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Edward M. Starling

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DATE 1/7/89

Edward M. Starling  
(Signature - Interviewee)

819 Memorial Park Drive  
(Address)  
Huntington, WV 25701

DATE 1/7/88

Robert Seay  
(Signature - Witness)

#6

**AN ORAL INTERVIEW WITH: EDWARD M. STARLING**

**CONDUCTED BY: ROBERT D. SAWREY, PH.D.**

**DATE OF INTERVIEW: JANUARY 7, 1988**

**SUBJECT: MARSHALL UNIVERSITY ATHLETICS**

**TRANSCRIBED/TYPED BY: GINA KEHALI KATES**

**RS: This is Bob Sawrey. I'm in my office in 751 Smith Hall. Today's date is January 7<sup>th</sup>, 1988. I will be interviewing Ed Starling, who worked in, served in the Athletic Department for many years at Marshall. Okay, Ed, let's start with a little bit of discussion with your family life as a youngster. For example, where were you born, and when were you born?**

ES: I was born in North Carolina, Leaksville, in 19, January 2<sup>nd</sup>, 1924. In fact, I just had a birthday the other day.

RS: January 2<sup>nd</sup>, 1924. And Leaksville. Can you spell it?

ES: L-e-a-k-s-v-i-l-l-e.

RS: And your parents names were?

ES: Ed and Mary Ellen Starling.

RS: Okay. What was your father's work?

ES: My father was, well, he was a coal miner and a minister all his life. And we left North Carolina when-, I was the last one born there. I was, came from a family of thirteen. And we moved to West Virginia. I was the seventh child in the litter, so to speak. We moved to West Virginia. And he continued to work in the coal mines, and continued to be a minister, and he did that up until the time he died.

RS: And when was that?

ES: Ah, as close as I can remember, it was back in 1962, '62.

RS: So he lived to be quite old? (ES: Yes) Okay. When you say he was a minister, was this a formal education, or...?

ES: Well, it was from a minister that he picked up from his childhood. His parents were very religious, and he followed right along with that, in his footsteps.

RS: And he had his own congregation and building?



**ES:** Right.

**RS:** What denomination would you call it?

**ES:** Church of Christ. Pentecostal. It's a holiness religion.

**RS:** Okay. And you were obviously raised in that faith? (ES: Right) Was it a contributing factor to who and what you are?

**ES:** I would say it played a very big part in the formation of my youth and given me things to hold on to. It was a big, big part of my life; a very big part.

**RS:** I would assume, that number one, being a minister in that type of situation was not particularly lucrative, nor that working in the coal mines was extremely lucrative. That is fair?

**ES:** Those are very fair assessments.

**RS:** Okay. What...could you characterize your childhood in terms of what you had, relative to what others had?

**ES:** Well, we, as I said, was a family of thirteen, not counting Mom and Pop. And we did a lot of things to make it during those times. Such as we worked on farms. My father, he had some people that he took care of their farm for them every year, and all of us would work on the farm. As a result, we got money-, he got money for it. And we got vegetables during the gardening season. And we also had a garden ourselves. And my father, he was a very outgoing type of individual. Even though we had a big family, he found enough food at times, to feed other people in the neighborhood. And these are things that I watched as I grew up.

**RS:** Were you living in company housing then?

**ES:** In the beginning, yes, yes.

**RS:** Where in West Virginia?

**ES:** Well, we started off in Gary, Gary, West Virginia. And we left there and we came to Williamson, West Virginia. That's where we finally settled out.

**RS:** And what was your schooling?

**ES:** Well, my schooling, I went to school at an all black school there named Liberty High School. And after finishing high school, I was called into the service in 1942, 43. Spent three years in the service. (RS: Doing what?) I was in the quartermaster starting off, and I ended up in the MP's in, after the war was over, in Europe. They sent-, I was sent to Okinawa and we ended up being MP's for a Japanese stockade over on Okinawa.

**RS:** Did you ah, just to digress a little bit here off your war experiences, let me see if I can phrase this so it makes sense. One of the common place rules about the black experience, soldiers, sailors in World War II was, one that they tended to be put in positions non-combat, scut work. Yet, they were told they were "playing for peace, justice, freedom and equality for Germans, Europeans", I mean, not Germans, to keep the Germans from doing that to other people, depriving other people of that. And they came home and they said, in effect, "What about me? What about my people?" Did you experience anything like that, a sense of resentment that your country was using you but not treating you right when you got home?

**ES:** Yes, I sensed it. But as I said in the beginning, a lot of things that have happened to me in my past, I didn't make a ruckus about it. But I had, I did feel it. My father, he used to have a saying, that an institution will pass away, and these things, things like that never bothered me much, it never got into my head. But yes, I did feel, to answer your question, I did feel those things. Even in Europe. We were in separate black outfits, had very little contact, had white commanders, which were very prejudice. But you learn to deal with things like that.

RS: Okay. So you graduated from....

ES: Liberty High School.

RS: A segregated school in (ES: Right) in Williamson.

ES: And went in the service.

RS: And came home, along with a few other million vets.

ES: Right. And I found, they had this GI Bill of Rights. Which I immediately took advantage of. And that was one way I got through college.

RS: Would you have been able to go through college without the GI Bill?

ES: Yes, I think I would have. But the GI Bill made it much easier. I had a scholarship, athletic scholarship, to West Virginia State College. (RS: Okay) And of course, it wasn't very much. But it was big bucks then. And the GI Bill was sort of icing on the cake. It made it much easier for me to do a lot of things I wouldn't have been able to do.

RS: That athletic scholarship was certainly based on what you had done in high school?

ES: In high school, right. And in the service. I played service ball. So my brother, who was, had proceeded me at West Virginia State...[inaudible]...with the coaching.

RS: Which sport is this, Ed?

ES: Football.

RS: Now, was education something that your parents supported and urged upon the family?

ES: Yes, yes. They encouraged all of us to, not that we had that much, but they encouraged us all, if we got the opportunity, to take advantage of it, which seven of us did.

RS: That's not bad.

ES: That's not bad out of thirteen.

**RS:** So you went to State? (ES: Right) Had you ever considered a white, well, white's maybe the wrong word here. But....you know what I mean.

**ES:** No, I hadn't. I never thought of it. West Virginia State was where two of my brothers had gone, my cousin, and a lot of my friends from Williamson, black friends. So naturally, I'm going where I know somebody.

**RS:** Was there a West Virginia conference at that time? Did State play?

**ES:** We played, but we played all...all black schools. We were in the CIAA, which is still in existence. Schools like Morgan State, Virginia State, Hamilton, and we played some other schools like Tennessee State, outside of the CIAA, Tennessee and Tuskegee.

**RS:** So their travel expenses were considerably higher relative to the times, than today? (ES: Right, correct) Another additional burden to the segregated system.

**ES:** Yes, I could tell you some stories about some things that we experienced in college, travel, team travel, that was sort of earth-shaking. One time we were heading to Tennessee State down in Nashville, from a train out of Charleston. We were at Cincinnati, getting ready to cross over into Kentucky. And we were in the dining car, getting ready to eat, the football team, when this I guess, the head chef or maitre d', he came up and wanted to pull a curtain around our whole squad, to separate us from the other people in the car. And our coach was very outspoken, Coach Cardwell from Clarksburg. He asked him what he was doing. And he told him, said, "Well, the law says we got to separate you all, once we get into this particular area." The coach said, "Well, if that's the case, we won't be eating." So we all marched back to the car, and the next stop he got some apples, bologna and stuff, and [inaudible]...from there into Nashville. But admired him for doing that. I admired him for doing it. The train lost a lot of money. Of course, we didn't

get to eat, either. But there's a lot of things like that, that have helped shape my thinking, and I think about that a lot of times. I think about things that have happened here. But I credit everything that I have become to what I was taught in the home. There have been a lot of times I could have been bitter about this, or bitter about that. But I found out when you get bitter about things, you lose the perspective of what it's all about while you're here.

RS: Were you married when you went to college?

ES: No, I wasn't, mmm-hmm.

RS: Did you marry along the way?

ES: I married after I got out. After I got out of college. I couldn't get a job. I was in physical education in safety. So I went to work at a [inaudible]...State Hospital in Point Pleasant. <sup>[LAKIN]</sup> CPT

Because again, a bunch of friends were going up there to work. It was sort of like a college at that time. Had a bunch of college kids working there. To make it short, this is where I met my wife. She was there as a teacher. And the only reason I went up there was to make enough money to get out of West Virginia.

RS: Going anywhere?

ES: I was going to California.

RS: California. This is early '50s?

ES: Yes.

RS : A lot of folks were going to California in the early '50s.

ES: Yes, I was heading to California. But my wife came down, she came in, we met and sparks flew. And naturally, we got married.

RS: Is she a native West Virginian?

