goal is to partner with other campus organizations and departments and engage them in a way that allows them to share their culture with us, our culture with them and bring in students.”

# Thundering Herd Amateur Radio Club Launches

By **MATT SCHAFFER**  
STUDENT REPORTER

The newly formed Thundering Herd Radio Club held its inaugural meeting on Monday, Oct. 10, to educate students on the possibilities of radio communication.

During the meeting, the club elected its administration and reviewed the goals that they hope to achieve through the formation of the club.

“I’ve been interested in amateur radio for a good two years now,” Jacob Wriston, club president and founder, said. “WVU has had an amateur radio club for well over 100 years now; I noticed Marshall does not have one.”

*“It’s communications, it’s physics, it’s engineering... anyone can join,” Sarah*

*Pappas said.*

Wriston said his goal was to share his passion for amateur radio, and since Marshall did not have a club for radio, he began working over the summer to develop one.

“First, I opened a Google Doc and started writing down ideas for the club,” Wriston said. “My UNI teacher talked about the process of starting a club, so I went to HerdLink and went through the forms.”

Amateur radio is based on communication over the airwaves to as many people as possible. The

club hopes to educate people on amateur radio and the physics behind radio transmission, as well as licensing club members through the Federal Communications Commission (FCC).

“Radio in general is super important in just about every aspect of your life,” Wriston said. “Anything that doesn’t use wires has to communicate somehow.”

Another aspect of amateur radio is the lack of infrastructure required for broadcast. This makes radio a valuable form of communication during emergencies.

“We can communicate in an emergency if the power was out or the cell phone towers were down,” Sarah Pappas, vice-president of the club, said. “Having your license allows you to communicate with people.”

Radio covers so many different interests that students from any department that may have an interest in joining should do so, according to Pappas.

The club hopes to host guest speakers on the topic and fundraisers, and also eventually build a permanent broadcast antenna on Marshall’s campus. Currently, the club is focused on raising funds through the student government to secure personal, handheld radios for its members to begin operations.

## MU Student Creates Book to Represent Trans Community

By **LUCY BELL**  
STUDENT REPORTER

After joining a nonprofit initiative to expand narrative change in media within Appalachia, one Marshall student set out to use his artistic skills to provide more representation for transgender youth.

Alex Vance, a Marshall University graphic design major, began working with New Media Advocacy Project (NMAP) this past December. Vance plans to complete the children's story he is working on later this year as part of NMAP's "Appalachia Reframed" series.

"NMAP essentially came to Appalachia and said that they need some artists to talk about the issues that we have here and spread some word," Vance said. "I applied, not expecting to get in, but I did. The only requirements they had were for us to choose a political issue in Appalachia that we think needs more media coverage."

Vance's inspiration stemmed from his own experiences as a child in Appalachia being unaware of the LGBTQ+ community until he was in middle school. The book is an allegory titled "My Wings Are Wrong," and follows the story of a moth that realizes they identify as a butterfly, a metaphor for gender expression.

"I'm hoping that it opens a conversation between parent and child for the parent to go and do the research about trans

youth and what it means to be trans," Vance said. "Whatever the next steps if your child comes out as trans, and I want my book to be able to open that conversation between a trusted adult and a child and be able to answer questions for the kid. That's the most important part."

Providing representation of young transgender people is essential to accurately portray a group that may be larger than people realize, according to Vance.

"Trans youth aren't represented in West Virginia, even though there's so many [of those people] here," Vance said. "West Virginia has the highest amount of trans youth per capita than anywhere else in that US, and that is not reflected."

After working on this project for almost a year, he said the project has had challenges and he has had his doubts. Even though there were challenges along the way, that should not stop someone from starting or finishing something they are passionate, according to Vance.

"I think people need to realize that you're going to have hesitation on everything," Vance said, "but worst case scenario you fail, and everyone fails at some point. Get out of your head and just do something."

## Pioneering Canadian Artist Sells Over \$2 Million in NFT



Photo courtesy of AP

By **ALBERTA CALGARY**  
ASSOCIATED PRESS

Samantha Rogan, known as CryptoStacys, started from 0 and began producing digital art NFTs as a side hobby that allowed her to explore technology through her passion for drawing. This month, she celebrated surpassing 1,000 Ethereum in trade volume and selling over \$2 million in digital NFT artwork.

