

Interview with Cy Logar  
2/8/08, 2 p.m.  
Kanawha Room

*Interview start time:* 1:51 p.m.

Roy Nutter: Explained Jan Boyles' role as recorder.

*RN: Describe overview of service in the West Virginia University College of Business and Economics.*

Cy Logar: Originally from Minnesota. Received bachelor's degree from Colorado College. Received master's from University of North Dakota. Received Ph.D. from Kent State. Came to WVU in 1976. Hired as assistant professor of marketing. Worked in that position for three to five years. Chaired department of marketing. Served as interim chair of management for one year. Served as associate dean twice.

*RN: Can you share dates for those positions?*

CL: "Let me work backwards." Currently associate dean. Served as associate dean once before, then returned to faculty. Now associate dean again. Served as associate dean between 1985-1987. Not sure on dates served as chair of marketing department. Served as interim director of grad research when Tom Witt stepped down. From 2006-2007, served in interim capacity when Paul Speaker stepped down from eMBA program. Blakely assumed that position in Summer 2007.

*Michael Lastinger: Did you help in the transition (with Blakely assuming the post)?*

CL: Served in interim capacity. Told Steve Sears that he would serve in job for a couple of months – until December 2006. Served for another six months after that. Blakely reports to Logar. Been involved with grad program for many years.

ML: Clarifies that there are two time windows under consideration. Panel interested in 1997-1998 and 2007.

CL: In 1997-1998, worked as marketing faculty member. Not associated with eMBA program. At that time, it was a new program. Used to be part-time evening MBA program. Had cohorts in Wheeling, Weirton, Parkersburg. Was essentially duplication of MBA. Offered on different schedule, but everything else was the same. Agreement between Paul Speaker and Syd Stearns (dean at the time) to convert to the eMBA format.

CL: Different courses, different direction, different delivery system. Did not teach in the program. In 2007, filled in as interim program director. Asked Bonnie Anderson and Liz Vitullo to "keep the program rolling." First exposure to eMBA. Raised questions about admissions standards. Took dip in enrollment to raise standards. Two reasons behind

enrollment decline – 1. Took Liz Vitullo “off the road,” and 2. “tightened admissions standards.”

*RN: Who is Liz?*

CL: Liz Vitullo. Serves as coordinator/director of eMBA. Bonnie Anderson works with MBA. Found that “promises had been made” to students in the program.

*RN: Was there more than one student affected by these promises?*

CL: Yes. For example, when a student performed poorly in a course, they were given another chance. Poor grades were grounds for dismissal from the program. One specific student was admitted and failed a required course. Student was dismissed from the program. Student shows up in Logar’s office two semesters later. Had been readmitted to the program.

*RN: Are you talking about the 1997-1996 time frame?*

CL: No. Talking about 2006.

*RN: So what happened during 2006?*

CL: Wasn’t aware of anything connected to Heather Bresch until received phone call. “Asked to attend meeting to discuss this particular student.”

*RN: When did this occur?*

CL: “October of last year, from what I recall.” Dean (Sears) mentioned that had received call about her graduate records during the time period. Bresch was taking new job. Announcement in paper. Meeting was held – the one mentioned in Post-Gazette articles. Participants included: Craig Walker, Steve Sears, Paul Speaker, Jerry Blakely, Cy Logar, Alex Macia and Jerry Lang.

*RN: Why was this meeting held?*

CL: “Because from what I had heard, Bresch had received new job.” Paper called University about the position, called to confirm degree. The answer: she had not graduated. Guesses from that answer that “the call went some place.” Dean (Sears) asked Logar about situation. Didn’t know about it. Hadn’t been involved with eMBA.

*ML: When was this meeting?*

CL: Sometime in October.

*ML: Can you confirm who was at the meeting?*

CL: Walker, Speaker, Macia, Lang, Sears, Blakely, Logar.

*ML: Was everyone there for the whole meeting?*

CL: Yes. No one person came in late and left early. Everyone was there for the entire meeting.

*RN: Why don't you take us through that meeting?*

CL: "The question came up in the meeting – 'Did the student graduate or not?'" (Tries to remember discussion). Before that meeting, there was another meeting. Jerry Lang had called that meeting. Asked Steve to come to his office. Not sure if Jerry Blakely was there or not. Met and Craig Walker came in, "I think."

*ML: It was you, Lang, Sears and Walker came in?*

CL: Yes, Walker was there part of the time. The meeting was in Stewart Hall. Blakely may have attended. Alex Macia "popped in for some of the meeting."

