Inside UNLV

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More Time for Teaching

Faculty Adapt WebCT Tools to Fit their Classroom Needs

By Erin O’Donnell

When Patti Shock started teaching online courses through WebCT three years ago, she was surprised to find that most of her students were logging in during breaks from their busy lives in Las Vegas. “I expected more of the online students to live outside Las Vegas,” said Shock, chair of the tourism and convention administration department in the Harrah Hotel College.

Today, Shock ranks as a pioneer among the growing number of faculty members who conduct part or all of their courses through WebCT. UNLV’s system for teaching online. More than 14 percent of the courses offered during fall semester had an online component, up from about 7 percent the previous fall.

WebCT coordinator Wonda Riner describes WebCT as a course management system that gives faculty members dozens of tools to help them handle the business of teaching more efficiently. With that taken care of, faculty members can focus on the content of a course, she said.

And it satisfies the expectations of a generation of students for whom the Internet is as basic as running water.

Now housed in the office of information technology, WebCT (short for Web Course Tools) is available for every course, every semester, and faculty members can use as many or as few of the tools as they wish. It works on three main levels:

- **Informational**: Instructors can upload materials such as syllabi, lecture notes, or PowerPoint presentations for students to view or print — and once they’re posted, the materials are accessible thereafter. “When you’re teaching the same course again and again, that’s where the time savings comes in,” Riner said.

- **Interactive**: The discussion and chatroom tools can help instructors require participation that they can’t otherwise enforce. Due dates can be set by the system for their purposes.

- **Evaluative**: Online quizzes can be given in multiple-choice, matching, fill-in-the-blank, or even short-answer formats, and they are graded instantly.

“Whoa, there’s that instant feedback that students love,” Riner said. Although not graded instantly, essay questions are also an option.

Training Available

The Teaching and Learning Center offers WebCT training on a regular basis for both beginners and advanced users. Riner said that once instructors have the basics down, they’re encouraged to innovate.

“The thing I’ve always told faculty members is not to focus on what WebCT can do. Rather, focus on how you want to teach and make WebCT meet your needs,” Riner said. “They shouldn’t modify their teaching or content to fit a tool; they should modify the tool to fit their needs.”

For example, the School of Nursing wanted its students to use WebCT for journaling, but the assignment function wouldn’t accept ongoing submissions. So they adapted a different tool in the system for their purposes.

The Nursing School has been enthusiastic about WebCT, and created a staff position to support faculty in their use of it. Assistant professor Roseann Colosimo, who is leading the search for the WebCT and web manager, said the debut of the nursing Ph.D. program was a major impetus for creating it.

To learn more about WebCT:
call ext. 5-0730.

For WebCT Technical Support:
call ext 5-0777.
Legislative Session Presents Opportunities and Challenges

I would like to take this opportunity to welcome members of the university community back to campus after the break. For most of you, February is the time of year dedicated to returning to the typical routines of the spring semester and to the tasks that make the institution run smoothly. For those of us in administration, it is also time to prepare for the new biennium — and with it, the state’s next legislative session.

As always, the legislative session is expected to present both opportunities and challenges for UNLV. The session inevitably demands a great deal of preparation by the university, as well as our steady attention and participation in the coming months. For those of you unfamiliar with our involvement in the legislative sessions of years past, I should note that beyond initiating the extensive budgetary planning process that is naturally a part of each session, we also provide a great deal of background on any number of UNLV needs and programs during the session. Legislators, or their staff members, often request information from us on wide-ranging subjects, including, but not limited to, enrollment, facilities, staffing, faculty workload, services, and policies.

Given the far-reaching implications of these matters, I feel that all members of the campus community should be generally aware of the legislative issues at hand and our priorities for this session. In addition, I would like to thank you in advance for your assistance in the upcoming session if you are called upon to share your expertise on pending legislation.