**ES:** No, she's from Sedalia, Missouri. She's adopted West Virginian now. She don't think there's any other place like it. In some ways, there's not. [chuckling]

**RS:** In bad ways. I prefer to think about the good ways. Okay, working as orderly type work.

[LAKIN]

**ES:** I was a psychiatric aide at Lincoln State Hospital, which dealt with caring for the mentally deranged people, helping to give different treatments, shock treatments. [inaudible]...narcosis, a long, deep process. It also, also helped to do some of the lobotomies. So I worked there for about two years. Then I went back home one summer, and one of the guys on the Board of Education asked me how I would like to become a coach. Which I wanted to be. Because I loved it. And he said, "Well, we got a spot open at Liberty High School." Well, the guy that was there, he had coached me. So I told the board that if that's what it means, putting him out of a job, I said, "I don't want it." So the guy said no, said the guy's agreed to let you take over the football, and he'll keep the basketball. I said, "If he's in agreement, I'll do it. But if not," I said, "just keep it." So I talked with the coach about it, and he said, "Yes," you'll help me and I'll help you." I said, "Okay." So that's where I got started in sports, in coaching. So I worked with that for about two years, and he finally quit. So I took over both sports. He went to Annapolis, Maryland, and I ran the program there until 1966, '67. That's when the integrated schools [inaudible]...Liberty High School into Williamson High School. And again, I ran into the racial thing again. We'd been pretty successful over there with our programs, football and basketball. And the integrated schools, I and everybody else, thought that I would be moved in as, not as the head coach, but assistant coach. But I was put into, as most black instructors when they, when the schools, black schools were done away with..... Most black instructors, principals and the like, were put into, there's a knock down of leadership. The visibility was gone, you know, the

kids had nobody to look after them. So I was put into a classroom, teaching physical education. But again, somebody in the community, some white people knew, who knew me very well, recognized what I had done, asked me to help with the Williamson High athletic program, junior program, and they paid me for it. One guy here in town, he's a post master, I'll think of his name in a minute. But he paid me, he was head of the boosters club there. And he paid me to help with the program. So I did that for a year. Then the next year they, the junior high football coach quit. So the board of education made me the head honcho in the junior high program. Which I ran for two years. And we did a good job. We won championships in basketball the first year, football, I took the football [inaudible].... And the chance came to Coach Way, who was a basketball coach here at the time. He was looking for a black assistant. So the guy that was vice-president, who was black also, here at Marshall, Joseph Peters, he and Coach Way were very close. He asked the coach who he was looking for. I mean, he said, "I'm looking for me a good black assistant basketball coach." So Mr. Peters told him [inaudible]...and he mentioned my name. So I came down and interviewed, and went back home and told the wife about it. I was afraid to make the move actually, because I knew some of the pitfalls of college athletics. If you win in four years, you're okay. If you lose in four years, you're gone. But she, my wife, she recognized some things that I hadn't thought about. And [inaudible]...she said, "Well, you've done all you can do. Get out of here." So again, I [inaudible].... The coach had to call me three times. Finally, he had to have Way to call me, the guy that was on the plane, Charlie Count. [KOUNTZ] And he persuaded me to come to Marshall.

RS: Now, this was 1970?

ES: This was 1969.

**RS:** Sixty-nine. He wanted you to coach that 69/70 season and however much longer things would work out. And so you were already in the contract for that school year in....

**ES:** In Williamson, right. So I asked them for a release, which they were glad to see me go, I think. Some of the board members. [inaudible]. They tried to mess my wife out of a job, teaching job. And of course, we took them to court, in federal court, on charges of racial discrimination and violating the contract, which she had. And we won. So the board, I think they always sort of looked at us as a threat. And, but they never did anything to harass us or anything. But I knew they always had it in the back of their mind. So I think they were sort of glad to see me get out of there. It was one of the best moves I made, coming here. In spite of some things.

**RS:** Now, according to what I've got here, Way lasted...what, must have been...that was his initial season.

**ES:** That was his initial season.

**RS:** And he lasted just two seasons.

**ES:** Two seasons. And then....

**RS:** Did your worst fears come true?

**ES:** No, two seasons, Charlie Coutts, who I said was AD, he didn't have an assistant to work with him. So he called me in one day and he had talked with Coach Way and he called me in, said, "I need an assistant AD," said, "I'd like to have you," or words to that effect. Coaching was my heart. And I said, here's a guy giving me a chance to move up. I want to stay in coaching. And I told him this. He said, "Is that your only hangup?" I said, "Yes." He said, "You can still get some coaching. You can still be my assistant." I said, "Well, you got your man." Here's a guy



giving me a chance to move into administration. I didn't realize it at the time. And which was an increase of about three or four thousand dollars in salary. I think he respected me for telling him that this was what I wanted to do. He and I, we were very good, the short time I knew him, we got to be very good people, good friends.

**RS:** What were your duties as assistant coach?

**ES:** Assistant coach I did a lot of recruiting, and I had a lot of say so in game situations, which I've seen a lot of blacks that didn't have a coach where you gave everybody some leeway. Travel...I handled a lot of the travel, went off on trips and how the motel arrangements....

**RS:** Now, by this time, the discrimination shouldn't have been a factor at all in any travel. Were there problems occasionally?

**ES:** Travel, no. But in some of the motels there were some, a few problems. But not, nothing of a magnitude that I mentioned previously. We had very few problems traveling. Most of the team was, they were black kids. We had just like a family; we got along real good together. The Dantonies, Mike, Russell Lee, Tyrone Collins, the guy that runs C.M. Love now, Palmerick, Gary Palmerick. You may know him. But they had a good group of kids. And they got along well together, and had very few problems.

**RS:** And then just, let's skirt over the plane crash for a minute, and deal-, stick with the basketball. In two years, Way is gone. (ES: Right) What were the circumstances of his departure?

**ES:** Well, it was something that one of the AD's worked out with him. Some of the players were disgruntled with...I guess with his methods of coaching. Which I didn't think were bad. So they started griping to the athletic director.

RS: Now, is this McMullen, the new one?

ES: Yes. (RS: Okay) So they worked out an agreement where the coach would be associate head coach and Carl Tacey would become the primary head coach.

RS: What happened to you in this?

ES: Well, see, in the meantime, I had become the assistant AD. And I worked with the basketball coach one year, with Tacey and Coach Way, one year. Then when Joe McMullen came on the scene, \_\_\_\_\_ got pretty heavy on the administrative end, so I had to give it up.

RS: But you were a part of that, the incredible team that Tacey had? (ES: Right) That must have been pretty heavy experience.

ES: It was, real good experience. Something that I had not experienced of that magnitude, but I experienced on the high school level. But this was something that once you get that, you never forget it.

RS: Let's go back now, Ed. You'd been here just about a year when the plane crash occurred.

ES: A year and a half.

RS: And you had formed a relationship with the AD (ES: Mmm-hmm) who was killed. Did that leave you, forgetting just for the minute the personal side of it, in terms of the job, were you temporarily in charge of the athletic program?

ES: Yes, I ran it from that moment, the 14<sup>th</sup>, up until February, the latter part of February of '71. Yes, it was a...I felt like, I told a lot of people, I felt like just hanging it up and getting out of here. A lot of things fell in right quick that I hadn't been trained for. But thanks to some of the experiences I'd had in the high school administratively, thanks to the fact that it was a good staff,

we struggled through it. It was a good staff around. We had an acting president who was very supportive, Dr. Donald Dedmon. A lot of good people just pitched in, made the job easy, you know.

**RS:** Did, in terms of control, given the magnitude of the tragedy, did the athletic department, I don't know how to say this, other than blurt it out, kind of lose control, and the whole university take over some kinds of functions? I guess I'm thinking like if it had been a much smaller crisis, the athletic department might have been in charge, finding a new coach and coaching staff. But given the circumstances, and how big it was, were more people involved in trying to help and repair, rebuild?

**ES:** I said the [inaudible]...at that particular time was Dr. Dedmon. He incorporated the help of just about everybody on campus to keep the ball....because a lot of people wanted to drop football after that. And Dedmon said, "No, it's not going to happen." But Olen Jones, he put him to work, Dr. Olen Jones was here, and Bob Eddins, there was a lot of townspeople, I can't recall their names, that were involved in the process of keeping everything together. And it was a total team effort to keep it going.

**RS:** Well, I hope this doesn't sound like....I'm concerned about the people involved. But there's some issues that, business issues. Did the athletic department have virtual control of the selection of a new coach? Or did somehow others say that they should be involved because of what had happened?

**ES:** We had some outside people who were on the selection committee, some townspeople who were on the selection committee. I can't recall who they were. But there wasn't that many. Maybe a couple.....

RS: That's fairly normal. Is it not?

ES: Yes. And the ultimate decision for the coach, as it is now, rested with the president. And that's when they hired Jack Lengyel.

RS: Were there issues that came up related to the NCAA? Like scholarship issues or any of those kinds of things?

ES: Yes. After it happened, after Dedmon made the, said we were going to continue to have football, I think it was Olen Jones said, "You ought to write to the NCAA and ask them a waiver on the freshmen, permit them to play varsity football, and things like that. We, which we did. And we got sanctions for it the next year. Freshmen were eligible to participate. Other than that, I can't think of anything that...anything that's earth shaking about what went on during that time.

RS: What kind of impact did it have on the basketball season? It must have started right in the middle of funerals and the whole bit.

ES: Yes. Well, I think it was sort of like a catalyst for them. We had a good team anyway.

**END OF SIDE 1 - TAPE 1- BEGIN SIDE 2 TAPE 1**

ES: . . .and that was the year we beat Florida State at home, the first time they'd lost a game in I forget the name...(RS: Oh, that's a little dump, isn't it?)...yeah, it is a dump. We won three big games on that road, and that's what propelled us into the national limelight, beating Florida, beating....Stetson and we had won Charlotte, which had a good team, also, at the time.

RS: Florida State had a great program, it was just a year or two later they got second. (ES: Right) Yes, I was at Cincinnati then. (ES: Oh, you were?) And they formed that metro conference. And one of the big things was, well, all you people have these big gyms to play in. We're going to drop ten, fifteen thousand people there every game. And it was part of a deal. I

guess Tallahassee does have a big civic center or something. (ES: I don't know what they have now) I think they might have even had it then. But yet those suckers played the key games in that cracker box. That was hardly fair.

