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Inside UNLV

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The Giving Tree

The annual Faculty Club Holiday Card Tree drive is back! To make a donation to this fund that provides scholarships to students each year, go to foundation.unlv.edu/give. For more information, call Deborah Young at ext. 5-2818.

Mission: Diversity

New Office Making Strides Toward More Inclusive Campus

By **Diane Russell** | Marketing & PR

Action is on Christine Clark's mind.

During her first year as vice president for diversity and inclusion, Clark plans to take strong and obvious steps toward making the university both more diverse and inclusive. For too long, she said, members of the on- and off-campus communities interested in seeing significant improvement in these areas have been repeatedly disappointed.

"It's vitally important that this office makes a difference on campus within the next year," she said. "We need to show the campus community that it's not just talk — things are really changing now and will continue to change for the better."

One action has already been taken, the awarding of \$300,000 in Institutional Development Grants. (See "Walking the Diversity Talk.")

Additionally, Clark is partnering with Suzanne Espinoza, associate vice president for enrollment and student services, as well as with admissions and diversity personnel from the Clark County School District, CSN, NSC, and UNR, to address admissions in the context of diversity.

Clark and Espinoza emphasized that they are not seeking to change UNLV's current cognitive criteria (GPA and standardized test scores), but rather to refine UNLV's admissions process to simultaneously improve graduation rates and demographic diversity. Hybrid admissions approaches, which pair the traditional criteria with other student success predictors, have been shown to improve graduation rates, especially in racially and socioeconomically diverse student bodies, she said.

Clark is quick to point out that, "excellence requires diversity; that is, excellence and diversity are complements, not competitors."

Non-cognitive variables include such things as:

- whether a student has overcome significant hardship.
- what kind of support system a student has, such as family members who will support her in times of stress.
- how a student deals with racism or sexism, whether he is the target or agent of racism, or a witness to it.

Once UNLV refines its admission process to take full advantage of key cognitive and non-cognitive

> See **DIVERSITY**, Page 7



Law professor Sylvia Lazos serves as co-chair of one of the two research groups that received Institutional Development Grant funding. She is part of the group working toward a Research Center for the Study of Race, Class, and Social Justice.

Walking the Diversity Talk

Institutional Development Grants Fund New Research Programs

By **Cate Weeks** | Marketing & PR

The way in which the Institutional Development Grants were organized should give you a clue: promoting diversity will be a group effort. The president's office recently awarded \$300,000 — twice the amount originally slated for the IDGs — to two dozen faculty and staff members.

Rather than fund the original proposals project by project, the grant recipients were grouped according to common goals found in their initial proposals. "This is a way of walking the diversity talk," said Christine Clark, vice president for diversity and inclusion. "Diversity is not a product, but a process. So, our success with these initiatives will be evident in how broadly and widely we collaborate."

The goal is to establish two permanent programs on campus:

- a Research Center to Study Race, Class, and Social Justice
- an Institute for Multicultural Education and Diversity Training

In making the awards, President David Ashley challenged the two groups to re-evaluate their proposals and determine how they fit into the goals of the proposed center or institute. He also encouraged them to recruit colleagues to join their efforts. Only through broad campus involvement will UNLV's diversity and inclusion initiatives become "national model programs for inquiry, scholarship, education, training, outreach, and service," he said.

Inside UNLV talked to one co-chair from each group about the impact each hopes to make.

Research Center for the Study of Race, Class, and Social Justice

Co-chairs: Sonia Horsford (Educational Leadership), Elaina Bhattacharyya (Diversity and Inclusion), and Sylvia Lazos (Law)

Raising awareness of UNLV's research was one common theme in the five proposals grouped into this initiative. The center's formal structure will help researchers across campus build upon each other's efforts, Lazos said. "We know each other vaguely by reputation. By bringing more organization to

> See **IDG**, Page 3

Dems to Wage War of Words at UNLV

The Democrats are coming! The Democrats are coming!

Most — and possibly all — of the major Democratic candidates for president will be on campus Nov. 15 for a presidential primary debate.

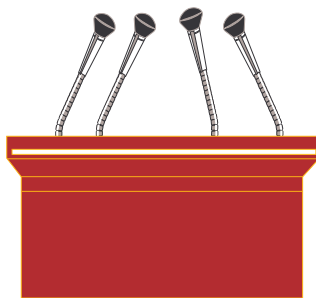
Currently set for 5 p.m. at the Cox Pavilion, the debate is being sponsored by CNN and the Nevada Democratic Party. CNN will air the debate live with Wolf Blitzer, anchor of *The Situation Room* and *Late Edition with Wolf Blitzer*, moderating. UNLV will be allotted a limited number of seats to be distributed to the campus community.

In addition, a number of related events may be held the week of the event, including a CSUN-sponsored student mock debate, a campus concert, and a political forum sponsored by the Brookings Institute

Some disruption to campus, including increased traffic, is anticipated as the candidates and their staffs as well as the media and debate guests arrive at UNLV,

said Schyler Richards, associate vice president for community relations.

"The temporary inconveniences that will result from having the debate on campus are outweighed by the positive publicity UNLV should receive for being the site of such a major event," she said. "We ask members of the campus community to be patient and remember that any inconveniences will be short-lived."



"UNLV is proud to be the site of a major political debate that will be watched by people around the country. The exposure will be invaluable to UNLV and Southern Nevada," said Luis Valera, director of government relations. "If the Republicans want to hold a debate here, we would be happy to have them, too."

More info: Be sure to check the debate website at www.unlv.edu/debate for frequent updates as additional information becomes available.

Shared Governance Key to UNLV's Future

In his convocation speech, President David Ashley emphasized his belief that shared governance is critical to a university's success. Here he expands on the topic.

Many employees came to the university from other environments and may not understand the concept of shared governance. Can you explain your views?

Top-down management approaches generally do not work on college campuses. It sounds clichéd, but shared governance recognizes that smart people work here. It would be incredibly misguided and a waste of resources not to turn to them for support and expertise in advancing the university.

When working effectively, shared governance creates a partnership among faculty, staff, students, and the administration. It recognizes that each group has distinct roles and responsibilities, as well as a common purpose in achieving the university's mission:

- The faculty is the key to achieving excellence in academic quality. Its members have the primary role in setting high standards for academics, for promotion and tenure, and for research productivity.
- Professional and classified staff members understand the complexities of campus operations and offer tremendous expertise in their fields. They are unquestionably the best resource for knowing where we can gain efficiencies and improve effectiveness.
- Students are the primary consumers of what we produce. They can and should tell us how the learning environment can be adjusted and improved. Students must be included in any assessment of our performance as a university.
- The administration's primary role is to be a good shepherd of our resources amidst many competing interests and needs. Our administrative



David Ashley | UNLV President

leadership should also guide and shape the discussions and keep us moving toward our primary goals.