Funds Sought for Improvements

As I have previously discussed, a top priority in the session will be to gain funding for three major capital improvement projects. (Because I described these projects in detail in a recent column, I will not elaborate beyond the basics here.) They include the following:

- An approximately $13.6 million appropriation to cover items such as equipment, furnishings, and data/telecommunications wiring for the new Science, Engineering and Technology Building. This funding was deferred from the last budget cycle and is, of course, critical to the completion of a building that will be tremendously beneficial to both the campus and the state.
- Approximately $24 million in funding for the proposed Greenspun Hall, which would house several of the offices and departments in the Greenspun College of Urban Affairs currently dispersed across campus. The new state-of-the-art facility, which is expected to cost approximately $40 million, would be funded in part by a donation from members of the Greenspun family, who have generously increased their pledge for the facility to $16 million.
- An estimated $10 million in funding for the Student Services Complex addition and renovation that will consolidate the student services departments into one central location to provide greater convenience to our students.

Priorities Include Growth, Nursing

Another of our highest priorities this session will be ensuring that enrollment growth is funded at appropriate levels. In the last session the system was funded at about 84 percent; in this session we are seeking to have the formula funded at 87 percent to accommodate existing enrollment and implement modest enhancements to programs and services impacting our students, faculty, and staff.

Another important issue for UNLV involves our nursing doctorate. As you may know, the state is committed to in nursing at UNLV, which will enable us to increase the number of qualified nursing faculty eligible to teach students in Nevada. Our request for more than $770,000 to help fund this program is folded into a larger UCCSN budget request for nursing programs of approximately $4.5 million.

Coordinated Lobbying Effort

Also significant in this session will be a renewed emphasis on the coordination of lobbying and government relations activities among UCCSN institutions. We are enthusiastically participating in a systemwide effort, vigorously initiated by Interim Chancellor Jim Rogers, to improve coordination among UCCSN institutions as they represent the interests of higher education in Nevada.

Designated representatives at each of the institutions will work closely with the rest of the UCCSN lobbying team by helping to track bills, identify appropriate individuals to deliver testimony on given issues, and gather information for use at the session.

Students wait at the student financial services office in the Student Services Complex on the first day of spring semester. Funding to add to and renovate the complex to improve service to students will be sought from the state Legislature.

More Info on Government Relations: call Marcia Turner, ext. 5-2389.

FROM THE PRESIDENT
Privacy Matters: Employees Must Ensure Student Confidentiality

By Holly Ivy De Vore

When in doubt, err on the side of protecting a student’s privacy.

That’s the advice of UNLV officials whose duties require them to be intimately familiar with the details of the federal Family Educational Rights and Privacy Act. Known as FERPA, the act protects the privacy of student records. All schools, including UNLV, which receive funds through certain U.S. Department of Education programs must comply with the law.

“FERPA impacts employees because we need to be careful how we disseminate information and that we are not displaying students’ personal information in places that could be considered public,” said Pat Zozaya, interim registrar. “For example, a staff member could be doing something very innocent and convenient like displaying students’ grades by Social Security numbers on a wall.

Many people are not aware of how specific the law is, she said. “However, because of identity theft, I think that people are becoming much more conscientious about not relaying other people’s personal information.”

According to the law, universities may disclose “directory information” such as a student’s name, address, telephone number, honors and awards, and dates of attendance. However, students may request that such information not be released.

FERPA Guidelines

According to the Family Educational Rights and Privacy Act, in addition to “directory information,” universities may disclose student information to:

- School officials with legitimate educational interest
- Schools to which a student is transferring
- Officials for audit or evaluation purposes
- Parties in connection with financial aid to a student
- Organizations conducting studies for or on behalf of the school
- Certain parties involved with a judicial order or subpoena
- Officials involved with health and safety emergencies

What Not to Release

Information that cannot be released includes Social Security numbers, dates and places of birth, nation of citizenship, race or ethnicity, grades, financial records, and disciplinary actions.

Under the law, university students have the right to review their education records and to request that corrections be made if their records are inaccurate or misleading. Parents of a university student do not have the right to access these records unless their child is under age 18 and has not graduated from high school.

“Sometimes we get parents, spouses, and other interested third parties asking for specific information about a student that they care about,” said Peter Hurley, interim director of student financial services. “Any student who is admitted to this institution is considered an adult and FERPA protection extends to that student as such. We cannot discuss a student without that student providing specific written permission to discuss his or her case with a named individual.”

That’s often difficult for parents to accept, Hurley said. “Oftentimes, if a parent would like to discuss a student, we ask that the parent make an appointment with the student and student financial services. Then we can discuss the situation together.”

