



LOGOS

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NEWSLETTER FOR TSUD FACULTY AND STAFF

TSUD AND PARTNERS TO PROVIDE TRAINING FOR COUNTY PERSONNEL

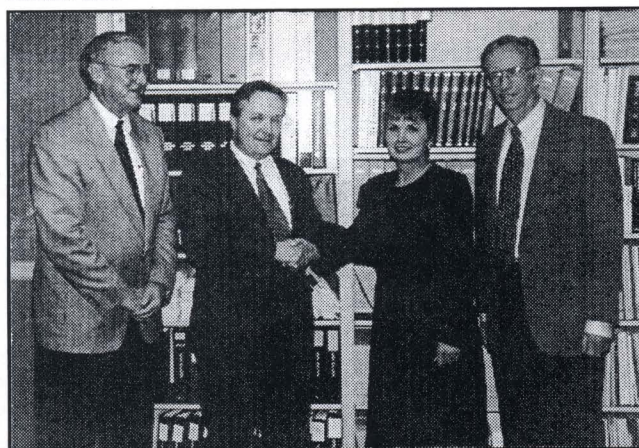
Three Alabama universities have forged a partnership to provide educational instruction to employees in Alabama's courthouses. The University of North Alabama, Troy State University Dothan, and Jacksonville State University will offer a certificate program for county engineering and administrative personnel beginning in January of 2000.

"Today, the most important thing we can do for our county is to make sure our employees are equipped to face the challenges they must meet everyday," said Winston County Commission Chairman Roger Hayes, who is the president of the Association of County Commissions of Alabama (ACCA). "Our affiliate groups have worked hard to make education a priority and we are extremely excited about this new partnership." The program will be provided by the three universities at the direction of the Association of County Engineers (ACEA) and the Alabama Association of County Commission Clerks and Administrators (AACCCA). The groups are affiliate organizations of the ACCA.

"This institution certainly welcomes the opportunity to serve county clerk/administrators and county engineers. We are supportive and committed to this program," said Mike Malone, president of Troy State University Dothan. "We have collaborated on other projects with our friends from Jacksonville State and The University of North Alabama. I am confident that we can give the support on behalf of the three institutions and do it with one voice."

The ACCA is the statewide organization that represents county government in Alabama. The organization

promotes improved county government services in Alabama, offers educational programs for county officials and their staff members, administers insurance programs for county governments and employees, offers legal advice and assistance, and represents the interest of county governments before state organizations and agencies. The activities of the Association are governed by a Board of Directors composed of three officers, past presidents, and representatives elected from ten districts statewide.



Pictured above (L-R) are: David Copeland, director of continuing education, Jacksonville State University; Steve Hicks, county administrator, Pike County, president of Association of County Administrators; Ann Wells, director of continuing education, Troy State University Dothan; and Bill Mathews, director of continuing education, The University of North Alabama.

CONSTRUCTION UPDATE

Construction of the Library/Technology Building is on schedule. After the structural steel is erected, the steel decking will be installed on the second floor level so that electrical and plumbing lines can be installed and concrete can be poured on it to construct the floor. The electrical and plumbing contractors will install service pipes in the ground floor level and concrete will be poured to form the ground floor. The retaining wall and steps at the north end of the building are being formed so that concrete can be poured. Supports are being formed in front of the building for the landing, columns, and steps. Following the erection of the structural steel, the trusses for the roof will be placed on the building to form the roof. While the decking is being installed and the electrical and plumbing are rouged in, progress may appear to be slow. Once the trusses are installed, the size of the building and construction progress will be readily apparent. Please continue to be safety conscience while traveling onto, through, and exiting campus.

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PRESIDENT'S MESSAGE

Focused Forward with a Glimpse Back . . .

During our break, I like you did my share of reflecting back on the recent past. Holidays are perfectly designed for such reflection time. But I must admit that I spent more time reflecting on what is to come rather than what has passed.