**ES:** They burned us out that night. We...we beat them. I think we won something like 48 or 50 straight games there.

**RS:** I saw them play the year they got second. Since they blew them away...late in February..... Then they went right in the tournament. They just played incredible basketball in the tournament. But for poor little white kids from South Dakota, [laughing]...I think only eight of them made the trip, Ed. And this was back in the days of the natural look for the black athletes. And these guys had hair out to here. And one kid I remember, Lowen Garrett, who played for the Bulls for years, was outstanding, about 6'5", '6'6", and they had one white kid who had braids. (ES: Oh, you're kidding) [laughing] Down his back..... He never played. He never played at all. I don't know if he was along for....I don't know what he was doing. A backwards token, I guess. But they had too little guards, Otto Pettey, and some guy named Samuel. They were quick. I never seen anything quite that quick in my life. But anyhow, so the basketball team, I would guess that the basketball team was the first official Marshall group to fly in an airplane after that. Is that accurate? [phone ringing]

**ES:** Yes. Yes, it was. Excuse me, I had the privilege of making the travel arrangements after that. So I changed some things. I said no team will ever fly into Tri-State at night again. Of course, they made some changes out at Tri-State, too, after the crash. They finally got that glide scope in there, which they needed. So we never did come back in to Huntington at night, the basketball team. Except one time we got stranded in, where was it? The Illinois area. We

played Illinois State, and we got, I think when we got back in here, it was dark and it was storming, which sort of panicked a lot of people, and myself. But that was the only time we came back in here at night. That's just one of those things I had in the back of my mind, you know, the plane crash out there, and it touched down and [inaudible]....the basketball team. Because Piedmont is familiar with everything. But they were the first team to fly out of here after the crash. I never will forget that first trip we were getting ready to make. [inaudible]...out at the airport getting ready to get on. Here comes a Red Cross plane in, lands, they take a body off. And here we are getting on the plane.

**RS:** Was that a Vietnam casualty?

**ES:** Probably was, yes. And everybody looked and I looked. And I was thinking, you know, "Oh, boy, we didn't need this."

**RS:** I guess not.

**ES:** But the basketball team, they went on to, I think the high, it's about the highest high they've ever been at since I've been here. We still ranked about sixth or seventh, I think, in the nation, independent wise. And too, the NCAA. Where was it Los Cruces? They sent us way out west there. But it was worth it, you know, just being there with the big boys, it was worth it.

**RS:** You came just at the tale end of the MAC mess, or the recruiting hassles. Was that...were those troubles something that you and your wife discussed, thinking about Marshall? Or did you....?

**ES:** No, I never thought about that. I never even thought about the MAC. All I was thinking about was doing what I could to help the team to get to the point of respectability that I knew that it would do. I'd never been associated with a loser. I never had been, until I came to Marshall.

**RS:** Did the...the sanctions, were they basically or were they totally against football?

**ES:** The, you talking about the MAC sanctions?

**RS:** Well, the NCAA stuff.

**ES:** It was against football and basketball. Yes. We were accused of tampering with a basketball player. This is right after I got here, I mean, before I got here. And this is why the coach was relieved. In football, we were accused of numerous recruiting violations. Which investigation bore out that we were guilty of, according to the people who handled the investigation. So that's what got the football coach. And the thing with the MAC, that just added fuel for them to, in my opinion, to be rid of us, Marshall University. They blamed it on our facilities. Yet, there's some schools in the MAC, their facilities are not, or weren't at that time, weren't half as good as ours. And these feelings of the townspeople were still there about the MAC. And we said if we had a chance to get back in there, said we wouldn't take it. There wasn't but about two or three schools that in there that were very friendly towards Marshall. I mean, they fought for us. But all it takes is one to be negative and you're out of it.

**RS:** Who were the supporters?

**ES:** Western Michigan, Miami, Toledo.

**RS:** Any logic behind that, or just happened to be individuals?

**ES:** Well, the, most of the AD's and the president's of these three schools were very friendly towards Marshall. I mean, we had...let me back up a little bit. Miami, maybe they were friendly towards us because they always kick the stew out of us! [chuckling] But that's not true of Mr. Shriver, Dr. Shriver, who's still there. He was very supportive of us getting back into the MAC. And it wasn't because of them beating us or anything. He just liked our style, our class. And I

think [inaudible]...who was the AD there at the time. And Toledo, Vernon Smith used to be the AD there. They were close to Charlie Couts. <sup>KOUSTZ</sup> Very close. They knew each other when. And of course, they tried to do all they could to keep us in the MAC.

**RS:** Was Ohio U. a major problem? (ES: Yes) Or the major problem?

**ES:** THE problem.

**RS:** And yet, I've been here eight years and played Ohio U. at least half those years football, maybe more, played them every year in basketball. That, at whose initiative was that? Why hasn't there been more of a, or was there, for a period of years, the bitterness?

**ES:** We weren't bitter towards O.U. We were bitter towards the guy who was at the head of it, Dr. Saul, whatever his name was, Presley. (RS: Ah, okay) We were bitter towards the MAC because the other people didn't support, you know, didn't support the other MAC members who were trying to keep us in there.

**RS:** What....

**ES:** It....

**RS:** I'm sorry, go ahead.

**ES:** It caused a lot of bad feelings with a lot of the MAC teams, O.U. in particular. When we would play them, you could bet that there was going to be a packed house or a packed stadium because of the things that Saul did. And it turned out to be a war for awhile, football and basketball.

**RS:** Were you...now, as administrator during this period when the school was kind of in limbo with the MAC, and then after the MAC came through with the final expulsion in '73 (ES: I



forget the year) were you involved in number one, trying to get back in the MAC while that was possible, and then number two, working toward affiliation with another conference?

**ES:** Yes, I was involved...we were trying to, at the time, after we got kicked out, and during the time we were in limbo, we were working with Akron, Dayton, I think Youngstown, Northern Iowa, several other schools there. I had notes on them. But we had some meetings in the Cincinnati/Dayton area, trying to form a new conference. And...because of our different lines of thinking, some of them wanted to, the scholarship thing, they wanted to keep a certain number of scholarships below what we were giving. Which we didn't like. And there's a lot of things that you could give, incidentals and things like that. So we never did get off the ground because of the differences in philosophies. So we done well as an independent. But scheduling was so difficult. Everybody wanted to play you, but they wanted to play you at their place. Very few people wanted to come into Huntington. And it's still that way, still that way. The big schools, they'll play you there, but they won't play you here. So this led to us seeking other conferences. OVC invited us to join them. But it wasn't what we wanted at the time.

**RS:** In what ways?

**ES:** I guess we were doing some of the things that the OVC was doing [inaudible]...schools that were renegades. But they have cleaned up their act now. I'm trying to think of some of them. Western, East Tennessee was in there. That was one of them. There's Morehead, Louisville State was one of them. But we said that that wasn't what we wanted. So we applied for admission to the Southern Conference. Which took about two, maybe three years. We had to do a lot of investigating, city teams, we had to check out [inaudible]...operations and how the administration is involved with them. So it took about two years probably, to.... See, us and

Chattanooga and Western Carolina went in at the same time. Now we're looking at other means. I mean, other ways to go, if we get the new stadium. Maybe I'm getting ahead of myself.

**RS:** Well, a little, perhaps. Why don't you evaluate what the Southern Conference's affiliation has meant to Marshall? Good and bad.

**ES:** I haven't seen...well, there's been a few negative things, you know. There are some schools in the Southern Conference that's been there from the time beginning. The VMI, the Citadel. And they had been the ones that washed, they were the power group in the conference. Whatever they wanted to do back a few years ago, they got it done. But now they've, all the AD's have changed. They have a much more open-minded AD's in these positions in all these schools. There's a lot of things that used to be set in concrete by these people by these other schools. It's not so any more. They have a new commissioner, which he is very open-minded. The conference has meant a great deal to Marshall. And we've meant a great deal to the conference, also. Which Mr. Hart, the commissioner, recognized. We have made more money for the conference than they would have ever realized. At the same time, we have made our scheduling much easier. We got a built-in schedule, just about, with the conference, in football and basketball, track. With an independent, you don't have all these luxuries. You've got automatic, we got automatic bid when you were in the conference to the NCAA. And being independent, you're at the mercy of the committee, if they want to invite you. The football [inaudible].... If we don't be in the Southern Conference, we never would have even been invited—I doubt it—as in independent. Of course, a lot of pluses for being in the conference, the Southern conference.

**RS:** Let's back up just a little bit here. How did your job change over time, let's say during the

decade of the '70s? You became a full-time administrator. (ES: Mmm-hmm) With what kinds of responsibilities?

ES: Well, number one, I handled all....well, I handled all the travel during the early part of the decade, football and basketball. I did all the home game administration. Got security, crowd control, ushers and all this stuff.

RS: Hiring officials?

ES: No, the conference assigns officials. All I do is just pay them. Cheerleaders, supervision of those. Security...city and university security, arranging that. There was a time when...as the other AD's came in, some of these duties were shifted up or shifted down to other people, the travel was shifted out of my authority, which was, I was glad to get rid of it. Cheerleaders is under somebody else. So my main duties for the last...last few years, has been more or less home game administration. Handling of cars, vans and stuff, assigning them. Getting vehicles for the non-revenue sports when they had to travel, key inventory, key control, working with the budget, which was a big item.

RS: When did you start that?

ES: Budget?

RS: I mean, it seems to me that that's the kind of job that a boss might want to control, rather than just farm out.