Can you give an example of how those roles play out?

The faculty must inform the administration of the impact on learning so the administration can make appropriate and sometimes tough decisions based on available resources and institutional priorities. For example, let's say the faculty, in its pursuit for excellence, proposes the need for a highly equipped new lab. The lab would certainly advance our mission, but as a steward of limited resources, we have to ask, "Can students experience the same learning outcome in a more streamlined facility?" The faculty sets the academic expectations and needs, and the administration seeks economical means and establishes priorities for achieving those results.

In other words, shared governance is not decision-making by consensus, which so often leads to protecting the status quo. It's a way to make tough, but informed and transparent decisions. Ultimately, I am accountable for moving the university into the future; but I cannot achieve that without building trust in the

administration and engaging the campus community in aggressively achieving our goals.

Are there any administrative changes being developed now to enhance shared governance?

In my convocation speech, I mentioned that we are forming an executive policy committee with broad representation from across campus. This committee will now be charged with evaluating proposed policies and then making recommendations to the cabinet. I believe this will encourage even greater transparency in decision-making. This committee will also promote much greater coordination of policy. Its responsibilities will include creating a database to catalog all policies and ensuring that new policies do not conflict with existing policies.

The professional staff is represented by a committee of the Faculty Senate rather than by its own campus unit like the Classified Staff Council. At the recent professional staff development day, I encouraged attendees to explore ways to strengthen their involvement through shared governance, perhaps even re-establishing a separate Professional Staff Council.

As we move forward, I hope that all members of the campus community find avenues open to them to participate. Balancing our roles in shared governance is a fluid process with sometimes varied results, but you can be certain that we will be a stronger university the more we are all actively engaged.

More info: To learn more about the organizations involved in UNLV's system of shared governance, visit:

- Faculty Senate, facultysenate.unlv.edu
- Classified Staff Council, unlv.edu/committees/csc
- Professional Staff Committee, prostaff.unlv.edu

Employee Benefits

Got Leave? Here's How to Use It

A Guide to Sorting Out Your Leave Benefits

By **Grace Russell** | Marketing & PR

Confused about which leave to use when? Here's our guide to the leave benefits UNLV offers to help you balance work life and personal life.

Annual Leave

For vacations or just a day off to relax, use your annual leave. All employees receive paid annual leave except for part-time employees.

Before you book your plane ticket or reserve that tee time, benefits manager Pat La Putt said that you should do two things. First, check your leave balance to ensure you have enough time on the books. Second, get your supervisor's approval to take the leave. "As long as you have accrued annual leave and your supervisor approves it, enjoy the time off," La Putt said.

Holiday Leave

Employees receive 11 paid holidays including this month's Veterans' Day, Thanksgiving, and Family Day. Unless you and your supervisor arrange for you to work a holiday, these are paid days off.

Sick Leave

When you're ill or need to care for a sick family member, use your sick leave. This paid time off also can be used for medical appointments.

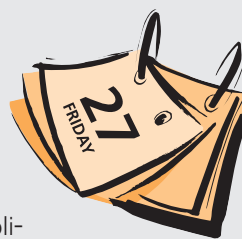
Up to 15 days of sick leave can be used to provide direct care for a sick

Breaking Through the New Year

This year, the UNLV campus will reduce operations for winter break on Dec. 22 through Jan. 1. Services and offices that will remain open include human resources, payroll, university police, the office of information technology, and selected library facilities.

Christmas Day and New Year's Day are official state holidays and the university will be closed. If you want to take advantage of the remainder of the break, use your available annual leave, comp time (if applicable), or request leave without pay. You may also choose to work during the break. You are not required to take leave.

More info: Call Larry Hamilton at ext. 5-1299 for a complete list of office closures or more detailed information.



relative or when there is a death in your immediate family. The number of days available for bereavement leave depends on your job classification.

"With sick leave, employees can feel secure they will not lose pay while taking care of their health or their family's health conditions," said Lily Magana, benefits coordinator. "If additional time is needed, talk with your supervisor."

Family Medical Leave Act (FMLA) — Under this federal act, you can take up to 12 weeks off for the birth or adoption of a child, for personal health reasons, or to care for a family member who is seriously ill. To qualify for FMLA, you must have worked at UNLV for a year. Use of annual or sick leave during those weeks allows the employee to remain in paid status and to receive their benefits.

"FMLA serves to protect your job

while you're gone. Due to the already time-generous leave provisions at UNLV, the federal act did not provide additional leave, but it did provide the job protection," said La Putt.

This leave also provides that any employee who qualifies can take FMLA leave for bonding and newborn care purposes. "Before FMLA, employers would rarely see fathers take such leave," La Putt said. "After the FMLA, such leave is protected and taken much more often."

Under FMLA, you can request up to 12 weeks off in any rolling 12-month period. To qualify, you must complete the forms found on the HR website or call the benefits office.

Extended Sick Leave — For faculty or professional staff who have exhausted their sick leave and are unable to return to work, UNLV offers extended sick leave. This is

paid leave granted by UNLV's president. Depending on length of service and available funding, an employee could receive one or more months of extended sick leave.

Catastrophic Leave — Catastrophic leave is available to classified employees who have used all of their sick leave. Employees must have a life-threatening illness or injury. Once approved for catastrophic leave, with the permission of the employee, the office of human resources sends out a campuswide announcement asking for leave donations for that employee. Unfortunately, at this time, only classified employees can donate leave hours to other classified staff.

Other Types of Leave

Time taken for the following reasons is never deducted from your annual or sick leave balances:

Jury Duty — UNLV employees receive paid leave for serving on a jury or as a court witness.

Civil Leave — UNLV grants all employees paid time off to vote. The amount of time you receive to vote depends on the distance the polling place is located from the university.

Military Leave — Employees who perform active military service in time of war or emergency are entitled to leave and, in most cases, differential pay that will make up for any lost pay if their military salaries are less than their UNLV salaries.

More info: For full details visit hr.unlv.edu or call ext. 5-1374.

Employees Weigh In on Planning Process

By **Grace Russell** | Marketing & PR

During the identity and values session of the Focus: 50 to 100 planning process, faculty and staff were asked how they perceived UNLV now and what it should be in the future. Here are some of their thoughts.



“A university has different values than for-profit businesses. When faculty, students, and the community come here, they should feel that UNLV is a place that values them for more than what they can contribute to the bottom-line. We should be a place where an ethos of community and of respect and reciprocity for ideas as a show of care for our fellow human beings is cultivated, encouraged, and rewarded.”