"I had always looked at this as a new and fun way to combine art and technology; I never dreamed it would take off," said CryptoStacys.

Non-fungible tokens, or NFTs, are a type of digital signature that lives on a blockchain acting as a unique identifier for a file such as music or images. It allows digital artists to create a "signature" of ownership for their work in the same way that traditional artists do.

CryptoStacys' Hunnys are a collection of 10,000 NFTs that showcase different hand-drawn elements which are randomly combined to make unique characters. On Sept. 10, 2021, the Hunnys collection sold out.

Hunnys is CryptoStacys second NFT collection. In March 2021, CryptoStacys created one of the earliest known women-

led art projects on the blockchain (Stacys) named after her mother and featuring iconic women characters, making her a pioneer for women in the NFT industry.

Hunnys are traded on the website OpenSea.io using the Ethereum blockchain. Owning a Hunny grants the holder access to perks such as early access to other NFT collections, free giveaways, art airdrops, and the opportunity to join a thriving online community of fellow Hunnys holders.

"One of the biggest things that differentiate Hunnys from other NFT projects is our commitment to being in this for the long haul. We have been growing our community since very early on, and I'm dedicated to bridging the gap between the art world of the present and future," said CryptoStacys.

Since the Hunnys collection sold out, CryptoStacys has left her day job to pursue NFT-backed art full-time.

"I feel honoured to be part of this historic moment where artists all over the world are getting the opportunity to change their lives using technology. Now we are looking for ways to grow and give back. This year we created an innovative

blockchain-based store with merchandise purchasable with cryptocurrency to help expand the use-cases of Ethereum. We also release free courses to empower other creators to build their own collections without expensive fees. Currently, we're developing a closet system to allow people to customize their NFTs with new clothes and accessories to truly represent who they want to be online. Ultimately, our goal is to make crypto a fun, open and exciting experience for everyone involved, not something mysterious or scary."

Although there has been a recent drop in crypto prices as well as negative PR regarding NFTs, the community is stronger than ever, and CryptoStacys does not plan to leave anytime soon.

"I'm not worried about the challenges our community faces in the grand scheme of things. There's always going to be highs and lows with any new technology, but we are building something much deeper," said CryptoStacys. "NFTs aren't only a place for scammers; it's also a place to find new friends, express yourself, and discover people who truly appreciate your work."

# Preview | Marshall Hosts Reigning Sun Belt Champions Louisiana

By CHAYCE MATHENY

SPORTS EDITOR

**Continued from front page**

The Herd only scored once, which came in the third quarter with a Khalan Laborn 14-yard touchdown run.

After the two-game skid, Marshall got back on track with a win against Gardner-Webb by a final score of 28-7 with a strong performance by Laborn, who had 35 carries, 191 yards and two touchdowns.

Laborn has had five straight games with over 100 yards rushing. He's averaging 5.5 yards per carry.

Laborn is fourth in the country in total rushing yards with 731 and is tied for fourth in the country in

touchdowns with eight.

When it comes to the quarterback position, Henry Colombi has taken most of the reps, but there has been the emergence of a dual-threat quarterback in Cam Fancher, who has been getting more playing time each game. He's been mainly used as a runner having 122 rushing yards compared to his 121 passing yards.

Fancher took over for Colombi in the second half against Gardner-Webb.

Even with Fancher taking over in the second half and getting more playing time, head coach Charles Huff says there isn't a quarterback controversy.

"No, we have a package for him

(Fancher), and the plays we have for him, if we are going to call them, we'll put him in, and the plays we have for Henry, we'll call and put him in," he said. "Just depends on what they are doing defensively."

Colombi has completed 84 of 112 passes for 875 yards with six touchdowns and three interceptions on the season. He has a quarterback rating of 27.5.

Fancher has completed 16 of 27 passes for 121 yards with one touchdown. He has a QBR of 14.8.

Louisiana has had a similar situation to Marshall in that they've had to use two quarterbacks this season.

Chandler Fields and Ben Wooldridge have been leading the Ragin' Cajuns. Fields has completed 54 of 95 passes for 608 yards and seven touchdowns with three interceptions, with a QBR of 29.3, while Wooldridge has had a QBR of 48.8. Wooldridge has completed 48 of 74 passes for 440 yards with three touchdowns and one interception.