For the Malone's of Oppert Road, the past three and one-half years have been eventful, exciting, and times of positive growth. I have learned so much from so many of you. My challenge is to keep learning as I translate this knowledge into positive action for our collective benefit.

Over the holidays I finished a book written by a former colleague at Old Dominion University. Professor Alf Mapp examined three periods in Western history where elements of creative thinking, innovation, and courage were raised to heights heretofore unseen in the European human experience. Professor Mapp in the Three Golden Ages analyzed and contrasted Renaissance Florence, Elizabethan England, and America's Founding. Posing the question "Why was there such a flowering of talent (and innovation) in one place and one time?", Mr. Mapp undertook an incredibly daunting task of trying to answer this question.

Mr. Mapp synthesized six "keys" as driving and common factors that connected and accentuated the uniqueness of the three "golden" ages. And one of the keys struck me as important for further reflection in this new decade at TSUD.

Mr. Mapp opines that the vitality of a society depends largely on the "nurturing influence of tradition" (emphasis mine) and the "energizing force of exploration" (emphasis also mine). He further posits that the relative health of a society is to a large degree dependent on how a society handles the proper tension between these two factors, i.e., tradition and exploration.

The many successes (vitality) you, the TSUD family, have accomplished in the decade of the '90's have occurred as a result of the 113 year old tradition of hard work and dedication to quality ingrained in the culture in The TSU System. You have accomplished this tradition of accomplishment with a dogged (bordering on fearless) determination to explore risks and implement change. Evidence of this may be found throughout the structure of this university. As a family we have discussed and to a large degree implemented the very best of a responsive, integrated university. We realize that we really do have the best of both worlds, i.e., traditional ties that bind us to an established and respected System as well as a freshness of spirit that drives us to innovate and be responsive to market conditions.

I submit that our best work is yet to be accomplished. And I am totally confident that when future generations chronicle the history we are creating together they will say: The TSUD family was molded through a consistent recognition of the best of the past coupled with a constant and fearless determination to succeed in the future.

Carpe Diem and Happy New Year!

Michael E. Malone
President



Additional Note:

On January 31, The TSU System will bring down the curtain on our first and highly successful Capital Campaign. In the next issue of Logos, I will dedicate my message to our successes in the *Quest for Excellence* campaign.

SACS UPDATE

The SACS Self-Study has been published and is being distributed to campus, community, and SACS personnel. There is a copy in the Library and each dean's office.

Dr. Virginia Falkenberg, Dean of the Graduate School at Eastern Kentucky University, will chair our visiting team committee. She was on campus January 13-14, 2000, for a preparatory planning session for the committee visit which is March 13-16, 2000.

Look for a final **SACS UPDATE**, the long red sheet, with helpful hints for everyone as we make final preparation for the visit in March which we believe will reaffirm our SACS accreditation.

NEW DELI OPERATOR

Usually the terms "new" and "improved" mean a higher price, but this is not the case with the Deli. With a new operator, the Deli has a tasty, new menu with hours to satisfy most any appetite.

New Hours:
Monday through Thursday
7:00 A.M. - 7 P.M.

Whether you are searching for something to get you started in the morning or to satisfy the mid-afternoon munchies, the Deli has something for you.



THIRD SUBLETTE SCHOLARSHIP AWARDED



Troy State University Dothan proudly announces that the third Dr. Jack R. Sublette Memorial Scholarship has been awarded to Marcia Burkett. A native of Dothan, Burkett is a TSUD senior majoring in English and will graduate from TSUD on May 1, 2000.

Scholarship requirements include that the applicants must be TSUD students majoring in arts and sciences. Applicants must be of junior or senior status and have a TSUD cumulative GPA of at least 3.5 (4.0 scale). The scholarship was established in memory of Dr. Jack R. Sublette who was executive vice president and vice president for academic affairs at TSUD. Pictured is Beverly Sublette (left), wife of Dr. Sublette, presenting the scholarship to Burkett.