Campus Committee

UNLV’s FERPA Committee keeps abreast of FERPA requirements and makes recommendations to ensure that UNLV remains in compliance. Committee members are Michael Bowers, vice provost for academic affairs; Phillip Burns, student judicial affairs officer; Michael Ellision, analyst in the office of institutional analysis and planning; Daniel Labreque, student financial services counselor; and Aileen Kuppe, associate registrar.

According to Bowers, “The committee began meeting over a year ago and has made numerous recommendations regarding enhanced training programs for new and current employees and for printed and web-based publications outlining for students, faculty, staff, and parents the scope of these federally mandated restrictions.”

Educating employees about disclosure guidelines can be a challenge, Hurley said, advising that employees should ask if they have any questions.

Employees with questions should call the registrar’s office at ext. 5-0892.

“It’s a never-ending struggle to educate new employees about the law and what they can and cannot do. When there is any doubt, employees should defer to protecting the student’s privacy,” Hurley said. “It is an area of concern that continues to grow and must be monitored. Ignorance is no defense.”

Inside UNLV

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More Info: www.ed.gov/policy/gen/guid/fpco/ferpa/or www.aacrao.org or the registrar’s office at ext. 5-0892.

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UNLV students will compete this semester in Nevada’s first statewide collegiate business plan competition.

The Donald W. Reynolds Governor’s Cup Collegiate Business Plan Competition encourages students to act on their entrepreneurial spirit and ideas while teaching them the process of creating a business from conception to implementation.

Faculty and graduate students from across UNLV can compete for more than $100,000 in cash awards, including a $20,000 grand prize. The competition is open to all faculty-sponsored undergraduate and graduate students enrolled in a Nevada university or college. So far, UNLV, UNR, and Sierra Nevada College have agreed to participate. Teams will fine tune the art of brainstorming and crafting a business plan; gain access to networks of successful entrepreneurs, lenders, and investors; and share in team-building opportunities.

UNLV coaches and sports education leadership faculty also presented four two-hour coaching clinics for high school students across Nevada on examination days. Staff responded to questions during fall semester.

UNLV faculty and staff are asked to encourage students to participate in this five-year program. For more information, contact ext. 5-2787.

Students will share their scholarly research through oral and poster presentations with peers, professors, and other members of the university community.

Awards, including cash prizes, will be given at this fifth annual event, which is set for 8 a.m. to 1:30 p.m. on the second floor of the Moyer Student Union.

All students who received Graduate and Professional Student Association scholarships in 2005 will present their research at the event. Last year, more than 70 students participated.

Interested students can obtain entry forms from the GPSA office in Lied Library, Room 3251, or from the Graduate College in Dungan Humanities Building, Room 352. The application deadline is March 15. For more information, call ext. 5-2261.

The College of Engineering is offering a new three-credit entrepreneurship seminar this semester. Designed and organized by members of the business and engineering communities, the course will feature guest speakers from industry. Linked closely to the senior design experience, the course is a first step in the college’s efforts to emphasize entrepreneurship in its programs.

Bolt Play Kicks Off February Offerings

February features a roster of exciting events, beginning with the opening of the Nevada Conservatory Theatre at UNLV’s production of Robert Bolt’s A Man for All Seasons on Feb. 11 in the Bayley Theatre. The show will run through Feb. 20. At the play’s heart is the standoff between England’s King Henry VIII and Sir Thomas More. Henry wants More’s official approval of divorce, but More’s strict ethical and religious code will not let him waffle.

The Performing Arts Center welcomes the St. Petersburg State Ballet Theatre on Feb. 16. The younger sibling of the Kirov and the Bolshoi ballet theatres, the St. Petersburg State Ballet Theatre features artists who demonstrate technical excellence in three ballets from Sergei Diaghilev’s Russian Seasons.
**Honors**

**Honor Code to be Implemented**

The Honors Council, in collaboration with Dean Stephen Rosenbaum, has approved the implementation of a code of honor for the college’s students. The code delineates student obligations with regard to courtesy and civility in their interactions and truthfulness and honorability in their coursework. This code is designed to complement the UNLV student conduct code and emphasizes that college faculty and staff are obligated to “set by example the honor code.”