— **Gregory Brown, history professor**



“I would like to see UNLV leverage what makes us unique to our region. Housing, hotel, and casino construction is booming here and provides research opportunities for students and faculty. Maybe we should focus more on our

construction management program and provide resources to elevate the program to a higher stature.”

— **Darrell Lutey, assistant director, campus computing services**

At the third session, participants were put into groups and asked to create 15-second radio spots about UNLV. Here’s what they came up with.

Spot 1: Come for the Weekend, Stay to Get a Degree

An intellectual center in Las Vegas? At UNLV, just a mile from the famed Strip, faculty and students collaborate to solve global problems in a unique cultural laboratory.

UNLV — Come for the weekend, stay to get a degree.

Spot 2: A Global Village for Innovation

The world comes to Vegas. UNLV delivers to the world. UNLV — A global village for innovation, an intellectual center in Las Vegas.

Spot 3: A Laboratory to the World

Dynamic. Accomplished. Accessible. The University of Nevada, Las Vegas is a youthful, energetic institution. Situated in the Mojave Desert and in an international tourist hub, UNLV



Sociology professor David Dickens addresses those gathered on the first day of Focus: 50 to 100 planning sessions.

serves as a laboratory to the world. From astronomy to hotel programs, the university is recognized nationally and internationally. Come and join the fastest growing university.

Spot 4: Global Problem Solving

UNLV values and promotes the pursuit of knowledge in an ethical and collegial environment committed to diversity and focusing on research, scholarship, and regional, national, and global problem solving with emphasis on community engagement.

Spot 5: Break Away from the Pack

U - Unique
N - Novel
L - Leading
V - Vanguard
Be a Rebel — Break away from the pack!

More info: Read more about what your colleagues are saying and share your thoughts online. The Focus: 50 to 100 website also has a full calendar of planning events. Visit planning.unlv.edu.

> IDG

Continued from Page 1

our efforts, we can more effectively share project ideas and identify how research from one individual might inform the work of another.”

That research should also make its way into UNLV’s classrooms and programs. The cohort includes members from nonacademic departments. “While the center’s primary focus will be to support research efforts,” Lazos said, “we believe that research should be accessible across campus and into the community. It should also permeate to the student level to enrich the learning environment.”

Institute for Multicultural Education and Training

Co-chairs: Edith Rush (Educational Leadership), Randy McCrillis (Student Life), and Porter Troutman (Curriculum & Instruction)

The institute will focus on training educators from preschool through college about how cultural backgrounds affect learning. It will bring a number of new resources to help educators and staff on campus and in the community. That likely will include staff development sessions, a speaker series, and a library of multicultural teaching materials.

The institute, Troutman noted, will address broad multicultural and social justice issues, including language, social status and class, gender, sexual orientation, religious and political beliefs, and physical abilities. “I see the institute as one way of overcoming the misconception that diversity boils down to black-and-white relations,” Troutman said. “Some people also think of this as a ‘feely, fluffy’ thing — that doesn’t recognize the reality of our rapidly changing communities and the fact that a person’s culture bag affects their academic success.”

He added that more than two-thirds of Clark County School District



Professor Porter Troutman serves as a co-chair of the group working toward an Institute for Multicultural Education and Diversity Training

students are ethnic minorities. As of Oct. 3, the district’ foreign students represented 143 countries, speaking 105 languages. “These demographics are challenges and must be addressed collaboratively to ensure access and opportunity for all,” Troutman said.

Sustainable Funding

Both Lazos and Troutman said that Southern Nevada’s growing diversity makes a rich environment for research and community outreach initiatives. The proposed institute and center will lend greater credibility to efforts to attract national funding.

“I think the (Institutional Development Grants) show that UNLV is committed to building expertise, particularly in the areas of ethnicity, immigration, and class issues,” Lazos said. “That support is vital to attracting more external funding. Grantors look for a record of success and they want to feel confident that their funding will be used to build the capabilities of sustainable programs rather than fund a group that’s here one year and disappears the next.”

More info: Go to president.unlv.edu/idg.

Picture This: Test Your UNLV Knowledge

It’s almost never too late to play UNLV’s Picture This: 50th Anniversary Trivia Contest. Don’t wait. Enter today. The winner for participating in the contest last month is Johnathan Raucci of the office of undergraduate recruitment. Just for participating, he wins a 50th anniversary gift bag filled with a variety of fun items.

1 At more than 300,000 square feet, this building opened in 2001 as UNLV’s largest building, making it the largest of its kind on the West Coast:

- a. Lied Library
- b. Artemus W. Ham Concert Hall
- c. Thomas & Mack Center

2 The cost of construction totaled:

- a. \$58 million
- b. \$57 million
- c. \$56 million

3 Housed in this building is the:

- a. University College
- b. Honors College
- c. College of Fine Arts



The answers to last month’s questions: The curved windows representing the mathematical sine wave are part of the Robert L. Bigelow Physics Building, which opened in 1994. The colored fabrics hanging throughout the building represent the color spectrum.

How to Enter

By E-mail – Send your answers to inside.unlv.edu by Nov. 13. To be eligible for the prize you must:

- Include the word “trivia” in the subject line of your e-mail.
- Include your name, title, department and telephone extension.

By Campus Mail – Cut out this box, circle the answers, and fill out the information below. Then send your entry to *Inside UNLV* at mailstop 1024.

Name: _____
 Title: _____
 Department: _____
 Phone: _____
 E-mail: _____

Education Learning to Lead

The department of educational leadership is home to several successful programs.

The 12-year-old principal preparation program is highly competitive and requires that students be recommended by the Clark County School District. Successful applicants are placed with veteran principals who serve as mentors. Each year only one class of students is chosen for this program.

Four years ago the department began another program dealing with school principals, the leadership preparation cohort. The cohort program provides students a network of colleagues and mentors from which to draw support, as well as a very structured and sequenced curriculum.

Graduates from the department's master's degree program are highly recruited for entry-level administrative positions. From the department's graduates in all programs last May, a significant percentage were placed in administrative positions within the first three months after graduation. Graduates are recruited primarily because of their ability to immediately take on the demands of the job. This is due in great part to the program's commitment to integrate field experiences with course work. Graduates have approximately 300 hours of field experiences directly related to school leadership responsibilities.

Engineering Scouting for the Next Generation of Engineers

A total of 125 Boy and Girl Scouts participated in a badge-earning event hosted by college faculty this fall.

The scouts earned a merit badge or a future activity badge for their participation in the event billed as "The Boy Scout Engineering Merit Badge/Girl Scout Build a Better Future Activity Patch Program."