Huff said Louisiana has championship DNA regardless of their record during a press conference last week.

"They are the defending Sun Belt champs, so they got championship DNA; I don't care what their record says," he said. "What you see is a team

that has experience; if you look at all of their games, they are in them all the way down till the end."

Louisiana's leading rusher Chris Smith has 47 carries for 264 yards and two touchdowns so far this season.

The Ragin' Cajuns are averaging 25.6 points per game with 1,048 passing yards and 588 rushing yards this season.

Marshall is averaging 29.4 points per game with 996 passing yards and 1,122 rushing yards this season.



A.J. Turner celebrates with teammates after scoring a touchdown.

Photo by Shauntelle Thompson



## Yosef Leads No. 6 Marshall Past South Carolina



Milo Yosef moving down field

Photo by Shauntelle Thompson

By **CHAYCE MATHENY**  
SPORTS EDITOR

The No. 6 ranked Marshall University men's soccer team defeated South Carolina by a final score of 3-1 Saturday night.

Marshall scored first in the 36th minute as Vinicius Fernandes netted his first goal of the season.

The goal from Fernandes would be the only one in the first half, as Marshall took a 1-0 lead heading into the locker room.

After the break, Milo Yosef scored his sixth goal of the season in the 69th minute on an assist by Joao Souza to double the lead.

Just not long after, in the 79th minute, Yosef would find the back of the net again for his seventh goal of the season on an assist by Kenzo Brito. It would be Yosef's second multi-goal game this season.

In the 88th minute, South

Carolina would get on the board as Rocky Perez scored his first goal of the season for the Gamecocks.

Herd men's soccer head coach Chris Grassie said it was an excellent performance by his team.

"Big three points today against a well-coached, well-organized side," Grassie said. "I thought for 85 minutes, that was the best performance of our season so far, we are now starting to find our groove, so the challenge to the lads is to continue to hold these high standards and push on from here to get to that championship level."

Up next for the Thundering Herd will be Old Dominion at Hoops Family Field on Saturday, Oct. 15, at 7:15 p.m.

## Georgia State Takes Down Marshall Women's Soccer

By **JOHNATHAN EDWARDS**  
STUDENT REPORTER

The scoring drought for Marshall women's soccer continued Sunday afternoon, with Georgia State topping the Herd by 1-0.

A foul-ridden effort from Marshall summed up the game's tone, with Marshall racking up 13 fouls compared to only five at Georgia State's expense.

Only one goal was needed to beat Marshall for the second straight week, and the women in green have failed to find the net for three games now.

The Panthers of Georgia State found the back of the net in the 21st minute, courtesy of Elena Diaz. That goal would be enough to topple Marshall.

Despite solid defensive efforts lately, the absence of scoring has kept Marshall from having a chance to win.

Marshall women's soccer head coach Michael Swan mentioned that "we had some good opportunities," but opportunity does not always succeed when the team does not capitalize.

A second straight loss and three games since its last victory have led to some frustration, with Swan also pointing out the obvious; "We've got to find a way to get on the score sheet again."

Marshall had a handful of chances to score Sunday afternoon in Atlanta, with the second half of the

game featuring multiple shots on goal, yet none of the four found the paydirt.

Goalkeeper for the Herd, Alexis Wolgemuth, saved six of the seven shots on goal from the opposing Panthers, only allowing one goal, which made the difference in the match.

Success on the pitch for Marshall women's soccer is eluding the team, but the season is not over yet.

After the loss Sunday, Marshall is sitting at 2-8-3, with a return to action in Huntington coming up against James Madison on Friday. Kickoff at Hoops Family Field is set for 7 p.m.

## Marshall Volleyball Loses Two to Troy

By **JOHNATHAN EDWARDS**  
STUDENT REPORTER

Inconsistency was the name of Marshall volleyball's fate yet again as the Troy Trojans took down the Herd twice last week.

Winning only one of seven sets between the two matches, Marshall couldn't clutch out the tight sets and couldn't keep up with the late offensive attacks of the hosts.

As for Thursday's action, the first two sets spelled victory for Troy, with the Trojans finding second wind late in

those sets, much like many of Marshall's opponents this season thus far.