**Hotel**

**Working Paper Series Highlights Faculty Research**

The college has initiated a working paper series that features research by faculty and affiliated scholars. The series serves two purposes: publishing works that increase knowledge about the hospitality and tourism industry and providing faculty with rapid dissemination of research results.

The following two titles can be obtained from the dean’s office upon request:

**New York Event Draws Alums**

The Harrah College of Hotel Administration hosted its annual alumni and friends reception in New York City in November. The event brought together 90 alumni and friends to reconnect and learn about new programs and activities at the college. The event was co-sponsored by the UNLV Alumni Association and was an opportunity to take the university to alumni living on the East Coast.

**Law**

**Professors Tackle Immigration Study**

UNLV faculty members and more than 60 community leaders met recently at the Boyd School of Law as part of a new research initiative in immigration issues. Law professor Sylvia Lazos and social work professor Vicki Albert are the principal investigators of a study titled “Planning for Immigration Growth.” Funded through a 2004 UNLV Planning Initiative Award, the study also involves professors Raquel Aldana, Leticia Saucedo, and David Thomson of the law school; Raquel Casas of history; Lori Navarrete of special education; Margaret Oakes of social work; and Keith Schwer of the Center for Business and Economic Research.

Representatives from a variety of organizations interested in immigration issues attended the recent stakeholders’ meeting, including officials from the Clark County School District; various city, county, and state government offices; local nonprofit and charity groups; the Asian and Hispanic chambers of commerce; and the American Civil Liberties Union.

Dean Richard Morgan gave the welcoming address; Lazos and Albert outlined the project goals. Participants then divided into four discussion groups: social services, education, labor force and economics, and legal reform. Following a wrap-up session, participants agreed that important topics were raised and a good foundation was laid for further discussion of a subject that is vital to Nevada and the country.

**Liberal Arts**

**Archaeologists Study Human Adaptation**

How ancient humans adapted to harsh environments is a research theme being pursued by several professors in the archaeology program.

Professor Barbara Roth conducted an archaeological field school with several students last summer in western New Mexico. She is investigating a pit house village that will help address how early agriculture was introduced into the area. This research was primarily funded by a UNLV New Faculty Grant.

On the opposite side of the world, professor Alan Simmons continued interdisciplinary investigations at the Neolithic site of Ayi Yorikis on the Mediterranean island of Cyprus. This site, too, addresses how agriculture spread, this time to the remote setting of an isolated island about 9,000 years ago. The project was run as an archaeological practicum and involved several students from UNLV and elsewhere. A Planning Initiative Award and the office of research services provided much of the initial support for the project. Continuing research for the next two years is provided by a grant from the National Science Foundation.

Karen Harry and Lisa Frink, who will be joining the faculty, have submitted a proposal to the National Science Foundation for ethnoarchaeological research in Alaska. They will focus on ceramic manufacture under harsh conditions. Harry also is examining research possibilities in conjunction with the National Park Service in the Lost City and Arizona Strip regions.

The archaeology program is part of the anthropology and ethnic studies department.

**Libraries**

**Internet Access for Non-UNLV Users Limited**

To better serve the growing numbers of UNLV students, faculty, and staff — and to ensure that student technology funds are used in the best possible manner — UNLV Libraries has made changes in the services offered to community users and visitors not directly affiliated with UNLV.

Library patrons who are not UNLV students, faculty, or staff no longer will be able to access most Internet or web-based e-mail sites such as Yahoo! from library computers. In keeping with the Libraries’ status as the only research-level collection of print and electronic resources within a 250-mile radius of Las Vegas, the Libraries will continue to provide community and guest users with on-site computer access to the UNLV website, federal government sites, and all of its electronic collections such as full-text online journal subscriptions. It is expected that computer access for students, faculty, and other UNLV-affiliated library users to the Libraries’ online resources will improve as a direct result of this change.

**Science**

**Researcher Receives NSF Grant**

The college is proud of the dedication and accomplishments of its faculty, including those junior faculty members who have quickly become part of the college family, said Dean Ronald Yasin.

These young colleagues have begun to accumulate awards, accolades, and grants. Most recently, Frank Van Breukelen received notice that he will be the recipient of a five-year CAREER award from the National Science Foundation (NSF). These prestigious awards are highly competitive and are meant to be used by some of the best young scientists in the nation.