*RN: Where did this meeting take place?*

CL: Craig Walker's office. (Hesitates. Meeting was in office next to Mike Garrison's. Used to be Chief of Staff's office). Had meeting. Jerry [Blakely] asked what was going on. [Blakely] had conducted research to look at student record. "Assume call went to Stewart Hall."

*ML: When you are referring to Jerry, you mean Jerry Blakely, right?*

CL: Yes. Jerry [Blakely] told Steve that, "I have no idea what's going on." Shared information. "There were [REDACTED]"

*ML: The Provost referred to [REDACTED]*

CL: Discussed student records, [REDACTED]

*ML: Do you certify students for graduation?*

CL: Director of graduate programs does. Speaker would have been in charge of that.

*ML: Did you sign off while you served as the interim director?*

CL: No.

*ML: What if a student had incompletes on his/her record?*

CL: "They wouldn't be on the graduation list. They wouldn't graduate. I'm frustrated because I've never seen a person graduate with less than the required courses needed for graduation." Saw a list of students who graduated with less than 48 hours.

CL: Was shown list by Jerry [Blakely]. Dean asked to audit students from current day to beginning of eMBA program. Saw list with several students who had graduated with less than 48 hours. One student graduated with six hours of music toward the business degree.

*RN: Understood the audit would start at present day and work backward. How far back has the audit reached?*

CL: "To the start, I think. We went back as far as we could with the best information available."

*ML: "So your impression is this list went back to the beginning of the program?"*

CL: Saw documents. Lots of voids in student records that are unknown. "I've never seen anything like this." When Paul [Speaker] was in management, "he had to go around and collect money." At the beginning of the terms, Paul collected fees. Faculty never had complete rosters. "If the University did not pick up the fees, Paul would have to go and collect money." Not sure if students were paying for themselves or if company was paying.

*ML: Are you saying that students were not receiving a bill from the University?*

CL: "That was my understanding from Paul."

*ML: That these students were not getting a bill?*

CL: "That they were not getting a bill is my interpretation. The University had no mechanism to pick up students on the roster in the middle of the semester."

*RN: Do you know the starting/ending dates for the classes?*

CL: No. Back then, offered many credits as 1-2 hour special topics. Structured by Speaker. Series of courses listed as special topics. Also, number of independent study courses. Paul issued independent studies that didn't get recorded.

*RN: This was when Speaker was running the program?*

CL: Yes. Heard similar information from other students in the program.

*RN: Recently? Do you know their names?*

CL: [REDACTED] She received a phone call from the newspaper. Went to class with Heather Bresch. Heather told [REDACTED] that

she had conversation with Paul Speaker. According to ██████ recollection, Bresch told ██████ that Speaker green lighted her degree completion. According to ██████ account, "Paul told her [Bresch] that 'We'll do an independent study or paper and we'll take care of it [the degree].'"

CL: "I would have made the same decision that Steve made with the information we had. She was told 'We'll take care of it for you,' and she believed it."

CL: Instructors were paid \$300 to do independent studies for those students.

*RN: What was the numeric prefix for independent study courses?*

CL: 495? Couldn't recall.

RN: Remember, at that time, grad courses were 300/400 level.

CL: Wasn't involved in approving any of the courses. Special topics classes were "shepherded by Paul." Classes were changed from one, two credit offerings to three hour courses.

*RN: Would you know by looking at a transcript which courses were independent study?*

CL: Doesn't know. Never paid attention to how the courses showed on transcripts.

RN: Two variations: ADTP and SPTP.

ML: [Looking at transcripts]. Looks like 495 is independent study; 493 is SPTP.

*RN: If we were going to request for a list of students who completed less than 48 hours, what should we ask for?*

CL: Ask Jerry Blakely. He was doing all the work. Saw document. Several students with less than 48 hours. Assumes Blakely is still generating names.

CL: Knows about an isolated case — ██████. Record was "adjusted" this past summer so that he would graduate. "Worried about who's the next person that's going to get a job and will follow up with a degree." Not sure what other students exist with similar problems.

CL: For a semester, Bresch had to go to California. When sat in meeting, Craig Walker indicated that he had spoken with Bresch. According to Walker's account, Bresch had lunch with Speaker and Leah Summers. As relayed through Walker, at the meeting, "she [Bresch] was left with the impression that she had graduated."

CL: At the meeting, examined a list of students who had not completed the requirements. Bresch's name was not on the list. Saw a document that Blakely and Anderson had

discovered. List of Mylan alumni. Document had disappeared off hard drive, had IT person find it. On list, Bresch is listed as alumna of eMBA program. Examined list of names of students "we believe had graduated." [REDACTED] was on the list. [REDACTED] was also on that list.