Set three was a good bounce back for Marshall, with success waning shortly after in set four. Set four of Thursday featured a rather lopsided score of 25-15 in favor of Troy.

Thursday's standout for Marshall was Senior Lydia Montague, who racked up 12 kills and seven blocks. Despite the solid personal outing, it wasn't enough to pull a victory for the green and white.

Friday's matchup was worse for Marshall, with Troy completing a three-set sweep. Montague had another solid outing, leading the Herd with eight kills and three blocks. It wasn't enough, however, as two of the three sets were lopsided against Marshall.

Marshall now sits at 7-11, with only one win in six Sun Belt Conference matchups. The team is back in action at home Friday against Georgia Southern.

## OPINION

# Quiet Quitting and the Great Resignation Have a Common Cause - Workers Can't Speak Up

By **JAMES DETERT**  
UNIVERSITY OF VIRGINIA

U.S. workers have been at the forefront of three big trends in recent months.

First there was the “great resignation,” in which record numbers of workers were quitting their jobs. That coincided with a flurry of unionizing efforts at major U.S. companies, including Starbucks and Apple. Most recently, you’ve probably heard about “quiet quitting,” an often-misunderstood phrase that can mean either doing your job’s bare minimum or just not striving to overachieve.

As a management professor who has studied worker behavior for over two decades, I believe these are all reactions to the same problem: Workers are dissatisfied in their current jobs and feel they can’t speak up, whether about organizational problems, unethical behavior or even just

to contribute their knowledge and creative ideas. So in response, they generally either leave or decrease their effort while suffering in silence. It doesn’t have to be this way; but it’s also not easy to change. Put simply, it will take courageous action from not only workers but lawmakers and companies as well.

## *The problem of ‘organizational silence’*

Workplace courage is actually the main focus of my research. That is, how often do workers speak up when they see a problem or have an improvement or innovation to suggest? In our field, we call the failure to speak up “organizational silence,” and my colleagues and I found it everywhere we looked in America’s workplaces.

An online survey I’ve been conducting since 2018 suggests workers stand up to their boss or other higher-ups about illegal, unethical, hurtful or otherwise inappropriate behavior roughly one-third of the time. The frequency isn’t much higher when the questions involve speaking up about less thorny issues, such as operational problems or ways to improve the organization. The numbers are similar even when the other person is a colleague who has no power over them.

Colleagues who study

whistleblowing likewise find that only a fraction of people who see serious wrongdoing take sufficient action to get it stopped, while others have documented how rarely workers say anything when they witness microaggressions.

My own small experiment related to this is illustrative. In my “Defining Moments” class, I teach students how to speak up competently in challenging situations. During the course, I record individual simulations in which students pitch suggestions for improving an unidentified organization’s diversity and inclusion efforts to two actors playing the role of senior executives. I instruct the male actor to express at least three microaggressions, such as “Sweetie, you take the notes,” toward his female peer during their short interaction with each student.

About half the students – who range in age from about 25 to 50 – never say a peep in response to the offensive comments. As for the rest, they react to only about half the microaggressions they hear, and typically it’s in the form of helping the victim – “I’ll take the notes” – rather than confronting the remark itself.

These findings, collectively, demonstrate the significant problems that occur – and are likely to fester – when people stay silent. They also contribute to massive

employee disengagement and leave a whole lot of people feeling inauthentic and impotent at work – or just regretful over their failures to act.

## *The four fears*

It’s not, for the most part, that people don’t recognize the problems they could or should respond to.

On the survey that immediately followed my microaggression simulation, for example, more than three times as many participants noticed the first problematic comment than spoke up about it. Managers I work with in all sorts of consulting engagements readily admit to a gap between what “should” and “would” be done in situations in which something difficult needs to be said to a boss, a peer or even a subordinate. Asked to explain the gap, I hear the same response that research consistently documents: People are afraid to initiate those conversations.

In part, this is the nature of working in America today. About three-quarters of all U.S. workers are “at will,” meaning they can be fired for nearly any reason – or none at all. This is why you hear stories of people being fired for speaking up about issues that seem pretty important or reasonable. And for what it’s worth, there is no free speech in the workplace, as the First Amendment does not apply to

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## THE PARTHENON’S CORRECTIONS POLICY

*Factual errors appearing in The Parthenon should be reported to the editor immediately following publication. Corrections the editor deems necessary will be printed as soon as possible following the error.*

**Continued on Page 9**

## Quiet Quitting continued

“private actors.”