Those in Van Breukelen’s laboratory study ground squirrel hibernation. During hibernation, core body temperature may be as low as minus 2 degrees centigrade, heart rate may fall from around 200-250 beats per minute to as low as three to four erratic beats per minute, and metabolic rates can be up to 1/100th of the normal rate. The amazing metabolic depression of hibernation means that critical metabolic activities like protein synthesis and degradation must be reversibly turned off. However, the maintenance of protein pools is required if the animal is to survive.

The new NSF grant will allow Van Breukelen’s laboratory to determine the mechanisms and implications for the control of protein metabolism during hibernation. They will investigate both the metabolic consequences for the shutdown of protein metabolism as well as differential gene expression geared toward survivorship. As part of this grant, they will produce a show in conjunction with UNLV-TV designed to promote scientific literacy in the local elementary schools.

**University College**

**University Studies Programs Prove Valuable**

One of the most frequent questions asked of the advisers, staff, and faculty of UNLV’s new University College is, “What can I do with a UNLV bachelor of university studies?”

“After the college’s first class graduates in the spring, we’ll let everyone know what careers these students went on to,” said Tim Gaulthier, assistant professor in residence. “By all accounts, though, it seems the sky is the limit.”

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Cory Tucker (Libraries) authored the article “Getting Down to Business: Library Staff Training,” which appeared in Reference Services Review.

Terance Miethe and Hong Lu (Criminal Justice) have published the book Punishment: A Comparative Historical Perspective (2004). It is now available from Cambridge University Press.

Mack Rubley (Kinesiology) co-authored an article titled “Effects of Rate of Force Development on EMG Amplitude and Frequency” in the International Journal of Sports Medicine.

Mark Hoversten (Landscape Architecture and Planning) authored an article,”The Centre: A Land-Based Issues in Design Education: Architecture within Landscape,” for the architectural journal Landscape and Urbanism. He also authored a book review of John Berger’s Reclaiming the West for Landscape Journal. Finally, he recently completed term as the Chair of the Council of Educators in Landscape Architecture, an international organization.

Sue Fawn Chung (History) was executive producer of Island Mountain Days: Discovering Nevada’s Chinese Miners, a film based on her research in Elko County. Shelan Davis, wife of film professor Francisco Menendez, wrote the screenplay. John Reginal LaFrance produced and directed the film for KLVX channel 10. The film aired in Las Vegas in July; it will air nationally around May for an American Heritage Month. UNLV was also the sponsors of the film.


Gale M. Sinatra (Graduate College) has been named editor of Educational Psychologist. This American Psychological Association journal, affiliated with division 15 (educational psychology), publishes reviews, essays, and theoretical articles. The journal has more than 2,000 subscribers, a circulation of more than 500 libraries and approximately 1,700 association members. The journal is rated among the top five in influence among journals in education.

Thomas Jones (Hotel Management) reviewed the fourth edition of his textbook Professional Management of Housekeeping Operations, published by John Wiley & Sons, Inc.

Brent Mungas (Kinesiology), Harvey Wallmann (Physical Therapy), and student Matthew Ledford have had their article “Analysis of Postural Stability in Collegiate Soccer Players Before and After an Acute Bout of Heading Multiple Soccer Balls” published in Sport Biomechanics.

Larry Ashley (Counseling) presented a 15-hour learning institute on “Trauma and Substance Abuse” at the national conference of the European branch of the American Counseling Association in Sonthofen, Germany. He also presented a mini-session on the same topic.

Dana Porter (Libraries) is the 2004 Mountain Plains Library Association Board Choice Award winner. The Board Choice Award is a personal initiative by board members to identify and recruit individuals with demonstrated ability in a library setting for membership in the Mountain Plains Library Association.

Patricia Cruz and Linda Stetzenbach (Harry Reid Center) authored an article, the chapter “Specific Detection of Fungi Associated with Sick Building Syndrome When Using Quantitative Polymerase Chain Reaction,” which was recently published in Sick Building Syndrome (the 5th volume of Advances in Applied Microbiology, Elsevier Academic Press, San Diego).