Professors Bob Schill, Walter Vodrazka, and Tom Piechota along with Scott Jarvis from the city of Henderson, hosted the scouts, who ranged in age from 11 to 18 years.

The event promoted the engineering and science professions

while also illustrating the correlation between scouting activities and the science and engineering fields. Activities included:

- an interactive *Jeopardy!*-themed game based on the various fields of engineering.
- a demonstration of the breaking strength of different materials under various loading scenarios.
- a discussion of college entry requirements and how to prepare while still in high school.
- a discussion of the engineers' code of ethics and how it relates to the scout oath and law.

"Exposing these devoted young people to science, engineering, and mathematics at this age in a fun way while they work toward their scouting goals piques their curiosity, imagination, and dreams — maybe enough to be the builders, designers, innovators, inventors, and discoverers of the future," Schill said. "This is a unique opportunity for the professional community to interact and share their time and talents with these young people."

Fine Arts Fiddler Opens PAC Holiday Season

On Nov. 23, the Nevada Conservatory Theatre opens the holiday season with the classic production *Fiddler on the Roof*. The musical has touched audiences around the world with its humor, warmth, and honesty. *Variety* describes it as "One of the unforgettable stage musical creations of modern Broadway history." It runs through Dec. 9.

On Nov. 9, the UNLV Classical Guitar Series presents Jason Vieaux, the youngest first-prize winner in the history of the Guitar Foundation of America International Competition. Vieaux's second recording sold more than 40,000 copies.

The UNLV Performing Arts Center welcomes pianist Yefim Bronfman on Nov. 27 as part of the Charles Vanda Master Series. Grammy-winning Israeli-American Bronfman plays with "digital dexterity" and "warmly romantic sentiment," according to the *Chicago Tribune*. He debuted with Zubin Mehta in Montreal in 1973 and returned to help Mehta and the

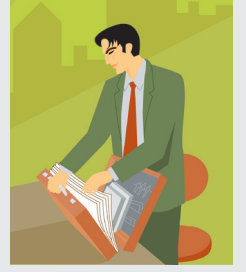
Business

College Named Among the Best Business Schools

The *Princeton Review* recently named the college as being among the best 290 business schools for 2008. Over a three-year cycle, nearly 40,000 students were surveyed at the best AACSB-accredited MBA programs in the world. UNLV's college stood out for its:

- full-time day and full- and part-time evening MBA.
- cohort-based weekend executive MBA program for more experienced professionals.
- combined-degree programs in hotel administration, dental medicine, management information systems, and law.

The study also found that the college's Career Services Center is one of the best for serving graduates. Employers from companies like Bechtel Nevada, Harrah's Entertainment Inc., Pulte Homes, US Bank, and Wells Fargo look to the college for experienced, qualified graduates.



Israeli Philharmonic celebrate its 70th anniversary.

More info: Call ext. 5-2787.

Graduate Nonacademic Guidance Available for Grad Students

To offer nonacademic guidance and assistance to graduate students, the college has established the office of student advising services.

The office will provide current and prospective graduate students with the information they need to solve problems and make informed decisions about following procedures, meeting deadlines, preparing paperwork, and handling various other matters.

"This office's goal is to ensure that all members of the university's graduate community have access to the information they require in order to have a successful experience at UNLV," said Kate Hausbeck, senior associate dean of the Graduate College. "The office will accomplish this by answering questions and/or connecting graduate students with others on campus who can assist them."

The office will be staffed by two facilitators — Frederick Krauss, director of graduate outreach, and Dee-dee Severin, associate director of admissions. They will strive to provide friendly, knowledgeable, and confidential assistance to help resolve issues and challenges graduate students face, Hausbeck said.

The office will coordinate with the recently established UNLV ombuds office on a case-by-case basis.

More info: Go to graduatecollege.unlv.edu/current/SAS.

Honors Schmier Joins College

Tiffany Schmier recently joined the college's advising and recruitment staff as senior academic advisor.

A UNLV alum with a bachelor's degree in communication studies and a master's degree in educational leadership, Schmier joined the Honors College after years as an advisor in the College of Education, a graduate assistant academic advisor, a tutor for the Advancement via Individual Development (AVID) program, and a management assistant for CSUN. In her time away from campus, she enjoys reading, writing her own short stories, and spending time with family, including the newest addition, 4-month-old Logan.

She joins the Honors College at a good time for working with some of

UNLV's most accomplished students. The college's most recent graduating class expressed a 90 percent approval rate (strongly agree plus agree) on the statement "I received a high quality of education in the Honors College," and an even higher percentage agreed with "If starting again at UNLV, I would join the Honors College." The college staff thanks everyone who contributed to the outstanding educational experiences that led to this enthusiasm. These results largely are from the fall 2002 matriculation cohort, who have a five-year graduation rate of 72 percent.

Athenaeum Lecture Series

This semester, the Honors College continues its the Athenaeum lectures to draw from the expertise of some of UNLV's most engaging scholars. The lectures take place four or five times per semester. Check your UNLV Information e-mails for details.

Hotel Bistro Brings Business

The college's students are perfecting the art of *bistro*.

The food and beverage management department is educating its students about this increasingly popular form of dining through The Bistro, located at the Stan Fulton Building. It is open Mondays from 5-7:30 p.m. through the end of the semester.

Students in the class are creating highly flavored hot and cold foods and serving them bistro-style on smaller plates, along with a variety of coffees, juices, wine, beer, and specialty nonalcoholic drinks. The senior class, under the direction of Don Wood, Chef John Gremo, and Pat Moreo, has combined practice with management. The result is real experience that will help the students in their food and beverage management careers.

More info: Call Valerie Nehmer at ext. 5-1330.

Law Peace in the Desert Series Continues Dec. 6

Veteran diplomat Dennis Ross will speak Dec. 6 as part of the Peace in the Desert public lecture series of the Saltman Center for Conflict Resolution at the Boyd School of Law.

Ross served on President Ronald Reagan's National Security Council staff, as President George H.W. Bush's director of the State Department policy planning staff, and as President Bill Clinton's coordinator of Middle East peace efforts.



Recognizing Retirees

Patricia Iannuzzi, University Libraries dean, greets honorees Billie Mae Polson, left, and Carolyn Rogers, right, at the Libraries' inaugural retirees luncheon on Oct. 17 in Lied Library. Thirty-four retirees were recognized for their contributions to UNLV and the library community.

His talk will address the role of negotiation and mediation in efforts to achieve stability and peace among nations. He recently published the book *Statecraft: And How to Restore America's Standing in the World*.

More info: To learn about future programs through the Saltman Center, visit law.unlv.edu/saltman.html or call professor Peter Reilly at ext. 5-2675.