"Twas the Season to Be Jolly"

Many thanks to all who helped to make the TSUD Christmas Party a festive success! In the midst of the holiday hustle and bustle, the TSUD Family was able to enjoy wonderful food, music, and most of all . . . fellowship. Special thanks to Susan Craig for her leadership in organizing the party and to the following companies for their generous contributions.

Auto Zone
AmSouth Bank
Barnhill's Country Buffet
Bradshaw's Manufacturing Jewelers Inc.
C & M Sporting Goods
Chick-fil-A
Comcast Cablevision
Compass Bank
Conestoga Steak House
Dairy Queen (Ross Clark Circle)
Dale Auto Supply
Dee Jenkins
Dillard's
Express South
Heart 'N' Home
Hooters Restaurant
O'Charley's
Parisian, Inc.
P C's Nursery and Landscaping
Photorama Inc.
Red Lobster Restaurants
Showstoppers Pizza and Video
Southland Bank
SouthTrust Bank
The Car Wash
United Rentals
Winn Dixie
WOOF FM

TSUD BUDGET PROCESS

The TSUD budgeting process will begin after the SACS visit in March. As you know, the university's budget is based upon cost center input and allocated in priority order toward supporting fixed costs (salaries, benefits, debt, utilities, etc.), advancing strategic objectives, meeting accreditation requirements, promoting instructional processes, and enhancing support services.

Input from faculty and staff is an essential component of the budget building process. Please talk with your department head, dean, or director about expenditures that you think are appropriate in your area or for the University and suggest inclusion in the budget.



TSU TO HONOR CHANCELLOR AND FIRST LADY ON 10TH ANNIVERSARY IN TROY

A gala honoring Dr. and Mrs. Jack Hawkins, Jr., is planned for Saturday, February 12, according to the Chancellor's Gala Committee. The event will be held at the Ralph W. Adams National Guard Armory in Troy from 8:30 P.M. until 11:30 P.M. The gala will honor Dr. and Mrs. Hawkins on their 10th anniversary at Troy State University.

Tickets are \$100 per couple. The 19-piece TSU jazz orchestra, under the direction of Ray Smith, will play music from the '40s, '50s, and '60s. Proceeds will support the Troy State University Sound of the South Marching Band and will be used to buy new uniforms.

*You're
Invited...*

TSUD EXECUTIVE SUMMARY OF MISSION

Troy State University Dothan (TSUD) is a separately accredited university within The Troy State University System providing opportunities for affordable, accessible education primarily to residents of southeast Alabama, southwest Georgia, and northwest Florida.

The university's emphasis on academics is complemented by dedication to public service, applied research, and lifelong learning. TSUD is committed, through traditional and non-traditional means, to enhancing the critical thinking and personal growth essential for informed, productive citizens.



ACTIVITIES OF THE PRESIDENT

November and December 1999

Made seven Capital Campaign visits
 Participated in SEADAC Board of Directors meetings
 Participated in Alfred Saliba Family Services Center's Wiregrass Area National Family Literacy Celebration by reading Dr. Suess' "Oh, The Places You'll Go" to Head Start Children
 Participated in Dothan Area Chamber of Commerce and Ministerial Alliance meeting
 Met with counseling and psychology candidate
 Attended Dothan Rotary Club White Elephant Sale
 Participated in TSUM Presidential Search Committee meetings in Montgomery
 Participated in TSU System Executive Committee meetings in Troy
 Participated in House of Ruth Board of Directors meetings
 Participated in Alabama-Florida Council Boy Scout dinner
 Attended SGA Veterans Day program on campus
 Attended MAHA, Inc. groundbreaking ceremony in Pinckard
 Participated in Dothan Area Chamber of Commerce Board of Directors meetings
 Attended Fort Rucker location American Education Week Student Celebration
 Attended AUSA Chapter breakfast meeting at Fort Rucker
 Participated in Army Aviation Museum Executive Committee meeting at Fort Rucker
 Spoke to Dothan Area Chamber of Commerce Leadership Dothan class
 Participated in State Articulation and General Studies Committee meeting in Montgomery
 Participated in TSUD Counseling Services "Students Today - Leaders Tomorrow Job Shadow Day"
 Participated in Alabama Council of College and University Presidents/Chancellor's meeting in Montgomery
 Participated in Robert Long Memorial Scholarship Agreement signing ceremony
 Attended TSUD John Woodham Memorial Lecture
 Attended ACHE meeting in Montgomery
 Attended SACS Commission on Colleges annual meeting in Atlanta
 Met with consultants in New York and Virginia
 Attended Music South's Roy Clark reception and concert
 Met with TSUD new faculty
 Attended TSUD School of Business Advisory Council meeting
 Attended TSUD Community Band Christmas concert
 Participated in Dauphin Island Sea Lab Board of Directors conference call meeting
 Participated in Wiregrass Forum monthly meeting in Ozark