As I describe in my 2021 book “Choosing Courage,” there are four common fears that keep people from speaking up or being completely honest when they do:

Economic or career consequences – push your boss to be more flexible about work hours or where you work from and you might find yourself off the promotion track or even told to find a new job.

Social exclusion – confront your peers about missed deadlines or their comments toward those of another race or gender and you might be eating lunch alone.

Psychological pain – offer a novel improvement idea that gets harshly shot down and you might start doubting yourself.

Physical harm – stand up to a customer or co-worker who is violating a policy or speaking inappropriately and you might get punched or threatened with a weapon.

Even if you haven’t recently experienced any of these negative consequences, you probably still have a set of internalized beliefs about the dangers of speaking up that, as my research with management scholar Amy Edmondson showed, leads toward self-censoring in situations where it might actually be safe to speak up.

### *A way forward*

While I believe workers bear some responsibility when they don’t speak up, companies and other

organizations are also at fault for creating cultures and conditions that don’t encourage honesty.

For example, there are systemic barriers to giving workers more of a voice – such as the steady decline of union membership since the 1950s and the lack of a sufficient safety net that decouples necessities like health care and a secure retirement from a specific employer.

Traditionally, unions have sheltered workers from some of the adverse consequences listed above, such as by preventing those who speak up about an ethical lapse from being arbitrarily fired or otherwise punished.

As I see it, there is a mixture of ways to turn this around. Lawmakers could strengthen laws intended to

support workers who wish to form a union – particularly helpful at a time of labor revival and fierce anti-union pushback from some employers.

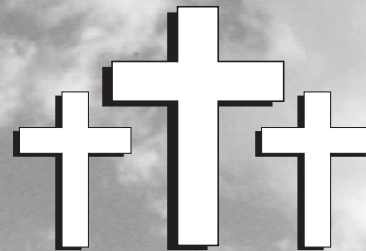
Corporate, nonprofit and government leaders could do more to actually encourage their workers to raise their voices by consistently soliciting their input and celebrating rather than punishing them for offering it. Incidentally, if leaders did more to create these conditions, employees would likely see less need for a union.

For workers who fear repercussions, there are skills they can learn to help them speak up more effectively and minimize the negative consequences of doing so. Sometimes merely changing the framing makes a significant difference – for example,

asking managers to address a safety issue because it’s an opportunity to improve efficiency – can resonate better than pointing to the moral reasons to take action.

None of these steps are easy. They will require more courageous action by members of each of these groups. But I believe finding ways to help workers speak their minds about issues like safety, misconduct and performance is critically important because what happens in these instances shapes the places where people spend the majority of their waking hours – and whether they even want to be there.

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# Monsters, Magic & Marshall



Photo courtesy of Marshall University

By **TAYLOR ISSAC**  
STUDENT REPORTER

Slaying dragons—as well as box office sales—the Marshall theater departments first play of the season dared audiences to find the hero inside themselves.

Orchestrated in under four weeks, “She Kills Monsters” is the story of ordinary girl Agnes Evans who embarks on an extraordinary adventure after discovering her deceased sister Tilly’s “Dungeons & Dragons” notebook.

With Tilly’s imaginary world as the last remaining link to her legacy, Agnes and her Dungeon Master Chuck venture into the game in this larger-than-life story about loss, identity and acceptance.

The show featured a bombastic cast brought to life by Marshall students Sierra Lutz, Nikki Riniti, Noah Ritchie, Jimi Lee, Jaden Babbit, Kendra Williams, Samantha Phalen, Candace

Maynard, Michael Martin, Caelum Burgess and Emma Welker.

11 choreographed combat sequences, 120 different light queues, on-screen animations, 90’s throwback music and 10 monstrously large puppets highlight the performance. What made the show truly come to life was the hard work of those behind-the-scenes, according to junior actress Nikki Riniti, who played Tilly Evans.

“Our amazing tech crew deserves praise for breathing the magic into this show,” Riniti said. “Once we had the set, the lights and the costumes, it completed the picture and made the show feel real.”