Liberal Arts UNLV Gains Ivy League Grads

Assistant professors Erin Hannon and Joel Snyder are new faces in the psychology department. Both earned Ph.D.s from Cornell University: Snyder in 2003 and Hannon in 2005.

While both do research in auditory cognition and perception, their specializations differ, as do the populations they study.

Hannon joins the faculty after two years as an assistant professor at Harvard University. Her work focuses on music and enculturation, using comparisons across age and culture to examine how knowledge of musical structure changes from early infancy through adulthood, and when auditory cognition becomes specialized for music and speech.

Snyder comes to UNLV from post-doctoral fellowships at the Rotman Research Institute in Toronto and the department of psychiatry at Harvard Medical School. He works on behavioral and electrophysiology measures of auditory processing in healthy aging individuals. He also plans on using behavioral and electrophysiology measurements to explore the reasons why people with schizophrenia have difficulty perceiving auditory and visual patterns.

Libraries UNLV Libraries Links You to 7 Million Books

What should you do if the University Libraries doesn't own the book you need? Hard to believe that, with more than 1 million volumes, the Libraries might not have the one you want; but it happens. For many years, Document Delivery Services, a service for interlibrary loans that delivers the requested material in two to four weeks, has been available. These days, that's just not fast enough. Now we have Link+, a consortium of more than 40 libraries in California and Nevada.

UNLV students, staff, and faculty can expect faster delivery of books that University Libraries does not own by using Link+. It offers delivery in just two to four days. The easy-to-use service is free. Just click the Link+ icon displayed in the library catalog.

The Libraries essentially added 7 million volumes to its collections by joining Link+.

Link+ handles only books; journal articles are delivered electronically within two to four days using Document Delivery Services.

More info: Visit the Link+ website at csul.iii.com.

Public Health Breathing Easier: Professor Brings Asthma Expertise

Pediatric asthma is one area of study of Sheniz Moonie, an assistant professor in biostatistics and epidemiology who joined UNLV's

School of Public Health in 2006. Children's health is an important focus of research at the school.

"Despite the development of national guidelines for the diagnosis and treatment of asthma, morbidity and mortality has increased dramatically in the past few decades," said Moonie.

"Young children of African-American and Puerto Rican descent and those living in urban, inner-city communities carry a disproportionate burden of asthma," she said.

Moonie was instrumental in working with the state Health Division to develop surveillance measures that will allow public health officials to examine the burden of asthma among Nevada's children. Recently, she has partnered with UNR, the state Health Division, and the Clark County School District to study asthma prevalence in relation to school absenteeism and academic outcomes. It is the first study of its kind in Nevada.

She has also spearheaded the development of the Asthma Action Coalition — a new community-based organization that meets regularly to develop strategies to improve the quality of life and management of asthma among Nevada residents.

Moonie came to the School of Public Health from the Southern Nevada Health District, where she served as a chronic disease epidemiologist. She earned her bachelor's degree from the University of California, San Diego; her master's degree from California Polytechnic University, Pomona; and her Ph.D. from Saint Louis University.

Science Desert Survivors: Season Two

Desert Survivors, a science education television show funded by a prestigious National Science Foundation award to assistant professor Frank van Breukelen of the School of Life Sciences, is entering its second season. Van Breukelen received a prestigious faculty early career development award totaling \$745,000.

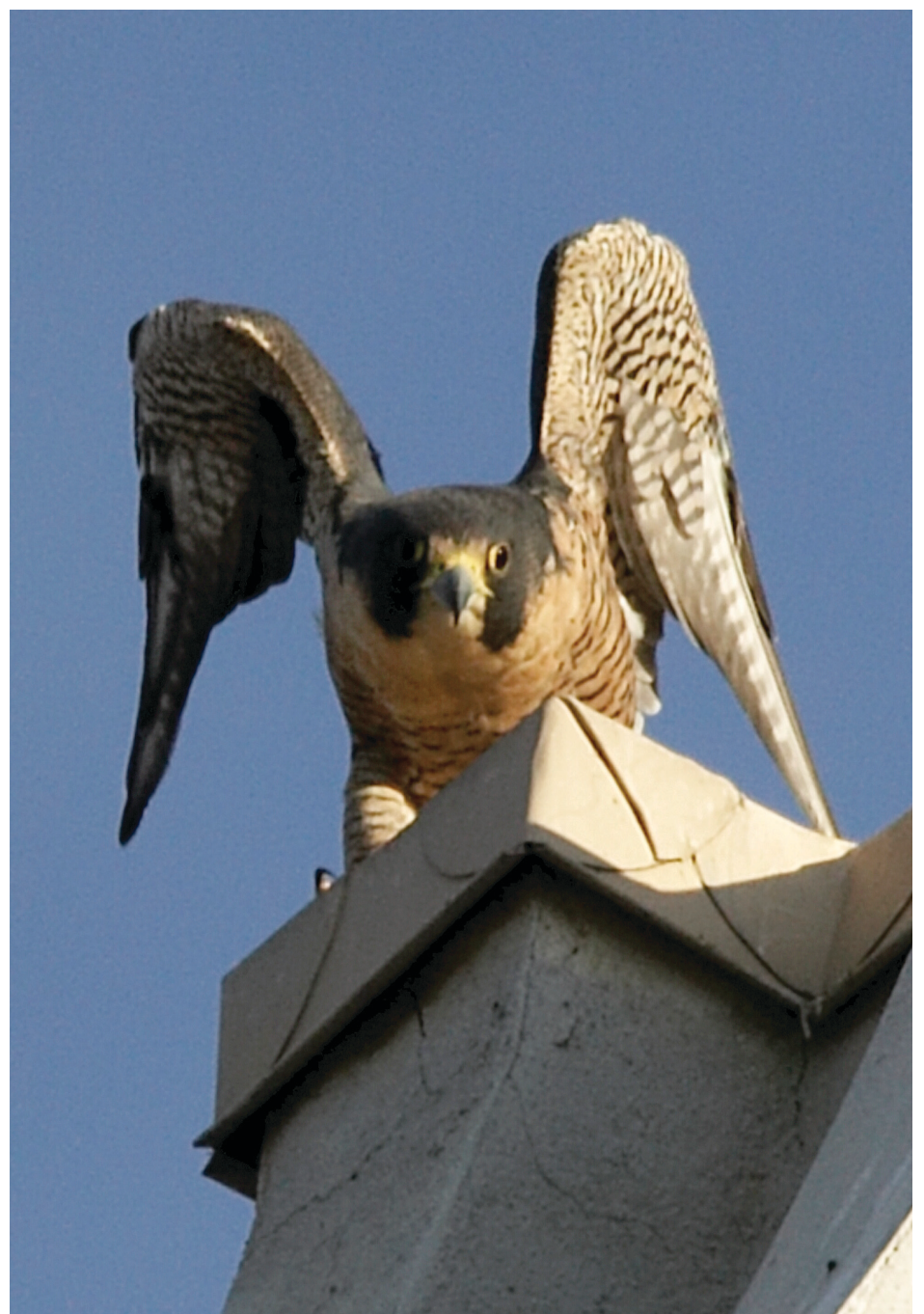
Desert Survivors airs on Cox digital cable, Channel 110, at 7 p.m. Tuesdays and at 7:30 p.m. Thursdays. The program promotes scientific literacy in elementary school students. It spotlights "survivors" native to the Mojave Desert and features experts who answer questions from local school children.