SPOTLIGHT ON LIBRARY AND ISC SERVICES

by Julia Smith, director of library services

Since February is Black History Month, we would like to highlight just a few Library/ISC resources that might be of interest.

They too call Alabama home: African American profiles, 1800-1999/Richard Bailey.
(E185.96.A3 B35 1999)

The history of Black business in America: capitalism, race, entrepreneurship/Juliet E.K. Walker. (HD2344.5.U6 W35 1998)

Historic speeches of African Americans/Introduced and Selected by Warren J. Halliburton. (E184.6.H57 1993)

The New York Public Library amazing African American history: a book of answers for kids/ Diane Patrick. (E185.P34 1998)

VIDEO--Africans in America: America's journey through slavery. (HIS #105)

Please visit the Library/ISC and check out these resources and many others!

"We are not makers of history. We are made by history."

(Martin Luther King, Jr.) (1963)



COURTESY COMMITTEE REPORT

Nov. and Dec. 1999

Get Well Cards

- *Fred Feagin
- *Wanda Gregg
- *Charles McArthur
- *Viola Powell

Sympathy Cards

- *Brenda Ameter (on the death of her uncle)
- *Bob Miller (on the death of his father)
- *Mary Noble (on the death of her aunt)
- *Dorinda Van Loo (on the death of her sister)

Donation

- *North Highland Baptist Church W. H. Higgins Scholarship (in memory of Ruby L. Higgins, Michael Higgins' mother)

Thank You Cards Received

- *Fred Feagin
- *Bob Miller

FROM THE TSUD FAMILY

Dear Courtesy Committee,

Thanks for your get well card received during my recent illness. It is always nice to be in people's thoughts.

Fred Feagin

Dear TSUD Family,

Thank you for the flowers, cards, visits, and many other expressions of sympathy following the loss of our loved one. Your thoughts and prayers meant a great deal to us and have been a great comfort for all of us during this very difficult time.

Thank you very much for thinking of us.

Sincerely,

The Family of Tom Miller



Congratulations

Prize Winning Recipe

Congratulations to Kim McNab for winning 4th Place in the National Peanut Festival's Annual Recipe Contest for her recipe that was entered in the candy division.

Festive Fudge Dreams

- 2 cups sugar
- 2/3 cups milk
- 1 cup peanut butter (crunchy or creamy)
- 17 1/2 ounce jar marshmallow creme

Place peanut butter and marshmallow creme in mixing bowl. Cook sugar and milk to 250 degrees in large boiler. Pour sugar and milk over peanut butter mixture and mix well. Pour into greased 13" x 9" pan and cool. Slice into small squares. ENJOY!

**ALABAMA COUNCIL OF COLLEGE AND UNIVERSITY PRESIDENTS'
RECOMMENDATION TO THE ALABAMA COMMISSION ON HIGHER EDUCATION
PRESENTED BY JACK HAWKINS, JR., PH.D.
DECEMBER 3, 1999**

Thank you for the opportunity to address the Commission on behalf of the Council of College and University Presidents (COP). As I do so I commend Dr. Hank Hector and his staff for their able assistance in providing information and data which served as the foundation for our discussion and recommendations.