Gabriele Wullf (Kinesiology) and Marcus Loucks (Physical Therapy) have been awarded a grant by the American Parkinson’s Disease Association to support a research project titled “Attentional Focus Training to Enhance Balance in Individuals with Parkinson’s Disease.”

Jennifer Cox and Susie Skari (Libraries) co-authored the article “Government Information Education and Training: Selected Bibliography,” which appeared in Reference Services Review.

Marilyn Thompson (Curriculum & Instruction) was named the Staff Council Employee of the Month for December in the administrative staff category. An administrative assistant II, she orders all supplies, equipment, and forms for 43 employees, and fills in at the front counter. A UNLV employee since 1987, she has also worked as an administrative aid in the purchasing department and in the dean’s office of the College of Education.

Larry Golding (Kinesiology), along with departmental associate professor Jennifer Padilla Loupis, published a paper titled “Deep Water Running: A Conditioning Alternative.” Based on Loupis’ thesis research, the paper was published in Health and Fitness Journal, a publication of the American College of Sports Medicine.

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Patricia Mathews (Center for Academic Enrichment and Development on Rate of Force Development on EMG Amplitude and Frequency” in the International Journal of Sports Medicine.

Patti Shock (Tourism & Convention Administration), John Stefanelli (Food & Beverage Management), and John Bowen (University of Houston) recently co-wrote the book Restaurant Marketing for Owners & Managers. The book was written for the industry market.

Gregory Borchard (Journalism and Media Studies) presented “Greeley at Salt River: Whig Radicalism and the Collapse of the Second Party System” at the annual symposium on 19th Century Press, the Civil War, and Free Expression at the University of Tennessee, Chattanooga. He also moderated a panel session titled “Media, Democracy, and Revolution on Foreign Shores” at the American Journalism Historians Association convention in Cleveland.

Michael C. Dalbor (Tourism & Convention Administration) and Robert E. Chatfield (Finance) recently wrote a textbook titled “Financial Management.” It was published by Pearson Prentice Hall.

Frank Serafini and Tom Bean (Curriculum & Instruction) and John Readence (University College) recently published a book review essay titled “Reconceptualizing Adolescent Identity” in the prestigious literary journal Reading Research Quarterly. In this review, the authors offered some insights into current theory focusing on adolescence, adolescent identity, and adolescent literacy.

Yvette Aqui (Computer Resource Center) and Sam McCool and Rose Yake (Teaching and Learning Center) recently received national WebCT senior certification. The trio completed three certification components, including online teaching and learning, face-to-face sessions, and a performance presentation. WebCT is a versatile learning management software that has been licensed for use by all UCCSN institutions to augment face-to-face courses, to offer hybrid courses, and to offer distance education courses that are entirely online.

Additionally, he discussed two papers on studies concerning the linguistic and cognitive aspects of secondary literacy.

Brad Eden (Libraries) presented the paper “Academic Library Professional and Alternate Vocation: Working Outside (and Within) Your Scholarly Field” at the seventh biennial National Conference on Independent Scholarship in New York City in October.

Janet Dufek (Kinesiology) arranged for Nick Stergiou of the University of Nebraska at Omaha to give two research presentations at UNLV. His topics were “Industrial Applications of Biomechanics: Developing Biomedical Devices for Prognostic and Diagnostic Measures of Pathological Locomotive Bio-Rhythms” and “How Anterior Cruciate Ligament Deficiency and Degeneration Influence Tibial Rotation.”

Submit Your Accomplishments Info to: inside.unlv@ccmail.nevada.edu

Items should be no more than 75 words.
Hilary Bockstanz, director of staff development and employee relations

Hilary Bockstanz’ new position marks a return to her area of expertise. A veteran of the field, she spent six years in the employee relations and staff development office at the University of Utah before moving to Las Vegas. Inside UNLV asked her for an inside view of her profession.

How did you get into staff development and employee relations?

I actually got my bachelor’s degree in criminal justice, and I went to work for the Hanford nuclear reservation in southeast Washington (which produced plutonium for atomic weapons) as a law enforcement officer. Then I moved into the personnel and training division. They did some very assertive, very aggressive training programs for law enforcement officers.

What is challenging about providing such services or avoiding problems?