ES: This is one thing that this last AD, Dave Reign, he involved everybody in the total process. Something that no other AD had done. Of course, I didn't know Charlie that well, that long. But the other two, [inaudible]...we'd go in on budget sessions with them, you know. But through him, they would make the ultimate decision. And Dave, we made the decision together. Unless

it was something real tough. Where maybe one sport is involved where they didn't like the cuts that we would have to institute. We would talk to that individual one on one. But if we had arrived on a decision, that's what it was going to be, and he would defend it to the end. If it was some legitimate gripes that he had, he would listen to that, too. He was very democratic. And that's been basically what I've been doing for the last few years.

**RS:** Several things have changed nationally that certainly would have had an impact on the athletic department. Cost, going crazy, high, depending on how you want to....[inaudible]....prejudicial word in there. Women's sports..... How did that have...let's talk about women for a while. (ES: Okay) When...when Marshall first started recognizing the need or fulfilling its obligation, or however you want to sort that out, for women's sports, was there a woman administrator in the athletic department? Or was one hired?

**ES:** Dorothy Hicks used to, she'd teach golf. And she was more or less a primary lady administrator for women at that particular time. As time went on, we brought in the women's basketball coach now. And in a few years she was made the primary women's administrator, Judy.

**RS:** Her last name is Souther?

**ES:** Southard, S-o-u-t-h-a-r-d. But getting to women's sports, it's had some growing pains and still having them. We've had to cut sports back, cut out sports in order to accommodate, not only the women's but the men's non-revenue programs that we thought were most viable or had a chance to make some money to help offset their costs. But that hasn't been the case. We cut out women's golf, we cut out men's wrestling, cut out women's \_\_\_\_\_ and swimming is not a conference sport. Mostly it's sort of in limbo.

**RS:** Now, that was one that Marshall really dominated at one time.

**ES:** We really dominated the Southern Conference in swimming...every year. But they didn't see fit to make it. I think there was some of the old heads at the time that did this. We had either cut these sports out or cut them back in order to accommodate these other sports. And that's one of the things that keeps us in a hole right now. We make good money in basketball. Football is, this year was pretty good. But those other sports, they're just like dead wood, eating up all the profits and nothing coming in.

**RS:** Was there friction, bitterness felt by anyone over the fact that money that could have or would have been spent on male sports was now by mandate, going to the female program?

**ES:** Yes, there was a lot of resentment among the male [inaudible].... Yes, there was a lot of friction there. [inaudible]....discriminating, which when you look at it, there is. Someone said, "Well, when you're loving the sport like us, why should we have to give up some of our scholarships to accommodate them," which that's what happened. I said, "I don't have to answer to it." I said, "Title nine says we have to do this or we have to that." And I don't know where it's going. [inaudible]...in particular. It's getting bigger and bigger. And the expenses are getting bigger and bigger. And it's not bringing in any money. So I don't know what the NCAA is going to do, or what Title nine, what's going to be done with Title nine or what. But we can't keep absorbing losses like that and stay afloat.

**RS:** Is...has the department received additional state appropriations or HERF money or anything like to help? (ES: No) It's still just reshuffling the same old pot of dollars?

**ES:** Yes. If it wasn't for the Big Green, which raises almost half a million dollars a year, I don't think the athletic program could stay solvent. We'd probably only have one major sport.

RS: In terms of control, who controls that, the Big Green money?

ES: The AD, athletic director.

RS: Does it go through university accounts? (ES: Yes) And so it's figured into the budget just like ticket money?

ES: Right. You have to project....

RS: Is that an NCAA requirement that....?

ES: Yes, it must be controlled by university [inaudible]...you must be accountable for all of it. If you wasn't, you'd see a lot of things...we'd stay in trouble. [laughing]

RS: Yes, so would everyone else. (ES: Yes, right) Were there other headache type things?

ES: There's been some, and I'm not criticizing. There's been a lot of, even with athletics and headaches here at the university, yes. There's been a continual conflict, not a conflict, but a who's right and who's wrong with the eligibility thing of student athletes that come in, new students coming in with Bob Eddins and.... Now, usually he's right. Don't get me wrong. Usually he's right. But we've had a lot of conflicts with him, trying to get certain people certified as, for practice, or for play. And uh, nine times out of ten, it winds up he's right.

RS: Bob is not a rule bender, is he?

ES: No, no, he's not. But he'll help a kid if there's a way to help him, you know, legitimately. But he doesn't bend the rules too much. He's a stickler for them.

RS: He's consistent, too. It's not just with athletics.

ES: I know, it's with anybody. I've been knowing him a long time, yes. [chuckles]

RS: What about something like building the Henderson Center? Did you have a role in that at all?

**ES:** Some of the planning of things that went into some of it. I didn't get enough input into it. But the guy who really did all the leg work on it was Joe McMullen. He was the one that took the different groups to different areas to look at their facilities, and incorporated a lot of the ideas that he saw there into what we have here at home. But he was the one that did 95% of it, he and Dot Hicks and the other was head of Plant Operations, Carl Egnotoff, and I think Bob Eddins was involved on it, I don't know. But they had a group of about eight people, maybe nine that traveled all over the country looking at facilities. And of course, Joe McMullen was fired before he had a chance to...they both went up there. He was [inaudible]...he'd been let out [inaudible]... when they broke ground. I saw him walking around. He wasn't even invited to the ground breaking. And it broke his heart. But he was the guy that, he was an engineer. He knew a lot about construction, an engineer by trade.

**RS:** I wouldn't put the designs in the category of highly unusual. But, and I could be wrong about this, but it seems to me that most of the newer facilities tends to be round or oval. You've got this butterfly thing, the likes of which I've only ever since at the UV arena. Are there others?

**ES:** I don't know of any others. This wasn't the original, this isn't the original design. They had to go back and redesign, I wished I had one of the old designs that you could see. Because of the fact we couldn't get this property...one of the pieces just burned recently. It was supposed to have been a different design all together. It was supposed to take in that whole block up there (RS: all the way up to 20<sup>th</sup> street) yes, for parking and expansion of that building. So when the governor interceded, said, "No," he wasn't going to take that property, I forget the architect. They had to go back and redesign the building, and this is what we came up with, this butterfly. They had to cut out a lot of things that we would have had in there, air conditioning, they cut that

out. And all this...this stoop, that would have been there, in the new building, a stoop or incline. the lighting had to be changed. It was just a complete redesign.

RS: Who's idea was it to...oops, I almost said tartan surface; that's not right. What is it?

ES: [inaudible]....

RS: A rubberized....(ES: Polyurethane)\_ who's idea was that? That's what they have at UD, too.

ES: That was the contractor's suggestion, that we use the polyurethane so it would be a multi-purpose facility, we could use for a lot of things then. But it turned out to be a bummer. You see all these cracks in it now. That's some mess they got. It's going to be addressed.....

**END OF SIDE 2 - TAPE 1 - BEGIN TAPE 2 - SIDE 1**

RS: . . .wanting...did you get involved in any of the headaches?

ES: No, I only had to listen to them, you know, when things break down over on the athletic side. I was in charge of facilities and everybody looked to me and said, "What are you going to do about this?" "Hell, I can't do anything about it. Report it to Plant Operations. That's about as far as I can go." And they didn't have the answers to it, because the contractors failed to do some things, like in the heating and cooling. Things they failed to do to the duct work and the machinery on top. It would take a complete restructuring to correct it. But they have Honeywell in there now. They've done a lot of patching wires in. So they did [inaudible]..... But it's still a complicated situation. If something goes wrong, you have to call Honeywell; a lot of people can't work on it.

RS: Yes, a good friend of mine is, I don't know if he's in charge of that Honeywell branch or what he is. But he's, he's over here all the time. Not just for the Henderson Center.



ES: Yes, I saw him. I know who you're talking about.

RS: What about the football facility? Has that been a headache for you as an administrator, more than me as a faculty member or someone else that's just watching the game?

ES: From the standpoint of keeping our fans comfortable, having an adequate place to park, the security at the games, yes, it's been a big headache. I'm always concerned, especially at the night games, fans coming from the stadium back this way. Or if you park your car in the night games, a lot of times cars are broken into and there's no way you can police that wide an area. The condition that we've had to endure for the last three years with the odor, east side with the porta potties, has been a disgrace. Fans shouldn't be subject to this type of facilities when they're paying their money to make our program go. They should have the best type of facilities that can be afforded. And I don't think this is it. There's just a lot of negatives about the place. But it's the best we can do right now, I guess.

RS: Has that issue caused far more than necessary frustration and bitterness for the athletic program and people, bitterness toward faculty who aren't supportive, bitterness toward legislators are aren't supportive in the area? Or are they able to roll with it a little bit and say, "Yes, let's [inaudible]...or "Yes, the university needs a fine arts center," or "Can't they do that?"

ES: You say has it caused bitterness? (RS: Yes) Well, within the department, no. I mean, we realize [inaudible]....we realized that academics, fine arts, these are things that are top priorities. We know this. And football stadium, the football stadium is a top priority as far as we're concerned. But we know that we are second to what the university, as far as a total university needs. And we've realized that the stadium's [inaudible]....unless something's done by the legislators this year, in regards to the stadium. And the fine arts building. I think the money's

already appropriated for the fine arts. But unless something is done by the legislators, the stadium's going to be a moot point. I think Arch, Governor Moore, he came out and made the statement that he would build a stadium. I think he really thought he could, with the type of financing he thought was going to be coming in, and didn't materialize. I think he [inaudible]...stadium. I believe he's sincere. A lot of people say he's not, but I think he's sincere in that. There's a lot of things he would do for, not only for Marshall, but for the Huntington area. And I'm not one of his staunch supporters. There's a lot of things he would do here if people would just make their minds up what they want to do. I think if things, if the legislature says we're going to appropriate money for the stadium, I think he'd be a hundred percent for it. And the stadium would do a lot of things for not only Marshall, but for the whole Tri-State, economic wise. We have proposed [inaudible]...5th Avenue, it's going to be between 3<sup>rd</sup> and 5<sup>th</sup> Avenue. A place where students can walk to. You'd have more student participation, you'd have more faculty participation, you'd have more outside fan participation from the Tri-State, not just from Huntington.