Graduate students Candice Rausch and Jennifer Utz design and host the program. Other vital collaborators include UNLV-TV and the Clark County School District.

Episodes this year include:

- "Owls in the Desert and Other Microhabitats" with Ph.D. candidate Markus Mika
- "Be Glad You're Not a Scorpion!" with adjunct faculty member John Lighton and Rob Fulton, director of the Desert Studies Center in Zzyzx, Calif.
- "Plants: Our Greatest Survivors?" with professor Stan Smith
- "Bees: They're not Just for Honey!" with associate professor Stephen Roberts and assistant professor Michelle Elekonich

More info: Visit sciences.unlv.edu/desertsurvivors.



Bird's-Eye View

This peregrine falcon has made the roof of a UNLV building its winter home. Nesting on top of urban buildings is not unusual winter behavior for the falcon, according to John Klicka, curator of ornithology at the Barrick Museum. Once nearing extinction, the birds have made a successful comeback thanks to massive reintroduction efforts, he said. Urban areas often provide ample food such as pigeons. UNLV's falcon appears to be a large female, according to Klicka. Members of the campus roofing crew report that a bird just like this one has wintered at UNLV the past three years.

University College College Helps Establish First-Year & Transition Student Center

The college is working with a campuswide task force to establish a new center to help freshman and transfer students. It is expected to play a major role in helping students matriculate successfully through their degree programs.

The task force, created by Neal Smatresk, executive vice president and provost, is co-chaired by Michael Bowers, vice provost for academic affairs; Rebecca Mills, vice president for student life; and Ann McDonough, interim dean of University College. Members include representatives from academic colleges, the Division of Student Life, UNLV Libraries, and campus advising centers.

The goal is to have the center serving students by mid-2008.

New Online Course Tool

University College has partnered with the office of educational outreach and faculty from kinesiology, nursing, and counselor education to launch an online course development initiative. Courses developed will help to serve curricular requirements for University College's bachelor of university studies degree.

Urban Affairs Criminal Justice Coordinates Panel on Prostitution

More than 300 people attended the highly publicized "Prostitution and Human Trafficking" panel discussion in September. Alexis Kennedy of the criminal justice department organized the event.

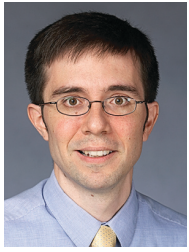
Five women who had worked in legal and illegal prostitution in Nevada spoke about the victimization of women in the commercial sex industry.

Author Melissa Farley, whose research for the U.S. State Department's office to monitor and combat trafficking of people was released recently, introduced the panel. Coupled with a recent *New York Times* piece by columnist Bob Herbert about the status of women in Las Vegas, the panel resulted in local media coverage.

Among those attending were Nevada Assemblyman Bob Beers and area law enforcement officers.

Marriage and Family Therapy Program Awaits Accreditation

The newly formed department of marriage and family therapy officially launched this fall and expects



> **Jorge Villavicencio Grossmann** (Music) has been selected for the 2007 Aaron Copland Award and a residency at Copland House.

Copland House is the only composer's home in the United States devoted to nurturing American composers and their work through a broad range of musical, educational, scholarly, and public programs and activities. He is one of only eight composers chosen out of more than 65 applicants from 27 states.

> **Marnie Humphrey** (Dental Medicine) was named a classified employee of the month in the administrative category for September. A dental assistant I, she works at the community practice site at 1750 Wheeler Peak Drive that serves low-income and uninsured patients. She often works at chairside with a dentist and performs tasks such as taking X-rays. Other days she may check in patients and act as cashier. She has worked at UNLV since February 2006.

> **William J. Smith, Jr.** (Environmental Studies) had his paper "Conservation Rates: The Best 'New' Source of Urban Water During Drought" accepted for publication in *Water and Environment Journal*.

> **Stuart Rosenthal** (Custodial Services) was named classified employee of the month in the custodial category for October. A custodial worker I, he will celebrate his 17th anniversary at UNLV in February.

> **Krystyna Stave** (Environmental Studies) and master's students Stephanie Fincher, Megan Hopper, Emerald Laija, and Dan Andersen attended the 25th international conference of the System Dynamics Society in Boston. Stave participated in the Society's Policy Council meeting, presented a poster with Hopper, and chaired a parallel session. Fincher presented a paper in a parallel session, co-authored with Stave.



> **Dixie Morrissey** (Alumni Relations) was named a classified employee of the month in the administrative category for September. An administrative assistant III, she will celebrate her 18th anniversary at UNLV next month. Her duties include maintaining the alumni database and handling membership payments for the UNLV Alumni Association. Before moving to the alumni relations office in 1990, she worked in athletic development.

> **David G. Costa** (Math) is the author of the book, *An Invitation to Variational*

> **Kyle Ethelbah,Carolynn Taylor, Damian Gomez, and Joy Zincone** (CAEO) attended the annual National Educational Opportunity Center Association (NEOCA) Conference in Chicago in September. Ethelbah was re-elected president of NEOCA for 2007-08. He will represent the organization's board in communications with the U.S. Department of Education and the Council for Opportunity in Education. Gomez and Zincone gave a presentation, "Computer Literacy for College Success." The session provided information on how to conduct basic computer training so that adult students can complete online applications, access online classes, and set up e-mail accounts. Information was shared on how to put students at ease and make computer literacy beneficial and fun.

> **Eva Simmons, Jill Triplett-Owens, and Alma Garcia Vining** (CAEO) conducted a concurrent session on "Collaboration and Effective Programming in a Large Urban School District" at the National Council for Community and Educational Partnerships in San Francisco in July. It was authored and convened by Simmons. It included components for designing programs to improve student achievement, increase parent engagement, and encourage teachers to implement best practices for systemic change. Participants learned how UNLV's GEAR UP staff works in concert with the Clark County School District to ensure effective communication and to maintain a climate of confidence and trust, building relationships that ensure GEAR UP services may continue to be provided to low-income, college-bound students.