Conflict has a tendency to be very insidious. If you don’t address it right up front, it perpetuates and gets worse. I think many, many times if supervisors and employees have a place to go and talk things over, they are better able to identify resolution strategies. By doing that, they get a more effective and productive workplace.

What happened to supervisors and employees when they had workplace difficulties?

I had an employee come to me after engaging in a period of absenteeism that resulted in leave without pay. He said, “I was kidnapped by aliens.” So I asked, “Can you get a note from the aliens? Can you verify a medical reason for your absence?” And he said, “Yes!” So I said, “Fine, bring me a note, and we’ll talk further.” I never saw him again.

You deal with things from the absolutely hilarious to things that are so sad — drug and alcohol addiction and its impact in the workplace, and just about everything in between.

What happens to supervisors when the bizarre situations arise?

So many people confuse it with equal employment and affirmative action. Really, diversity goes several steps beyond in that it’s not just about race or sex or color or national origin. It’s more about cultural socialization. We all come to the workplace with different perceptions because we were all socialized differently no matter where we came from. Add cultural differences into the mix, and it’s an atmosphere that can breed conflict.

TRAINING: HR Expands Resources in Conflict Resolution

CONTINUED FROM PAGE 1

“We get calls here in HR all the time from people who say, ‘Help me talk to my supervisor’ or ‘How can I get training for my employees?’” Bockstanz said. “They ask, ‘What can you do to support me?’”

The answer is that by next fall Bockstanz hopes to offer a catalog of classes that will include supervisory and management training, communications, conflict resolution, and the newest area of emphasis within HR, diversity sensitivity.

Sam Connally, associate vice president for human resources and diversity initiatives, created the new positions during the reorganization of his office last year to bring diversity to the forefront.

“It’s surprising that an institution the size of UNLV didn’t have a staff development position,” Connally said. “The more positive employee-supervisor and employee-employee interactions are, the less likely we are to encounter employee relations problems triggered by race, gender, or national origin differences.”

Bockstanz said sensitivity is crucial on a campus as diverse as UNLV, and that everyone can benefit from learning how differently others may perceive comments or situations. “When you deal in an upfront manner, conflict is going to be reduced. We have a responsibility as citizens of the workplace.”

Solving Problems

In addition to providing training, the new office will also give employees somewhere to turn when they have workplace difficulties. They will be able to discuss problems confidentially and work to find a solution through exercises such as role-playing.

“Employees have to be able to communicate with managers and supervisors so they can get clarification without feeling threatened or defensive,” Bockstanz said.

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Silver Saddle

Although her prowess already has paid off in terms of the championship — and the impressive silver-studded saddle that came with it — Dean is determined to better her times. “I get a real kick out of the sport,” she said. “And sometimes you have a problem that’s just such a simple thing to fix if you have someone internally who knows how to do it.”

Practice Makes Perfect

As is the case with any sport, practice — and lots of it — is critical to success. Dean and Holly practice as many days a week as possible — a task made easier by the arena Dean and her husband built at their home. On a recent weekend when unusually wet weather made it impossible to practice there, the couple hauled Holly up to Utah where an indoor arena is available.

Another key to success, according to Dean, is participating in as many competitions as possible. She’s ridden in as many as 25 meets per year, making it possible to rack up the points necessary to have a shot at the title. “Good riders who don’t get to many competitions may do well in individual events, but they aren’t going to win the overall championship because they won’t have accumulated enough points,” she said. “That’s why we go to every competition we can — that and the fact we love it.”

Dean laughs now when she recalls her initial reluctance to take up the sport because she felt that at 45 she was “just too old.”

Having owned a horse as a child, Dean long had been interested in horses, but had drifted away from riding as a teenager. A few years ago, she couldn’t help but notice the horses stabled near her office in the Campus Services Building for the National Finals Rodeo. “I saw all the cowboys, and it looked like they were having a good time,” she recalled. “It reminded me how much fun riding and horses had been, and I decided to start riding again.”

Dean, who has inevitably sustained several injuries, including a broken foot and a broken leg, during her years of competition, has no plans to slow down. “I know some competitors who are in their 70s,” she said. “If I keep enjoying the events as much as I do now, I hope to be competing into my 80s.”