**RS:** Let's change gears a little bit here, Ed. I think there are two other main areas that I'd like to cover. Let's deal with the personal one first. I'm not sure how many times you've been acting athletic director. I think at least once since I've been here. Yet you've never been named the athletic director. Have you been a candidate?

**ES:** Yes, twice.

**RS:** What happened?

**ES:** Well, the first time, after the plane crash I applied for it. And I think the reasoning was, I hadn't had enough experience, which I accepted. But then it goes back to my training.

[inaudible]....

**RS:** Now, you say you accepted it. Does that mean that you were convinced that, maybe my experience wasn't what other candidates had, but there were other factors?

**ES:** Yes. But I did accept, you know, in my rationale, my way of thinking.

**RS:** Would you care to talk about those other factors

**ES:** Well, at the time, when I came here, I was the first black assistant basketball coach. And I was under scrutiny by some people, as to how I was going to react. And the same thing applied, you know, for the AD's job. When I applied for the AD's job, I'm sure that there were factions out there that didn't want to see a black in that position. And they're still factions out there that don't want to see a black in that position. But I did apply for it. And the reason for me not being accepted or considered was lack of experience. Even though I ran similar programs on the high school level, but it's not of this magnitude. Of course, you've got to be athletic director and everything else in high school program, which I did for about thirteen years. So I worked with Joe McMullen for whatever time he was here. [inaudible]....tough to work with. But I worked with him, enjoyed it, learned to like it. Okay, when he leaves, I apply for it again.

**RS:** Now, were you acting this time?

**ES:** Acting, yes. And I came in second to Lynn Schneider. Which I liked Lynn. But I can understand them bringing in..... He only had experience in, administratively, you know. He never participated in athletics, baseball, I think. And I think a good athletic administrator, he has to have been in the pits, to understand what the whole thing is about. But he came in and I worked with him.

**RS:** And what did he tell you this time?

**ES:** Dr. Lynn Schneider. [inaudible].... So that was...that was that.

**RS:** Is that legitimate, Ed? Is a doctor's degree pretty much a requirement to be an AD at a division one school?

**ES:** No. I think it was [inaudible]...master's. And this time I think it's a master's is preferred, but a bachelor's will be acceptable, with experience. But doctor isn't, it's not one of those things that you have to have to be an AD.

**RS:** Have you picked up a master's along the way?

**ES:** Yes. I got my master's here. Because I knew if I was going to go any further in the administration, I'd have to have it.

**RS:** Now, is that in [inaudible]...or is that in PE?

**ES:** It's in PE, Physical Education, Health and Safety. So I worked with him until I left. Then I became the interim acting AD again. [inaudible],,I told him, "Yes, I would." I didn't apply this time. I didn't apply because of several reasons. I said, "Well, if I've been here through this and that," I said, "if they want me to have it, they'll offer it to me." This was my logic. It was not the right logic. I said, "If they don't," I said, "I'm retiring." I didn't apply. So they brought in several people that I had the pleasure of interviewing. And I was asked my input about certain candidates, which I gave. And none of these first people there were satisfactory to anybody. [inaudible]...who used to be our football coach. I'll tell you this, and I know it's on tape. But \_\_\_\_  
\_\_\_\_, he called me, he wouldn't recommend the guy. Lynn and I were very close. So Lynn called me and he said, "Ed, are you going to apply for the job?" And I said, "No, I'm not." He said, "Well, I've got a guy I'm going to recommend if you're not going to apply." So I said, "Send him on in." I didn't want to [inaudible]....but Dave came on in. And I liked the guy. He

got the job. And we got to be very close friends before he left out of here. In fact, he tried to keep me from retiring. [inaudible]...one year. He said, "I hear you're getting ready to retire." I said, "Yes, I am." He said, "Well, I'd like for you to work with me a year, or as long as you want to work." I said, "Well, Dave, I'd have to talk it over with my wife." So I told the wife about it, she said, "Well, if you want to work another year," she said hang in there another year, so we did. So I told Dave a little bit later on, I said, "Dave," I said, "you and I are not gonna be here very long." I said, "You're going to be going on to bigger things." He looked at me. So I reminded him of it the other night when we were out for the last time. But he's been good for Marshall. He's been good for the department, he's been good for the town. How did I get off on that?  
[laughing]

**RS:** Well, related to not being athletic director, at least in my mind, and as I don't want to put thoughts that aren't in your mind, is the element of race. Let's talk about it...well, first you started to say something. Is that accurate in your mind?

**ES:** Now, deep down inside of me a gut feeling tells me that in from some of my white friends outside have told me that it is a matter of race. Some of their closest comrades have made the comment, in his presence, that we don't, we don't need a black [inaudible]...in the athletic department. That was when I applied for it when I...well, I left. And that, you know, people have a right to think what they want to, you know. If Jesus Christ came in and applied for it, somebody would find something wrong to say about it, you know.

**RS:** His hair would be too long.

**ES:** Right. So I had a lot of support. I had a lot of support. And it all wasn't bad. (RS: Thanks)  
No, a lot of blacks here in Huntington put labels on them. But I've been out there with it, and I

know. And some of the people have sent letters, you know. I wished I could show you some of them, big shots, big people, in my behalf to the president's, that when I applied for. And I probably could have gotten it if I wanted, if I'd just stick my nose in there and I don't want to do anything that would hurt the department. But there was a lot of people that I could have had enough support if I wanted to go and stick my nose in and just tell 'em, "To Hell with it!"

**RS:** How about, Ed, just being a black, a visible black? One, I guess, could argue some of the time that you were here, at least, highest ranking, although it's kind of hard to compare a professor with the kind of position Ken Blue has with the kind of position you have. But nonetheless, an important position. What kind of problems were there that related to being one of so few?

**ES:** Well, I didn't have that many problems. In fact, I...I would welcome challenges, you know, along the way, up in the visible position that I was in. But I never had that many challenges, that many problems. I never thought of myself as being this or that. I treat people the way I want to be treated. And I think this is what is what I am. And this came from my family background. You treat people the way you want to be treated, and it'll come back to you ten thousand times. This is the way I've always done it.

**RS:** Were you consciously, unconsciously or was it ever brought to your attention a role model for some of the athletes, particularly, I guess, the black athletes? Or someone they could confide in, since many of their coaches, of course, were white.

**ES:** Yeah, I've had that. Many of them have come to me, black and white kids. Because I guess they found that I was a person they could talk with and usually if there was some problem they were having, usually I could have something, some sort of solution to their problem. So I guess I

was sort of a role model. They looked at me as their daddy away from home, when they couldn't talk to the coach. And some of them did have some problems, which I helped them to correct.

**RS:** Did you ever have responsibilities in the student athlete program?

**ES:** No. Only in helping to get it set up. [inaudible]....but even there...they're doubtful whether they can just open up to those counselors up there. Some of them.

**RS:** Well, I guess that I'm old enough now that I can't remember what it's like to be young and have dreams of conquering the world. But it seems to be that it's critically important, particularly for young athletes, to see and I guess, I would say minority athletes, in particular, to see that there's got to be life after athletics. And to see that it can still involve athletics. And if you use your time and your educational opportunities wisely, that you can become an Ed Starling. And boy, that beats what happens to a lot of them.

**ES:** I think back to a case, one of our football players, Andre Heath, a few years ago, I got him a job in the summer over at ACF. He was making good money. But he was down in the grease pits. So he'd come by the office every morning, greasy, getting off the midnight shift. And [speaking in a choked voice]....he said, "It's not the kind of work I want to do." I said, "Do you want to work?" He said, "Yes, but I want to be upstairs in the offices." I said, "Well, if you don't want to work," I said, "well, quit." I said it's that simple. But he hung in there and they liked him. The people at ACF liked him. And he had so much going for him, they sent him to [inaudible]...school. To make it short, he's in upper echelons in that ACF. And I got a card from him here at Christmas saying "thanks." Which, you know, if you save one, it's worth it.

**RS:** Last thing. Let's assess a few folks. (ES: Okay) Just for. These don't have to be long. On the other hand, they can certainly be as long as you want them to be, Ed, to be accurate and fair.

Let's start with the AD's. Obviously, you've already mentioned a couple things about some of them. Charlie Coutts.

**ES:** Okay, Charlie Coutts was a down to earth good administrator, one I knew for a short time. He wouldn't ask you to do anything he wouldn't do himself. He delegated. He was a democratic sort of a leader.

**RS:** Beyond the human tragedy involved, was his death a serious setback for Marshall?

**ES:** Yes, it was. In the sense that the things that he'd envisioned for the program, athletic program, didn't bear the [inaudible]...until this year. This is what he was, basketball always has been one of the top, it's a top sport here. And it has always has faired well. But he wanted the football program to be right up there with basketball. And uh, had he lived, and had the things not happened, we would have arrived at this point that we're at now probably ten years ago, eleven years ago.

**RS:** Now, would he have done that with funds, or is he skilled in personnel areas?

**ES:** He's skilled in personnel, and he's skilled in fund raising, too. And uh...he would have had it there, yes.

**RS:** Okay. Joe McMullen.

**ES:** Joe McMullen....very intelligent...who's above most of the people in the department. He and I, we were more or less...we had to communicate with each other. And we did. But most other people were down here and he's up here and here I am here.