> **Geetha Senthil** (CAEO) attended the National Council for Community and Educational Partnerships in San Francisco in July. She shared how the center uses technology to enhance service delivery to GEAR UP school sites and their students. She shared what items to consider and questions to ask about assessment and integration of technology with existing workflows. She also discussed suggestions

Methods in Differential Equations. It was published recently by Birkhauser.



> **Tom Sommer** (Libraries) was recently elected to the governing council of the Conference of Inter-Mountain Archivists, the regional organization for archivists in Nevada, Utah, Arizona, New Mexico, and Idaho.

> **Jason Simmons** (Custodial Services) was named classified employee of the month in the custodial category for September. A custodial worker I, he has worked at UNLV since February 2003.

> **Patti White** (Wilson Advising Center) was named a classified employee of the month in the administrative category for October. An administrative assistant II, she greets students, helps them with their forms, and enters new student records. She has worked at the center for more than a year.

> **Joyce Moore** (Libraries) serves as the president of the Southwest Oral History Association, one of the most prestigious regional groups of its kind in the country. It has a membership of more than 100 active historians collecting the histories of New Mexico, Arizona, California, and Nevada.

> **Summer Mudd** (Accounts Payable) was named a classified employee of the month in the administrative category for October. An accounting assistant IV, she is a member of her office's vendor team. She processes vendor invoices, works on independent service provider agreements, deals with customer complaints, and updates the website. Until recently, she worked on the office's travel team. A UNLV employee since August 2005, she is working on a bachelor's degree in business administration at UNLV.

> **Karl Kingsley** (Dental Medicine) is lead author of the article, "The Integration Seminar: A First-Year Dental Course Integrating Concepts from the Biomedical, Professional and Clinical Sciences," which appears in the October issue of the *Journal of Dental Education*. This is the second article he has published in the journal this year and his third published peer-reviewed article in 2007.



> **Sandy Ziegler** (Parking and Transportation Services) was named a classified employee of the month in the technical/service category for October. A computer technician IV, she handles the database for parking citations and permits. It is her job to make sure all the

regarding which technologies are of greatest benefit when employees are dispersed at multiple locations.

> **Kirk Williams, Anita Austin, Luana Graham, Tommy French, and Betty Raschko** (CAEO) presented "A Model for Success: GEAR UP High School Summer Programs at UNLV" at the National Council for Community and Educational Partnerships in San Francisco in July. The presentation explained a model for utilizing creativity, collaboration, and motivation to create and implement an effective summer program to benefit a diverse group of GEAR UP participants. It included an explanation of the model used to develop and implement summer programs covering academic achievement needs, access to higher education awareness, and promoting a college-going culture among high school students.

> **Muriel Grimmert, Terri Bernstein, Deana Davis** (CAEO), and **Harriet Barlow** (Graduate College) attended the 26th annual conference of the Council for Opportunity in Education in Chicago in September. Grimmert was one of the presenters for "Building Campus Coalitions and Alliances to Advance Undergraduate Goals." She shared how various campus units and academic departments can work together to benefit TRiO participants. She also moderated the session, "Gaining Faculty Buy-In for McNair Programs," presented by Barlow, Bernstein, and Davis. The presentation advanced the idea that faculty involvement can be tremendously important in building strong graduate school aspirations among McNair participants.

> **William Sullivan** (CAEO) served as a panel member for the session, "Program Alumni: Powerful Role Models and Allies" at the 26th annual conference of the Council for Opportunity in Education in Chicago in September. The session offered simple recommendations for developing an alumni base, even with an imperfect tracking system. Step-by-step information on how to plan alumni events and how to adapt approaches for either college or pre-college programs was shared.

systems are working. She coordinates the registration process for obtaining parking permits in the fall. She began working for parking and transportation services as a student worker in 1993 and joined the office on a permanent basis three years later. She earned a bachelor of arts degree in communication studies from UNLV.

> **David Perrico** (Music) won a national composition competition this past summer for an original fanfare to commemorate the 100th year of Ohio's Youngstown State University. "Fanfare Of Light" will be performed throughout the 2007-08 year. He graduated from the university's Dana School Of Music in 2003.

> **Wesley Townley** (OIT) was named classified employee of the month in the technical/service category for September. An IT professional III, he works on system administration. His work involves Lotus Notes e-mail, UNIX boxes, and Windows boxes. A UNLV employee since 2000, he is working on a bachelor's degree in management information systems at UNLV.

> **Su Kim Chung** (Libraries) was recently appointed to the editorial board of the *American Archivist*, the primary journal of the Society of American Archivists, the national professional organization for archivists in the United States.

> ACROSS

Continued from Page 5

to receive accreditation soon for its graduate program.

The graduate program completed a self-study for the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE), the premier national accrediting organization in the field of marriage and family therapy. Word on

accreditation is expected this semester.

Once accredited, the program would be the only COAMFTE program in Nevada.

In addition to its graduate program in marriage and family therapy, the department offers an undergraduate minor in family studies that includes general education and multicultural courses. The department continues to be the leading and virtually only producer of licensed marriage and family therapists in Nevada.

Inside UNLV

Send comments to inside.unlv.edu or drop a note to **Inside UNLV** at mail code 1024.

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Legal Eagle Returns to Nest

Valera Heads Government Relations

By Cate Weeks | Marketing & PR

Luis Valera, director of government relations for UNLV, stepped into his position just one week before the state politicians convened in Carson City for the 2007 legislative session. He worked with the NSHE lobbying team to “dig the system out of a hole that just kept getting larger as the session went on.”

Before joining UNLV, Valera served as the director of legislative and public affairs for the Nevada Resort Association. He is also a two-time UNLV alum. As an undergraduate, Valera was CSUN’s Nevada student affairs director and was later elected CSUN vice president. After earning his bachelor’s degree in political science, he moved to Washington, D.C. to work as a legislative staffer for then-U.S. Rep. John Ensign. Two years later, he returned to earn his law degree at the William S. Boyd School of Law.

Here he shares his views on government relations with *Inside UNLV*.



Luis Valera, director of government relations, already is preparing for Nevada’s 2009 legislative session.

What’s your assessment of the last state legislative session?

We went into the session knowing we were facing serious challenges. The first was securing “hold harmless” funding, which protects the university from funding cuts when its enrollment is less than projected. This funding was critical for us to just maintain our current service levels. We had to explain how public policy, not fiscal mismanagement, contributed to the funding situation.

At the same time, the K-12 lobby was very successful in its efforts, which meant there was less for everyone else, and the slow housing market was leading to substantial drops in revenue projections for the state. It was a tough session for

higher education, and for UNLV in particular. In the end, however, the governor did increase our funding formula 1 percent, which is a substantial amount; key legislators helped us obtain most of the money we need for hold harmless; and a number of individual projects received funding.