I come to you on the eve of the holiday period, which finds Christmas as the highlight of the season. In this regard, it strikes me as appropriate to quote Charles Dickens when he said these are the "best of times and these are the worst of times."

Indeed, the best of times is reflected in a strong economy and the lowest unemployment rate most of us have witnessed during our adult lives. The worst of times characterizes the financial plight higher education has experienced since 1994 when a full-scale, frontal assault was launched to divert resources from one segment of education in order to feed another. This scenario has been most damaging. For example:

- In 1989, Alabama's colleges and universities were funded at 92% of the regional standard. Today they receive only 58%.

- Traditionally, the Education Trust Fund (ETF) was split 1/3 for Higher Ed, 2/3 for K-12. Today, after several years of "robbing Peter to pay Paul," Higher Ed receives 26% of the ETF. Thanks to Governor Siegelman and his administration, in 1999 we began to move back toward the traditional split. He is providing hope for higher education.

- Since 1994, \$600 million has been shifted from Higher Ed to K-12.

What has this meant for institutions of higher education and the students they serve?

Using my university as an example, I can tell you:

- In 1989, TSU received 42% of its income from the state. Today: 32%.

- Budget burden shifted from state

to student. In 1989, 33% of our income came from student tuition. Today: 47%. As a result, students are borrowing more. In 1989, our students borrowed \$5 million. This year student loans exceed \$28 million.

Unfortunately when funds are scarce the maintenance of buildings is often the sacrificial lamb. Seventy percent of the buildings on our campus are 20 years or older. The backlog of deferred maintenance now approaches \$900 million. To fail to address the maintenance of these important assets is to hasten their demise.

In spite of the challenge facing them, our institutions have been good stewards. In 1995 we worked closely with the Governor, the legislature, and ACHE to develop and pass reform legislation which has produced the program viability standards which are in force today. As a result we have eliminated almost 1000 programs from our inventory. Indeed, we have starved our weaknesses to feed our strengths.

The picture for K-12 has been considerably different. A study conducted by the Public Research Council of Alabama and released this week reports that since 1995 Alabama's K-12 teacher salaries have increased by an average of \$7,000 or 25%. K-12 teacher salaries have gone from 41st in the nation to 29th. When adjusted for benefits and cost of living, K-12 teacher salaries are just \$713 below the national average and ranked 23rd.

By contrast during that same period, university faculties in Alabama have averaged a 13% increase and currently rank 43rd in the nation. Think about that. Five years ago, K-12 salaries ranked 41st. Today, Higher Ed faculty salaries rank 43rd. That means we're worse off now than K-12 was at its worst.

We applaud higher pay for teachers in our public schools, but we must object when salary adjustments are

achieved on the backs of students and faculty in our colleges and universities. As I've said, students are paying more. Our faculty is also getting paid less.

With these devastating facts as a backdrop, on behalf of the Council of College and University Presidents I make the following recommendations to ACHE:

(1) We encourage the Governor and the Alabama legislature to restore the traditional 1/3:2/3 split in the ETF. To do so will eliminate the continued erosion in higher education and will put an end to the divisiveness that has plagued the relationship between Higher Ed and K-12 since the cannibalization of higher education was initiated in 1994.

Admittedly, this is a simple solution to a complex problem. But I am reminded of the wisdom of Ben Franklin when he said: "Brilliance is found in simplicity." On this issue, Alabama needs to be brilliant. The simple solution is to return to the 1/3:2/3 distribution of NEW dollars in the ETF.

(2) That our 1/3 share of the ETF be divided as follows:

- \$40 million will be distributed based on an index of the previous year's operations and maintenance appropriations. \$20 million will be distributed based on the regional standard deficit as calculated by the ACHE formula.

- In addition, the Council recommends that four institutions receive special equity consideration: USA: \$1 million; UAB: \$160,000; TSUM: \$80,000; TSUD: \$27,000.