**RS:** Now, are we talking intellectually? Or talking his sense of elitism?

**ES:** His sense of leadership. (RS: Okay) Some things he delegated...some things. And other



things, nobody did it but him. He was, as a I said, a very intelligent guy. He knew a lot about NCAA, he knew a lot about sports. But he was dictatorial.

**RS:** Is that why you call him hard to work for?

**ES:** Yes, very dictatorial. I did things I thought that was helping him a lot of times. And come to find out, he thought I was trying to undermine him. It sort of hurt me. I remember one incident Dr. Barker, who used to be the president, he was going to Miami with the football team on a bus. Joe McMullen told Dr. Barker the bus was leaving one time, and the bus left at another. So C.T. Mitchell calls me and says, "What time's the bus leaving, Ed?" So I told him. I said, "Well, the bus is gone." He said, "Well, Dr. Barker was supposed to ride with them." Said, "Joe McMullen told us it was leaving," whatever time it was. I said, "Well, call Dr. Barker, tell him not to worry about it." I said, "Tell him I'll get him up there." So I go over and get one of the university cars, drive Dr. Barker to Miami, turn around and come back. This is interesting. [inaudible]...talked about things in general. He said, "By the way, did you ever bring Dr. Barker up to Miami?" I said, "Yes." He said, "Well, I didn't know anything about it." I said, "Well, the bus left him. It was the only way I had to...only he had to get up there." So he accused me of kingdom building, which I didn't know what he meant at the time. And he went into a tantrum. I said, "Well, Joe," I said, "correcting a mistake that you have made, me telling Dr. Barker the time, and seeing that he got to Miami is kingdom building?" I said, "I'm sorry." I walked out. Next morning everything was peaches and cream. That's the way he was. He'd fly off the handle, and the next morning he'd forget all about it. Not forget about it. But he...he'd do the same thing again somewhere down the line, which I didn't like. But he was dictatorial. I didn't like the way he treated some of the people that I had to deal with. But he was the boss. So I had

to support him. **RS:** What about Dr. Schneider?

**ES:** Lynn was a...he was [inaudible]...he involved you somewhat in processes. Of course, like I say, what I did on each AD, except on Charlie, I did that, continued that on every AD that came in. And he, in my opinion, he was like a business man for the department. I liked him as a person. Good people. But as operational person, I think he lacked a lot of things. He didn't...he didn't do anything that I'd think AD's should do in that position. A lot of people said that he didn't tell the truth to them, you know, people outside in the community. And I'd have to defend him. [inaudible]...I'd say, "Well, I don't know anything about that." "He lied to me about this thing." "Well, I don't know that." I said, "He's never lied to me." And he never did.

**RS:** Now that you don't have to defend him, because he's not your boss, were the community folks right?

**ES:** Yes, in a lot of instances they were. In some instances they were. I think about one particular incidence. Let's see...baseball field out here; here's another story. A lady told me that he lied to her about some things that he'd promised to do out there. And she was giving me grief about it. She said, "Well, I'm just going to Dr. Nitzschke about it." Which she did. And some corrections were made. The lady wasn't the best...wasn't the best at putting things in their proper, prioritizing things, you know, and kept things in shambles.

**RS:** Was he primarily responsible for the financial mess that, I guess you'd say led to Hayes' demise? Or was Hayes responsible for it himself?

**ES:** Looking at what happened, it was Lynn's handling of the monies in the athletic department. Like I say, he never involved us in the budget bit. Now, I don't know how much money he had to work with, where it went. But I do know that after he left here, there was a lot of bills that

hadn't been paid. And it was supposed to have been in the black, financial wise. So in my position I found that there were a lot of bills that had been put on the back burner, that hadn't been paid.

**RS:** Now, are these primarily bills to the school labs or...?

**ES:** Outside agents, vendors. Outside, you know, in..... I told [inaudible]...pay as much as we can and go as far as we can go. Let the chips fall where they may. Because people, some of them were owed money for six, seven, six months to a year. And all this stuff was just stacked up. So we paid 'em. And I told the powers to be, you know, what was going on. We were in the red, instead of being in the black. And I told Davis, when he came aboard, too. He didn't know this. We don't have any surplus that we Lynn said we have.

**RS:** Were you, not as a subordinate here, but as an individual....

**END SIDE 1 - TAPE 2 - BEGIN SIDE 2 - TAPE 2 [tape quality is poor]**

**ES:** . . .Marshall. But he had, I think he had some people fooled into thinking that he'd done all this, that he had this much money. He got some glowing letters of reference. Some probably came from here. His old boss at Illinois, used to be Illinois, he probably gave him a good recommendation. Probably got some recommendations from his counterparts in the Southern conference. But I was surprised his, that he got the job.

**RS:** And what about Dave \_\_\_\_\_?

**ES:** Well, I can't say enough about him. Good things. I haven't found anything negative, other than some of the other things I've already mentioned. And I discussed this with him, also, about the programs [inaudible] . . . And this is the only thing, only point, we've disagreed on. And he's looking at it from a Title Nine standpoint, and I'm looking at it from a business standpoint.

[inaudible]. . . I said, "Well, Dave," I said, "if you was in business and you found one part of your business wasn't carrying its weight," I said, "what would you do with it?" I said, "You'd make some adjustments in it, wouldn't you?" He said, "Yes. But you can't do that in the athletic...." I said, "okay." But he's right, you know, I guess he's right. [tape quality improves] But Dave, he's...he's one in a million AD's. And he hasn't finished moving yet. He'll probably leave Virginia Tech.

**RS:** That place is a mess right now.

**ES:** Yes. But there's no where for him to go, but up now. He's getting in there on the ground floor, everything's in shambles, anything he does that's positive is going to make him look good.

**RS:** And yet, it certainly is a place that can be turned around.

**ES:** Yes.

**RS:** Let's deal with a few coaches. (ES: Okay) Start with Bob Daniels.

**ES:** Bob Daniels..... I liked Bob. He wasn't much of a recruiter. He was a heck of a defensive minded coach, strategy wise. But offensively, I could care little about his offense.

**RS:** I remember some talk about him. Was he not into the run and gun mode of basketball?

**ES:** He's more or less into the St. Joseph type basketball, or Miami of Ohio, like they used to be.

**RS:** [inaudible]....and win, huh?

**ES:** Yes. Thirty-five passes, one shot. No, he wasn't one of my favorites, as far as playing the type of basketball that people like to see. But he was a good person, though.

**RS:** Is that was did him in, more than anything else?

**ES:** That, plus Ernie Salvatore got on him, and he and Ernie had words and [inaudible]...you lose every time. So uh, they drummed him out of town. The fans, some of the fans got on him

because of his coaching philosophy.

**RS:** Would he have ever embarrassed the university? I don't mean in the sense of winning and losing. But....

**ES:** No, no. (RS: in any other way?) No. He was a gentleman.

**RS:** What about Aberdeen?

**ES:** Only knew him for a short while. He was a heck of a motivator. [inaudible].... He's a showman. He was a showman during the games. He's a good showman. He's a good recruiter. But he...he lacks some coaching....some coaching....oh, strategies. Of course, when you get those good kids like he was getting, there's not too much coaching that you have to do.

**RS:** Were some of these kids marginal, at best, as student athletes?

**ES:** I'm trying to think who we had. Yes, Dick Labonowski, oh, who did we have? George Washington.

**RS:** I've heard of a couple when I first came here that....

**ES:** Rolly Price....

**RS:** . . .these guys really....

**ES:** . . .were marginal people.

**RS:** Maybe not outlaws, but not solid citizens.

**ES:** Right. He had one kid in there from, very big kids, about 6'9", black kid, 6'10", from Baylor who transferred in here. He was supposed to have been....Hell, he couldn't even write his name. I forget what his name was. But he had some marginal people, yes.

**RS:** Which that doesn't mean that...I don't mean that to detract from .....

ES: Yes, they were good people, good kids. But academically, they'd have to struggle like everything to make it. And most of them dropped out.

RS: Now, Aberdeen himself brought in Bob Zephalotto to be like an associate coach or something? (ES: Right) And then Zephalotto became the head coach with some of the talents you mentioned. How's Zephalotto as x's and o's?

ES: Bob was a, I think he relied too much on x's and o's. Sometimes the x's and o's don't fall into place like they should, on the floor. So you've got to deviate from what your original game plan was. Bob didn't. And if everything went according to plan, he was tough. But when it came to making deviations from those plans, he didn't do it too easily.

RS: Pretty motivated?

ES: Uh...I think he was a pretty good motivator, I think so. On some of the kids, you know. Some of them came to me and talk when they wouldn't talk with anybody else. And you could always have that, some kid coming in to complain about this, complain about that or about Bob and some of his assistants. Which is a problem with most coaches and their assistants. I said, "Well, why don't you tell your coach about it?" "Well, he won't do anything about it." And I'm sure not going to say anything about it. It's his staff, you know. He has to see things, he hired them. So he's going to have to see things for himself. If it was something very detrimental to the program, I would say something to him. But Bob, he was good with x's and o's, except when it came to deviating.

RS: What was his biggest weakness?

ES: I think his biggest weakness was, he...our program demands the best athletes we can get. Some of the big names deserves the best schedules we can get. Bob wouldn't go after the big

athletes. Because he didn't think he had a chance of getting them. I think that was his biggest weakness, you know, he wouldn't go out after the top athlete. They'd get third and fourth lineup.