So what’s next for government relations?

As tough as the last session was, I think the next one is even more critical. We will have a lot of work to do in the interim to avoid the hold harmless situation, to adjust the funding formula to better support our operations, and to secure funding for planning and construction. We’ll also

be working with the state’s Interim Finance Committee as it meets.

At the county level, I’ll be working with the commissioners, UNLV officials, and developers for the Midtown UNLV redevelopment projects. At the federal level, I think Nevada and UNLV have a great opportunity to get federal funding. Our delegates now sit on some key finance committees. That doesn’t mean it’s going to be easy to get the funding, but it’s certainly going to be less difficult.

How do you hope to enter the next legislative session?

Ideally, I hope that we will have identified specific leaders in the Legislature who are committed to advocating the specific needs of UNLV

and the system. To get there, we need to fully educate them about the issues and challenges we face, as well as the resources and opportunities we provide the state.

How can employees help the government relations program?

I encourage faculty and staff to contact the office when they have or they are going to interact with public officials. I certainly don’t want to imply that I want to control the interactions — all I want to know is that you did contact someone, or you’re about to, and how things went. When there’s a perception of a lack of coordination, it can hinder the efforts of the system’s lobbying team. Touching base just helps me get my job done better.

> DIVERSITY

Continued from Page 1

data on all UNLV applicants, Clark said, “I think we will be able to show, over time, that students who score better in the non-cognitive variable arena do better academically and, ultimately, are more likely to persist to graduation.”

Key New Hires

Clark emphasized that her office is not a one-person shop. Since she arrived in July she has brought on two key employees:

- Candy Warkentin, a program officer, has worked in three other offices during her seven years on campus.

In addition to providing the usual administrative support for the office, she is also managing the office budgets and soon will supervise additional support personnel.

- Elaina Bhattacharyya, the diversity programming manager for the office, previously worked with the UNLV-based Nevada Small Business Development Center. One of her responsibilities is to review UNLV’s identity month programming to determine what enhancements can be made. In the past, these programs have focused only on race, but other forms of diversity, such as those related to spiritual and secular affiliation, sexual orientation, and disability, also need to be recognized, Clark noted. Bhattacharyya also serves as the tri-campus

“We need our ombuds to be someone who knows UNLV well and who will be viewed by vastly divergent constituents ... as someone who is extremely fair and trustworthy,”

— Christine Clark,
Vice President for Diversity and Inclusion

(CSN, NSC, and UNLV) coordinator for the identity month programming and as a liaison to the joint chambers of commerce, and is building connections to community groups dedicated to diversity and to student access in higher education.

Ombuds Office

Within the next few months, Clark will fill a new position that already has the campus talking — an ombuds.

While ombuds offices exist at many universities, the models for them differ. Clark is working from Faculty Senate recommendations to develop the ombuds role here. She plans to draw from best practices at ombuds offices across the country while taking into account unique aspects of the UNLV community. The ultimate goal for the ombuds is to create and sustain a more unilaterally affirming educational and workplace climate and culture.

Clark said she leans toward a model in which the ombuds helps individuals access the resources needed to respond to or resolve their concerns themselves, rather than a model in which the ombuds acts on behalf of the person in distress. This will enable the UNLV ombuds to empower students, faculty, and staff at all levels in the institution to strategically and skillfully help themselves.

One exception to this philosophy must exist, she said. When an individual’s concern has criminal implications or bumps up against sexual

harassment or nondiscrimination policy or law, the ombuds would work with the person in distress to ensure the appropriate disclosures to campus oversight authorities have been made. If the person was unable to do this herself, the ombuds would need to take on the responsibility.

More typical issues would include roommate disputes, student-faculty personality conflicts, and employees’ concerns about performance evaluations.

The ombuds is not an advocate for students, faculty, and staff, nor a “management agent” of the university, Clark emphasized. Although the person will be paid by the university and supervised by a vice president, a mandate on ensuring impartiality will allow that person to operate with confidentiality, she said.

To enhance confidentiality, the ombuds will be located in a convenient spot, but one in which foot traffic will not call attention to people visiting the office.

While nominations and applications from the Southern Nevada community may be considered, the job is most likely to be filled by an internal candidate, Clark said.

“We need our ombuds to be someone who knows UNLV well and who will be viewed by vastly divergent constituents within the campus community as someone who is extremely fair and trustworthy,” she said.

In closing, Clark emphasized that the office of the vice president for diversity and inclusion — its staff and functions — is here to serve one and all. “Diversity includes everyone. It is not the purview of one person, office, or group. Further, diversity must not be relegated to a passive endeavor because, ultimately, diversity is a community responsibility.”



The Student Recreation and Wellness Center has high-tech weight and fitness machines, swimming pools, and basketball, volleyball, and racquetball courts.

Get Fit, Get Physical

By **Grace Russell** | Marketing & PR

Need motivation to get fit? The new Student Recreation and Wellness Center makes working out convenient. The ultramodern fitness center is making quite an impression on the campus community, said Yvette Kell, the center's director of facilities and operations.

"It's fun to watch people's eyes pop when they see the building for the first time because it's such a large and impressive facility," said Kell. "We've never had anything like this on campus."

The center boasts an indoor running track, numerous circuit-training machines and weights, an indoor pool, a relaxation room with massage chairs, and a café. The center also offers a variety of group fitness classes including yoga, pilates, hip-hop, spinning, and kickboxing.

Kell said the busiest time for the gym is after 5 p.m., but most faculty and staff work out before work or during the lunch hour. Faculty and staff are attracted to the gym's convenience, modern amenities, and atmosphere, she said.

"You could go to a gym off campus, but everything that you need is right here on campus," said Kell. "Additionally, faculty, staff, and students are all here. So, it's a great opportunity to socialize and be part of the campus community. If you go to an outside gym, you'll miss out on that."

More info: Visit srcw.unlv.edu or call ext. 4-7100.



The center offers programs and services that address every aspect of your overall health and wellness. **(Above, left)** Sophomore Danielle Bocchi on the treadmills.



Daryl Privott, director of research infrastructure and planning in the Division of Research and Graduate Studies, works out during his lunch break.



Membership Rates

Annual: \$350
Academic Year (fall and spring): \$295
Semester (fall, spring, or summer): \$175 per semester
 To purchase a membership, visit the center's service desk. Payroll deduction is also available.

Hours of Operation

Monday-Friday: 6 a.m.-midnight
Saturday: 8 a.m.-10 p.m.
Sunday: noon-midnight