Audiences did not need to be well versed in the world of Dungeons & Dragons, according to actress Sierra Lutz, who portrayed Agnes. She said that the viewers, much like the actors themselves, would be able

to resonate with the show’s timeless messages.

“Theater department kids are famously known for being open about their identities,” Lutz said. “We are a bunch of nerds; a lot of us are LGBTQ+; we come from such diverse backgrounds and we are proud of it. It was delightful getting to share this show with the people that could really appreciate it.”

“She Kills Monsters” also marked the first faculty performance for Director Leah Turley, assistant professor of theater performance. Lutz, as well as several other cast and crew members, said she could not contain her gratitude to Turley. “Our director Leah Turley is truly one of the best directors I have ever worked with,” Lutz said. “She had such a clear vision and understanding of the show, and she

was always so supportive of us as artists. The entire experience was so freeing.”

Running from Wednesday, Oct. 5 to Saturday, Oct. 8, the show’s reception was overwhelmingly positive, according to cast and crew members. Senior cast member Kendra Williams, who played the characters Lilith and Lily, said that she could not have dreamed of a better turnout for one of her final shows at Marshall.

“As actors, the love from the audience makes us so fulfilled because it shows that this type of play is something we can perform effectively,” Williams said. “This show was remarkably different from anything I have done at Marshall before—from the fight choreography to the puppets to the fantasy aspect of it all. I have loved every single second of it.”

## “Spookley the Square Pumpkin” in Ritter Park



Photos by Shauntelle Thompson

“Spookley the Square Pumpkin” is a children’s play that was presented by Greater Huntington Park and Recreation District and Huntington Area Regional Theatre.

# Conservative PACs Inject Millions Into Local School Races

By COLLIN BINKLEY  
and JULIE CARR SMYTH  
ASSOCIATED PRESS

As Republicans and Democrats fight for control of Congress this fall, a growing collection of conservative political action groups is targeting its efforts closer to home: at local school boards.

Their aim is to gain control of more school systems and push back against what they see as a liberal tide in public education classrooms, libraries, sports fields, even building plans.

Once seen as sleepy affairs with little interest outside their communities, school board elections started to heat up last year as parents aired frustrations with pandemic policies. As those issues fade, right-leaning groups are spending millions on candidates who promise to scale back teachings on race and sexuality, remove offending books from libraries and nix plans for gender-neutral bathrooms or transgender-inclusive sports teams.

Democrats have countered with their own campaigns portraying Republicans as extremists who want to ban books and rewrite history.

At the center of the conservative effort is the 1776 Project PAC, which formed last year to push back against the New York Times' 1619 Project, which provides free lesson plans that center U.S. history around slavery and its lasting impacts. Last fall and this spring, the 1776 group succeeded in elevating conservative majorities to office in dozens of school districts across the U.S., propelling candidates who have gone on to fire superintendents and enact sweeping "bills of rights" for parents.

In the wake of recent victories in



Florida Gov. Ron DeSantis addresses the crowd before publicly signing House Bill 7.

Photo courtesy of AP

Texas and Pennsylvania — and having spent \$2 million between April 2021 and this August, according to campaign finance filings — the group is campaigning for dozens of candidates this fall. It's supporting candidates in Maryland's Frederick and Carroll counties, in Bentonville, Arkansas, and 20 candidates across southern Michigan.

Its candidates have won not only in deeply red locales but also in districts near liberal strongholds, including Philadelphia and Minneapolis. And after this November, the group hopes to expand further.

"Places we're not supposed to typically win, we've won in," said Ryan Girdusky, founder of the group. "I think we can do it again."

In Florida, recent school board

races saw an influx of attention — and money — from conservative groups, including some that had never gotten involved in school races.

The American Principles Project, a Washington think tank, put a combined \$25,000 behind four candidates for the Polk County board. The group made its first foray into school boards at the behest of local activists, its leader said, and it's weighing whether to continue elsewhere. The group's fundraising average surged from under \$50,000 the year before the pandemic to about \$2 million now.

"We lean heavily into retaking federal power," said Terry Schilling, the think tank's president. "But if you don't also take over the local school boards, you're not going to have

local allies there to actually reverse the policies that these guys have been implementing."