**RS:** Yes, I remember one of the cutting remarks was, "Well, we beat Wheeling College for [inaudible]...or something to that effect. Which is not quite like losing player x to l. (ES: That's right) How about Huck? [referring to Rick Huckabee, basketball coach]

**ES:** King Huck. I was more or less, I think I had some responsibility for him being there. I was the one that picked him up when he came in for the interview and took him around. As a coach, he's a good recruiter, also. He recruited some pretty good people. I haven't been inside his program like I have in the past. He's lost a lot of kids, more so than I think any coach has, any basketball coach that's been here. Kids quit his program for various reasons. As a coach, he's still learning. He's still learning how to coach at this level. And I'm sure he'll say the same thing to anybody else. He's made...he makes mistakes. But I don't think you'll see him making that same mistake three or four times over and over. He's alienated a lot of people, because of his Louisiana air. He's done things that no other coach has done yet. He's taken us to four NCAA, three NCAA playoffs. He has the winniest record. Maybe it's not against the best of opponents. But I looked at the ones we used to play, years ago when Cam Henderson was supposed to have been so great. You've got the Bucknell's, you've got the St. Francis PA, Morris Harvey, schools like that. So looking at that and looking at what he's done with the schedule that he's been playing, I'd say he's done a good job, in spite of his personality.

**RS:** What kind of a guy is he then, to have around?

ES: I get along with him fine. But there are other people that just can't stand to be around him.

(RS: In the department?) Yes.

RS: Is that arrogance on his part?

ES: I don't know whether it's arrogance or whether it's just his makeup, you know.

RS: You did start this by calling him king.

ES: Yes, King Huck, yes. I call him king because he's done all these things, you know. I'm not making....

RS: Not because he thinks he's the king?

ES: No, no. He's a very good friend of mine. I'd be the first one to pull out negative things about him if, and I'll defend him, too.

RS: And you hear all kinds of stories. One, the program is going to fall apart because really Dan Bell was the recruiter. Johnny Lyles doesn't know a hill of beans from a hill of something else. Huckabee can't coach, but he's slick. Whatever that means. Are any of those any close to the truth?

ES: Now, the Johnny Lyles part. He has more input as to who plays, how they play, than any other coach on the staff. It should be Dickison, which is why Bell left, because he had no input.

RS: See, that even became visible to me.

ES: Yeah, this is why he left. Huckabee turned to Lyles about decisions he had to make, rather than turn to Bell or Dickison. And I can understand Bell's reasoning. If I was a, as long as that condition existed, if I was Dickison, I'd be looking for me some other place to go to.

RS: Does Lyles deserve that kind of support?

ES: No. See, Lyles played for Huckabee in high school. And they were very much closer than



anybody else. So he listens to Lyle. [inaudible....put Lyles in the background and listen to some people with experience.

**RS:** Yeah, surely Dickison .....

**ES:** He's been around. He has a host of basketball knowledge. If you watch him on the sidelines, he has very little input [inaudible]...individual players.

**RS:** What about the recruiting end of it?

**ES:** The recruiting end? I'm like you, I'm afraid that it may suffer. Although, \_\_\_\_\_ out there beating the bushes right now. He was out beating the bushes yesterday. They're keeping him on the road. And, but he can't do it by himself. Before it was Dickison and Bell.

**RS:** Well, to defend Huck for just a minute, it is very common in the profession, I think, that the assistants make all these contacts and the head coach seals the deal. Is that correct? Or do head coaches really go out a lot themselves?

**ES:** The head coaches, they'll go out when...when they get a tough one, a good one. If the assistant coaches are making some end roads with 'em, and there's one they really want, the head coach, he'll stick his nose in it to help seal it.

**RS:** And is Huck good at that role?

**ES:** Oh, yeah, I guess he is. He's gotten some pretty good [inaudible]..... because he had some good training down there at LSU. [referring to Louisiana State University]

**RS:** Any....I don't mean rule violations. But any distortions, you think, involved in his recruiting?

You play. We can guarantee you that.....

**ES:** Oh, I'm sure to get a kid like [inaudible]...who's a quality kid, quality ball player, he had to

guarantee he was going to play, and he's just lucky that he had a spot where he could fit in there. The point guard, we'd never had a point guard since..... But the kid, he's a quality kid, good ball player. And he promised him that he would play. Other than that, I don't know of any....[inaudible] but you'll probably have to play behind so and so for a year or two. He's like Taft. Taft knew he wasn't no starter, but he's going to have to play behind Henson this year. And if a kid can accept that when the coach tells you and be happy with it, well and good. Other than that, I don't know of any promises or [inaudible]...promised them a job, a summer job.

**RS:** There's nothing wrong with that, is there?

**ES:** No, no. Kids can work all they want in the summer, or during holidays, make all the money they want. They just can't work while school's in session.

**RS:** Let's switch sports here. You said that Couts, the athletic director, would have really helped, in particular, I think, the football program. I've heard the same thing said about the coach. Tully? (ES: Rick Tully) He was a good man?

**ES:** He was a good man. He was a good man. I can't remember anything negative about him, except my first...the first time I met him, we were out at the Glenbriar, was having a dinner, season press conference and all this. And I think it was just a slip of his mind. He introduced his whole staff except for this black assistant. He got up there and said, "Did I forget anybody?" So Rick's wife, she said, "Yeah, you forgot Coach \_\_\_\_\_ back there." Rick said, you could see his face flushed. He said, "Oh, yes, Coach \_\_\_\_\_, please stand." I don't know whether it was an oversight on his part, or whether he didn't mean to. But that's the only think I can think of. The kids all liked him. He was a type of coach, something like...he wasn't as jovial as Chaump. But he wasn't as imaginative in his offense as Chaump. But he did enough things to

win. He's a good recruiter. He had a good staff. [inaudible]...he would have been there that year and next year for sure. We would have had some people in the pros now, not just Carl Lee. Because there were some of those kids that the pros had already indicated they would get a shot. Joe Hood and oh....the names become faded now. But there was three of them off that team that probably would have had a shot at the pros. [inaudible]...he'd had a shot at defensive back. Larry Saunders was the other kids name, from Tuscaloosa. But all those kids would have had shots, [inaudible]...quarterback. [inaudible]...recruited by some of the biggest schools in the East. And he came here because the court staff was fired. [inaudible]...probably doing something illegal. But he stayed.

**RS:** And then Lengel had to try to do something with.....

**ES:** Lengel came in, had a bunch of rag tails, freshmen, what few people was left that didn't make the trip. A lot of walk-ons. A lot of people came here to help, to play football and help out of sympathy, a lot of them. And he brought together a bunch of kids who played hard. They won two games that year. They beat Xavier. I think they beat Bowling Green, if I remember correctly. Which everybody thought was great. Jack would have won, had he stayed. He would have been a winner, too. But he ran into conflicts with the AD, and he was the one who brought him in here. He played for him up in Akron. But they [inaudible]...and Jack said, "I can't take no more," said, "I'm getting out of it." So he quit. But I think had he stayed, the program would have probably turned around.

**RS:** Which suggests at least, to me, that Elwood was not of the same caliber.

**ES:** Elwood was a, he had one of the best offenses. He had an offensive team. We scored a lot of points in most games. But we'd get beat. [inaudible].....35. Elwood could have won a few....

Now, Joe McMullen told him, suggested to him, to change his defense, defensive people. Frank was loyal to these people and he wouldn't change. So as a result, he had another losing season and boom! that was it. They fired him. But had he changed his defense around, defensive people or just made some changes in his staff, and got a decent defense, he would have had a successful team, too. So it's been a variety of reasons why the program took so long to turn. Circumstances....[inaudible]....and athletes.

**RS:** How does Sonny fit into all this?

**ES:** Sonny was a good recruiter. He wasn't much of a coach. He was an intimidater of the kids, which I always resented. You don't have to, kids don't play for you out of fear. This is what he tried to do with most of his players, intimidate them to the point they were afraid of him. And I never liked him, never did. Derek Johnson, who quit the team, he was a quarterback, finished med school here recently. Sonny tried to make him give it up, give up [inaudible]...take classes that would fit into his football practice. And Johnson said, "No, I can't do this." And he [Sonny] said "Well, either you do this or that." So Johnson went to the powers that be, and he had to quit the team but he kept his scholarship. And now he's a doctor. But these are things that he did to some of them. Grab 'em by the face mask....were you here those years?

**RS:** I couldn't believe it. I mean, I...what stunned me the most, was not that he did it, but that he did it in a game. Coaches do that kind of stuff in practice occasionally. And that doesn't make it right. But when there's a certain element of discretion involved here, that's....

**ES:** It's dehumanizing kids. And uh...I just never did like him. Never did. He and I had words one time, he came up the ramp, he was behind-, we were playing Appalachian State, and he came up behind [inaudible]...facilities, to make sure everything..... So he came up the ramp and said

something to me about [inaudible]..."if you'd got that..." I said, "Sonny," I said, "you go straight to Hell!" "What did you say?" "I said go right to Hell!" I said it right in front of his coaches and players, which I think some of them was glad I did. He said, "Well, I'll see Lynn Schneider about this." I said, "You see Lynn Schneider and then come back and see me." He told Lynn about it, but Lynn never did say anything. Because he bullied a lot of people. And that just [inaudible]...on campus. He was a Jekyll and Hyde. [inaudible]...flowery stuff. But he was treacherous. And I had to sit in on the firing of him. When they fired him, I had to be there. It was a very emotional thing.

**RS:** You were glad it happened, I take it?

**ES:** Yes, I was glad, (RS: For the school) yeah, for the school's sake. He and his assistant, one of his assistants, one of his assistants slammed a kid out there one day, slammed him to the ground and did some damage to his shoulder. And the kid went home and got him a lawyer and filed suit. I don't know how they fixed it up. But he had a big law suit against the Athletic Department and the university. A guy by the name of...what was his name? He left here and went to the Citadel and now he's at LSU. But these were the kinds of people that he brought around. He had some people, some pretty good people on the staff. But most of them were just like he was. He would [inaudible].....

