UNLV faculty authors shed light on social anxiety in children, implementing change, and more

By Barbara Cloud

While many children experience social anxiety in certain settings, approximately 4 percent experience it so severely that it profoundly affects their lives. They are simply unable to participate in normal social activities. This debilitating anxiety experienced by children is the focus of a new book by Dr. Christopher Kearney, professor and director of clinical training in the department of psychology, who serves as the UNLV Libraries’ Collection Management to lead the project.

Christopher Kearney

Originally published in 1994 and updated in 2005 after a “sea change in the information market,” the Guide to Licensing and Acquiring Electronic Information will aid library staff members as they seek the many and varied types of electronic material available today: journals, books, DVDs, videotapes, video games (instructional and recreational), CD-ROM, software, and locally and remotely loaded full-text content. Sugnet (pronounced Soon-y) says the guide is intended to “empower colleagues and help them compete in the new information marketplace.”

“I especially hope it helps institutions in states where limited funding has most seriously impacted accessibility to scholarly information,” says Sugnet, who is responsible for obtaining such materials with the UNLV Libraries’ acquisitions budget of $5 million – an amount that he acknowledges doesn’t go far these days in stocking library shelves.

The guide opens with a discussion of different kinds of electronic material and offers advice on selection, examining the issues associated with such questions as, “What hardware will you need to use the materials?” Discussion is offered on major issues to be considered during the acquisition process and the many factors involved in licensing.

“We are now immersed in an environment in which academic library budgets have been battered by the increasing commercialization of the scholarly communication process,” Sugnet says. “This has led to extravagant annual pricing increases for journals and other resources. Unlike most European and all other English-speaking countries, the U.S. does not have a national licensing agency to negotiate the fairest deals. This guide is an attempt to help librarians level the playing field.”

Sugnet’s collaborators on the guide, Stephen Bosch and Patricia Promis, are librarians at the University of Arizona Library. The guide also contains contributions by Trisha Davis of Ohio State University.

“The electronic information environment is changing so rapidly that a year of change in the new millennium equals a decade or more back in the ’80s,” Sugnet says. “A guide like this should be very useful in today’s market.”

For Dr. Gene Hall, a professor in UNLV’s department of educational leadership and former dean of the UNLV College of Education, the phrase “change is the only constant” takes on special meaning. For more than 30 years, change – or, more specifically, understanding change as a process in organizational settings – has been a nearly constant subject in his research.

Hall’s latest book in this field, a second edition of Implementing Change, written with longtime collaborator Shirley M. Hord, gives readers a model to guide them in facilitating change.

Hall’s interest in the subject emerged when he was a new faculty member at the University of Texas at Austin, many years ago. “One of my first assignments was to work as an external change agent to 40 plus higher ed institutions around the United States that were implementing innovative teacher education programs,” Hall recalls. “Some of the key constructs in my model of change, the Concerns-Based Adoption Model (CBAM), were derived from that experience.”

Hall received several large contracts from the National Institute for Education to develop measures and to verify whether key CBAM constructs were representative of real-life change processes. Hord, from the Southwest Educational Development Laboratory in Austin, Texas, was “one of the talented colleagues,” Hall says, who joined the research team and has collaborated with him for 30-plus years.

“We are known as the ‘godfather’ and ‘godmother’ of CBAM, one of about four paradigms that are used around the world for understanding, studying, and facilitating change.”

Hall and Hord start from the assumption that “change is a process, not an event.”

“This is more true today than ever,” Hall says, advising that viewing change as a process is key for those working in organizations. “Don’t make change an event; do not assume that it is ever done. Enjoy the process.”

“We also emphasize that there is a personal side to change. You can’t just deal with the innovation. You have to understand the role of people in the process.”

Each chapter in the book describes a key change construct that Hall, Hord, and their colleagues have developed and researched over the years.

Hall notes that in a climate calling for education to pay more attention to the way accomplishments are achieved in the private sector, Implementing Change is one example of “academic research and ideas that are applicable in business.”

He notes that the concepts introduced in the book have already been adopted with success by a national company as it went through major restructuring.