In a move never before seen in the state, Republican Gov. Ron DeSantis endorsed a slate of school board candidates, putting his weight behind conservatives who share his opposition to lessons on sexuality and what he deems critical race theory. Most of the DeSantis-backed candidates won in their August races, in some cases replacing conservative members who had more moderate views than the firebrand governor.

The movement claims to be an opposing force to left-leaning teachers unions. They see the unions as a well-funded enemy that promotes radical classroom lessons on race and sexuality — a favorite smear is to call

the unions "groomers." The unions, which also support candidates, have called it a fiction meant to stoke distrust in public schools.

In Maryland's Frederick County, the 1776 group is backing three school board candidates against four endorsed by education unions. The conservatives are running as the "Education Not Indoctrination" slate, with a digital ad saying children are being "held captive" by schools. The ad shows a picture of stacked books bearing the words "equity," "grooming," "indoctrination" and "critical race theory."

Karen Yoho, a board member running for re-election, said outside figures have stoked fears about critical race theory and other lessons that aren't taught in Frederick County.

The discourse has mostly stayed civil in her area, but Yoho takes exception to the accusation that teachers are "grooming" children.

"I find it disgusting," said Yoho, a retired teacher whose children went through the district. "It makes my heart hurt. And then I kind of get mad and I get defensive."

In Texas, Patriot Mobile — a wireless company that promotes conservative causes — has emerged as a political force in school board races. Earlier this year, its political arm spent more than \$400,000 out of \$800,000 raised to boost candidates in a handful of races in the northern Texas county where the company is based. All of its favored candidates won, putting conservatives in control of four districts.

The group did not respond to requests for comment, but a statement released after the spring victories said Texas was "just the beginning."

# Where Does Marshall's Recycling Go?



Photos by Matthew Schaffer

By **MATT SCHAFFER**  
STUDENT REPORTER

As new bins appear across campus to encourage students to recycle, Marshall's Sustainability Department continues to take steps to educate students on the recycling process.

"Recycling is a big word," Amy Parsons-White, director of the Sustainability Department, said. "It encompasses a lot of things."

To convert waste into reusable material, Marshall has adopted various methods. It begins with the recycling of aluminum, plastic, cardboard and paper collected from the bins around campus.

Currently, the custodial staff at Marshall collects the recycling from the bins and delivers it to the nearest storage location. These locations are situated in each of the academic and residence halls throughout the campus.

"We currently don't have the manpower to hit every recycling bin every day," Parsons-White said. "Our guys will just go to that central location, pick it up and put it in the compactor."

The compactor, located between Harris Hall and the Science Building, compresses the recyclable materials into manageable sizes through the removal of air, creating a more hygienic workspace for collectors.

Rumpke Waste and Recycling handles the collection process, then picks up the compactor monthly and empties it at their recycling center in Ironton, Ohio. The recycling center then sifts through all the waste and determines what can be reused and recycled.

Another method that Marshall's Sustainability Department has adopted is composting, which is the process of recycling perishable organic waste from food, lawns, white paper and cardboard.

"We should be up and running in the next month," Parsons-White said. "We have electricity, we just hired a new compost coordinator and we have our worms working."

The compost that comes from recycling can be sold as fertilizer, reused by the student garden and reused by the greenhouse on campus.

"Compost is a valuable product," Parsons-White said. "We will be saving money on waste haul on one side and making money on compost sales on the other. It's the perfect sustainable model."

The facility will be the second largest university composting facility in the eastern United States and can compost up to eight tons in a day.

Marshall also recycles textiles and household recycling through the university thrift store, which opened the fall semester of 2021, and the Green Move-Out campaign, which allows students to donate belongings they no longer need when moving from the dorms. This gives students the opportunity to pick up clothing, furniture and electronics they need at a lower cost.

The recycling programs are the first steps the department wants to make in creating a sustainable campus and community. The Sustainability Department is continuing to work on numerous other methods to ensure a greener campus and community through actions such as: phasing out single-use plastics, creating a mentor-based program for students to volunteer and educate other students on sustainable living and sponsoring events to make them sustainable with the next one being Huntington Pride on Oct. 22.

For more information, or for those interested in volunteering for future events or mentorships, contact the Sustainability Department via email at BeMarshallGreen@marshall.edu

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