**RS:** Then comes Parish and .....(ES: Stan Parish)... [inaudible]...more or less.

**ES:** Stan did something that no other coach before had ever done. Regardless of what we think about Stan, he came in here and showed that you could win here. And I liked him. I didn't like him for the way he left us. Like he came in here leaving. I guess you could say the same about [inaudible].... Stan came in here looking for a next step up. And I don't think people should use

us that way. But he did do us some good. He made this job, made the football job a very enticing job for Chaump or anybody else that was going to come in after Chaump. We have lost so many coaches here because of not winning for various other reasons. A lot of people said you couldn't win here. This was the same all over the country, "You can't win at Marshall in football". But Parish, he came in here and did his thing and moved on.

**RS:** Obviously he's a completely different personality from Sonny Randal?

**ES:** Oh, yes. But he had an assistant who had the same mannerisms as Randal.

**RS:** Which one was that?

**ES:** That was an older gentleman. He did things to players sort of like Sonny. I didn't know about them until, they didn't do 'em in games, but in practices, things he would say to them, racial remarks he'd make to 'em. He used to call [inaudible].... He'd call the black kids watermelon eaters and all this stuff. And the kids came to me after he was gone. I didn't know that stuff was going on. I don't think Lynn knew what was going on. Because nobody ever said anything to him about it. And Stan, came to find out, [inaudible].... Because I guess he took the same thing up there, and some of those kids wouldn't take it out there, you know.....

**END OF SIDE 2 - TAPE 2 - BEGIN SIDE 1 - TAPE 3**

**RS:** Obviously Parish had football sense. (ES: Very much so) Dedication, perhaps too much ambition. And I don't think anybody, like you said, could ever deny his contributions. But did he have some deficits, too?

**ES:** In his coaching, he didn't believe in...he didn't believe in the kids working on weights. They never had meetings, never had team meetings. And this is why when you run up against teams that [inaudible]....because the kids hadn't been working on weights, and they were like me, you

know, no muscles. And when George came in, those teams that beat us last year, year before last, he saw that they were physically more-, much better than we were, he got busy on the weights and you can see the results of it this year. But these were Stan's only shortcomings. He wouldn't, no team meetings.

**RS:** You know, I talked to Chaump a year ago about precisely that. I mean, it came up in a conversation. My wife and I happened to be at the Chattanooga game where we had been at a meeting in Florida, Parish's last year. And we came back and went to the Chattanooga game that night on our way home. And we happened to sit right by the Chattanooga bench. And if I remember correctly, we got a long touchdown pass or long play early in the game that led to a touchdown. So the score after the first quarter or something was seven seven, or seven ten. It was close. It was going to be 40-something to seven, I think, before it was over. (ES: I think I was at that game) And what I couldn't believe, was that early in the second quarter, the Chattanooga defense was coming off the field laughing. And I said to me wife, "Either they know something we don't know, or they're going to get their bell rung pretty soon, because you don't take your points like that, unless you're right or you're stupid." Well, they happened to be right. Obviously as the game wore on, it became clear that they just were overwhelmingly superior. Chaump looked at me and said, "That won't happen again." They might beat us, but they won't beat us up. And he beat Chattanooga two years in a row, hasn't he?

**ES:** Yes, yes. [chuckling] He has a way of getting back, like when Appalachian beat us, when was it? The championship game, he went back and we drew his plan, his battle plan. He said, "Ed, there's no way they can beat me twice."

**RS:** Is he that much smarter than most of the coaches?

ES: Yes, he prepares well.

RS: I just am amazed at what he's accomplished.

ES: One thing about him, he has [inaudible]...x's and o's. He puts in stuff that most coaches....it's right down...like I was telling you about the summer basketball coach. If it doesn't work straight down the pike, [inaudible]...then Champ's got something else that will work. He don't get his mind set in one way. He's smart.

RS: It's amazing that this man, who's 50? (ES: Mmm-hmm) Is just now getting a chance to show what he's really got. (ES: That's right) It really lets you know what a hit and miss operation life can really be.

ES: I don't see how he...how he has stayed hidden so long. A lot of people thought when he came in he was going to be a Woody Hayes type of coach, you know, three runs and a punt. He incorporated the run with it. And he'd run more, if he had to run [inaudible].... But he just amazed a lot of people. A lot of people said he didn't have no personality. But he has a very good sense of humor, personality wise. He, Frank Gardenia, who used to be here, he made the comment, he was sizing up all the prospects one day in a staff meeting. Frank made the comment that the only thing he had against Chaump was that he didn't have no personality. I told Frank, "The guy's a winner, though." And he does have a dry sense of humor. And you get to know him, he has a real good sense of humor. His personality is very outgoing. I had the pleasure of introducing him to the staff when he was hired. Dave told me had to go somewhere. Which I did, and I found out a few things about him. And I told the football [inaudible]...about him, about his experiences at Ohio State. Something had happened between he and Woody [Hayes]. He looked at me and said, "How'd you find that out?" The team just laughed about it.



Which sort of broke the ground for his introduction.

RS: What had he done?

ES: Well, he was, he worked with the quarterbacks at Ohio State. And Woody felt they weren't doing some of the things that he wanted to see them do at that particular day. So he called them all up and said, "You guys aren't doing that right. Get out on that field, the other end of the field, and just run." And Chaump looked at him with a quizzical look at Woody and Woody said, "You don't like it either, do you?" Chaump said no. Woody said, "You go down there and run with them." I said, "What did you do?" He said, "Hell, I went and ran with them!" [laughing] He said, "I needed to run some anyway." But he's been a very [inaudible]...some very pointed questions in that first meeting. Hazard was one of the guys that asked him, said, "You're the third coach I've played under." Said, "What can we expect from you?" Chaump said, "Well, if you stick with me," he said, "you're going to be winners." And I guess from that initial meeting, Hazard and Chaump, they became like father and son. He's a good man. He's not always going to be around here, though. I give him, this year, I give him one more year. But he'll be going to some big school, if he don't leave this year. He's got too much going for him.

RS: Yes, I was at Morgantown for a year. He can coach circles around Nehlan.

ES: [inaudible]....Ohio State.

RS: I wouldn't be a bit surprised if Nehlan doesn't get the Ohio State job. Well, that's neither here nor there. One other person. Bob Hayes.

ES: Dr. Hayes.

RS: He came on board, according to Dr. Moffat, in 1974, I mean, not to the university,

[inaudible]...presidency, saying something very much like "You can't have a real university if

you don't have a winning football team." How did that make us win over to you folks? Did it change your job in any way? Easier, tougher?

**ES:** Easier. Dr. Hayes was a type of guy, he always, well, he always told me, because he knew me when I first came here. He said, "If you're ever having any problems in your area that you can't handle, or if you're having any problems with anybody that you can't handle, come see me. My door's always open to you." Which meant a lot to me. He was a very fair, in my opinion. And somebody else might say something else about him. But in my opinion, he was a very fine person. He always treated me with respect, regardless of who was around or anything. He was the first president who openly supported the athletics. [inaudible]...academic people. But he knew that a good athletic program was going to enhance the whole university, not just athletics. It's going to bring in more students. Not just for athletics but for the whole university. So he staked his presidency on building the athletic program. And it may have been his downfall, too. I mean, looking back on it.

**RS:** Did he, I can't believe for a minute that Sonny Randal could intimidate Bob Hayes. But did he....

**ES:** He didn't intimidate him. He told, well, McMullen, [inaudible].... And I think maybe Dr. Hayes was looking for a reason to get rid of him. And Sonny, as I'm told, of course he'd say, "Either Jones has got to go or I'm going." And I guess in about a week or two weeks time, Jones came into Dr. Hayes' office. And he dismissed him.

**RS:** How about on money? Did Randal have any sense of budget excesses?

**ES:** Sonny constantly went over budget. Which was one of the things that Jones fought him on. Sonny, he had an unlimited budget. Oh, he's go over it with no rationale for doing it. He just did

it because..... So Jones was constantly down his back about that. Which Jones was right.

**RS:** Well, did Hayes support...well, obviously in the end Hayes supported Randal on that. What about...but in the end, Hayes got it. Over the money. Does that mean that Hayes really lost sight of something?

**ES:** Well, I don't think it was the money in the athletic department per se. I think it was some other things that some of his subordinates were doing, which were illegal. Over time pay for employees, buildings and grounds people, instead of.... There was some sort of thing that happened there with the overtime pay or overtime vacation. He was giving them vacation for paperwork they didn't do, things to that effect. Some of his people [inaudible]..... And I think the Regents [WV Board of Regents] should have been on top of that. I think that was one of the things. And the athletic department may have been secondary.

**RS:** But it's, what I think I'm hearing you say is that the athletic department appreciated Bob Hayes's support and it was a critical factor.

**ES:** Yes, I think it was a critical factor as far as his retirement. He was forced to retire, as you know. Right around, I think it was...they intimidated...it was either you retire or...this will be made public.

**RS:** How about if you take two or three or five minutes, whatever you would like, to say what you want to say about Ed Starling and Marshall University?

**ES:** Ed Starling is fortunate in a lot of ways to have been a part of Marshall University. I made some life long friends here, my wife and I. Marshall has given us a chance to do a lot of things that we wouldn't have been able to do at the early time we did it. And I think that we'll be forever indebted to the university and the town for the friendships that we have made, and I hope

it lasts for a lifetime.

**RS:** Sounds good. Thank you.