In closing, my colleagues have asked that I express to each of you our appreciation for the public service you provide in your work to improve higher education in Alabama. We stand ready to join your efforts to assure that Alabama's colleges and universities will exceed the expectations of her citizens in the years to come.

Thank you.

TSU System News...

From Troy...

TSU SYSTEM TO CELEBRATE CAPITAL CAMPAIGN AND DEDICATE NEW THEATER ON FEBRUARY 4, 2000

The Troy State University System will celebrate the culmination of its first systemwide capital campaign and dedicate its newest facility during special ceremonies in Troy on Friday, February 4. The successful completion of the *Quest for Excellence* capital campaign will be marked at a reception and program in the Hawkins Adams Long Hall of Honor, beginning at 6:30 P.M. A ceremony and concert to mark the official opening of the newly renovated Claudia Crosby Theater will follow at 8:00 P.M. Dr. Jack Hawkins, Jr., chancellor of The Troy University System, said the *Quest for Excellence*--a three-year fundraising effort to boost facilities, scholarships, and support services at The Troy State University System's campuses in Troy, Montgomery, Dothan, and Phenix City--has eclipsed its \$18 million goal.

"The Troy State University System has worked hard to be a system of complementary parts," Dr. Hawkins said. "The success of this campaign is powerful evidence of what we can achieve when we work together with a common vision." The *Quest for Excellence* campaign exceeded expectations because of its leadership, Dr. Hawkins said, noting the work of volunteer campaign development committees and campaign chairpersons Dr. David Bronner (national chair), Renis Jones (TSUM),



Harrel McKinney (TSU), and C. Charles Nailen, Jr. (TSUD). The campaign has transformed the appearance of The TSU System, according to John W. Schmidt, vice president of advancement and student affairs at TSU. New and renovated facilities can be found throughout the System, including the TSU Science Center, Richard M. Scrushy Field at Memorial Stadium, the Hawkins Adams Long Hall of Honor, and the Claudia Crosby Theater, among others, at TSU.

Private contributions raised by the campaign have helped fund the construction of additional facilities, including the Rosa Parks Library and Museum and Curry Commons at TSUM; the Library/Technology Building at TSUD; and a classroom/technology building at the branch campus in Phenix City. The campaign has also boosted technology throughout the System, enhanced support services, and provided more than \$2.3 million in new scholarships. Dr. Hawkins noted that the *Quest for Excellence* enjoyed a broad base of support.

"The success of this campaign is measured in more than dollars raised," he said. "Just as important is the number of friendships the System has developed as a result of the campaign. The System will benefit from these new relationships for years to come."

The Claudia Crosby Theater, the newest product of the *Quest for Excellence* campaign, was made possible by a gift from Troy arts patron Claudia Crosby. Located in TSU's Smith Hall, the \$1.5 million facility is a state-of-the-art performance and concert hall with seating for 1,000. The theater is equipped with modern sound and light systems, a new "green room" for performers, lobby television monitors, and enhanced services for handicapped visitors. The theater's dedication ceremony will feature the unveiling of a portrait of Mrs. Crosby and a concert by the TSU Symphony Band.

SAFETY TIP

USE OF DISPOSABLE GLOVES

Whenever possible, you should wear disposable rubber gloves when doing any of the following:

- Assisting in any situation where blood or other body fluids may be present.
- Handling items which may contain blood or body fluid products (hypodermic needles, syringes, etc.).
- Assisting in cleaning up blood or other body fluids that have contaminated floors, seats, equipment, etc.

Remember to wash your hands thoroughly with warm water and soap after removing gloves.