CL: Bresch had [REDACTED]. Why would someone go through graduation with [REDACTED]. Graduation ceremony is in May. Students in eMBA do not finish until the end of the summer. Students are allowed to walk through the ceremony.

CL: At the meeting, Speaker indicated that several courses should have been covered based on arrangements that had been made.

CL: "Everything was pointing to the fact that at least she believes she met the degree requirements. When I look at it, I can't tell if she did or didn't."

*ML: In my college, we have a list of graduates, which is generated when students register for graduation. The list begins in February or so. Generated when students pay graduation fee. Was this a list of possible graduates?*

CL: It was a document that had a list of students and the names of courses completed.

*ML: Why did you think this list was a full graduation list?*

CL: Interpreted list to be graduates. Had courses that students had completed each semester, course listing and grades. Program is 13.5 months.

*ML: So it's a tracking document?*

CL: Yes. "That's what I saw." Assumed was graduation list.

ML: You assumed...

*ML: Do you know if someone checked that list to see that those students actually graduated?*

CL: Was aware that Bresch and [REDACTED] were on the list.

*ML: [REDACTED] was on the list? The deficiency list?*

CL: No, he was on the list of graduates. Thinks Blakely generated list.

*RN: When did you last see this list?*

CL: Within the last two weeks. It was part of the information that the panel asked for. On the list, students are grouped by cohort.

CL: We have no other lists.

*ML: How and why was a transcript altered on the basis of a student's name being on a list?*

CL: Don't know. Sat in meeting where Walker relayed that courses were taken. Talked about money issues and grade change forms. Discussion: perhaps person didn't process those forms. Told in meeting that grades were never changed. "Based upon that input, we tried to fill in those gaps, based on what Paul said at that meeting."

*RN: What role did you play in writing the letter that was submitted to Admissions and Records?*

CL: "All information put on the table." Paul, Craig shared information at meeting. "It was said that from that discussion that the student had completed the degree."

*ML: Who said that?*

CL: Alex Macia. He said, "It appears that she has finished the degree."

*ML: Was he the first one to say that?*

CL: "Yes. Craig Walker said, 'I talked to her.' She had talked to Paul. Paul changed his story. Not sure why."

*ML: For the record, Craig Walker is reporting on a conversation that he had with Heather Bresch about a conversation that she had with Paul Speaker in front of a witness?*

CL: Yes. Witness was Leah Summers. "The impression was left after the meeting [with Speaker] that she had completed all the degree requirements." Grades were never turned in. "It sounded like someone was convinced in their own mind based on the conversation that the degree had been earned." At meeting in Stewart Hall, it was asked, "Does anyone disagree?"

CL: Blakely then constructed BUE 4. No records were available to support Paul's comments on the incompletes. Dieter [Schaupp] shared with Logar that Paul had offered \$300 to do an independent study.

*ML: What did Dieter tell you?*

CL: Dieter said that people ask how can students get a grade when they are not in class. Everything is taped. Nothing major if a student misses class. But sometimes students were pulled off on a job and couldn't complete the course. In that case, Dieter shared

with Logar that instructors were offered \$300 to complete independent studies with these students.

*ML: And how would a faculty member respond?*

CL: Didn't want extra work. The philosophy of independent study is that it's an in-depth examination of material that extends beyond a normal course.

*RN: What haven't we asked you that you think we should know about?*

CL: "The whole process has been very frustrating. I'm extremely frustrated with what's happened." Someone needs to talk to Heather, Summers, Paul. Bring them together in a room and find out what really happened. Not sure if Speaker's actions are retaliation for stepping out of the director position. "Paul has the kind of personality that he'll tell you what you want to hear. I know the deals that he would do. Guess this one slipped through the cracks." If he was Heather Bresch and the degree was revoked, he would sue the University.

*RN: Is there anyone else that we should speak to in B&E?*

CL: The three people I mentioned (Bresch, Summers, Speaker). "Steve made the decision. Based on the information, I would have made the same decision. You always err on the side of the student." Entrepreneurial climate with Stearns as dean.

*ML: Do you think that entrepreneurial spirit was part of the culture that led to these problems?*

CL: "The entrepreneurial spirit was good. If you don't have it, then you're in trouble." Concerned with the integrity of the program. Admissions requirements stipulate that candidates should have two years experience. But what does that mean? How does a full-time job compare with someone who worked in summers while going to college? GMAT was not always required.

Interview ending time: 2:59 p.m.