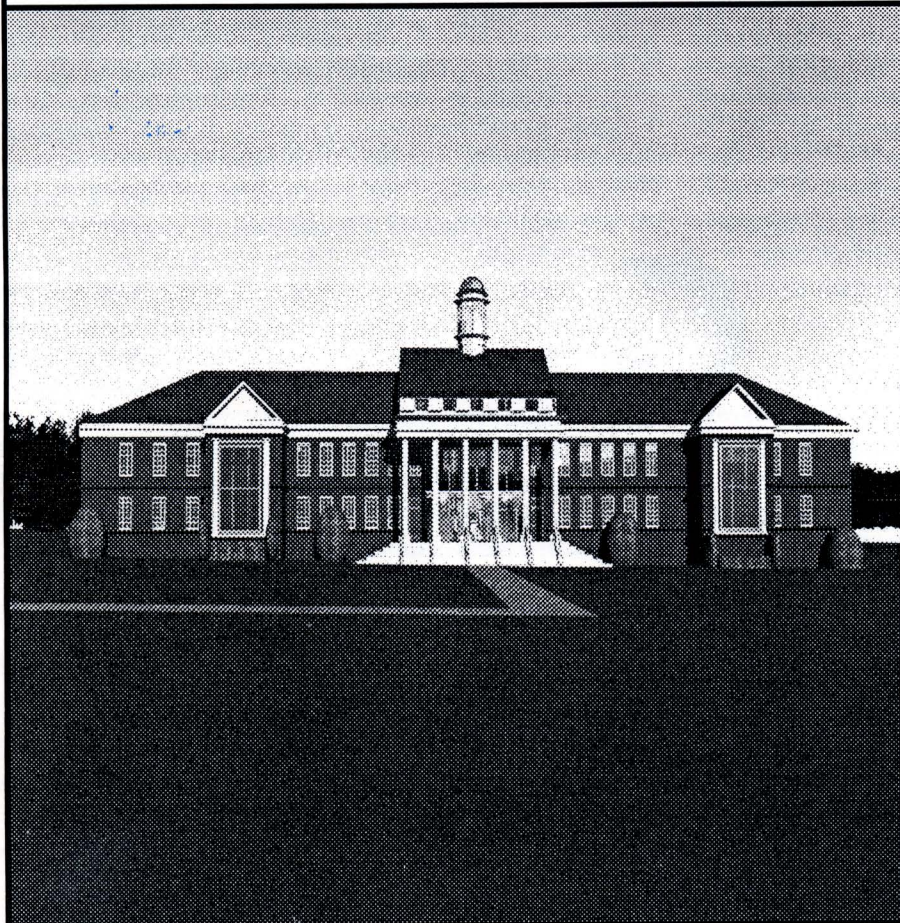
First Aid kits are in the following locations: Security Office, Switchboard, School of Business, College of Arts and Sciences, School of Education, Library, Bookstore, Maintenance Office, Grounds Office, and Continuing Education Office.

In the near future, a pair of disposable gloves will be available for each employee of the University.

John McQueen
Evening Administrator/Safety Officer

Quest for Excellence
TSUD Library/Technology Building

We will conclude our tour of the second floor with this issue. The circulation desk and surrounding area are "high traffic" areas in the Library and are highly visible to all who enter. Whether returning a book or asking a question of the librarian, hundreds of people will pass daily through this area. The second floor will also house offices for Intra-Library Loan and Reference.



**BIRTHDAYS FOR
FEBRUARY**

- 1 Tina Bernath
- 1 James Windle
- 3 Robert Melczarek
- 4 Barbara Alford
- 5 Ronnie Capps
- 7 Phyllis Mason
- 9 Bob Miller
- 10 Ann Gommo
- 10 Forrest Wood
- 17 Ronald Bae
- 20 Khamis Bilbeisi
- 26 Daphne Harker
- 26 Paul Schreiner
- 26 Lana Ward



**BIRTHDAYS FOR
MARCH**

- 1 March Golden
- 5 Jeanette Anglin
- 7 Robert Burroughs
- 19 Ann Wells
- 19 Sam Wise
- 25 Thomas Anderson

Troy State University Dothan (TSUD) is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (1866 Southern Lane, Decatur, Georgia 30033-4097; telephone number 404-679-4501) to award associate, bachelor's, master's, and education specialist degrees.

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