Inside UNLV

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Connally Brings Innovative Approach to HR

by Diane Russell

Human Resources may soon come to be seen as a vital partner in UNLV’s quest for educational excellence, if Sam Connally has his way.

That’s because Connally, the university’s new head of human resources, sees the department’s primary mission as helping campus administrators and employees get their jobs done.

He asserts it is the job of HR staff to say “yes” whenever possible to requests made by UNLV employees.

“It is critical that HR staff advise, that we do not direct; that we serve, that we do not regulate; that we look for ways to say ‘yes,’” Connally said. “If HR employees can figure out ways to say ‘yes’ within existing policy frameworks, they are empowered to say ‘yes.’ They don’t need permission from anyone.

“If the employee cannot find a way to say ‘yes,’ the question should go up through the chain of command. Maybe the policy itself needs to be reviewed. We should be asking ourselves, ‘Is the policy reasonable? Does it make common sense?’”

While no HR employee needs permission to say “yes” to a request, permission is required to reject one, he explained. “I am the only person in this department who has the authority to say ‘no.’”

Human Resources employees will come to find that this approach is positive for themselves as well as for the fellow UNLV employees they serve, he predicted.

“It’s just a whole lot more fun to be a facilitator than a regulator; to help people accomplish things than to just say ‘no.’”

Connally, who became UNLV’s associate vice president for human resources and affirmative action in October, said he is aware that his policy may be viewed as a departure from the norm by many and perhaps even as radical by some, but assured, “I’m not an anarchist. HR does have a responsibility to ensure that the university meets stakeholder requirements, and we will do so. However, we should always be looking for ways to enhance the quality of the service we provide.”

“The role of the chief HR officer is to promote best practices in higher education HR administration - both within UNLV and among the UCCSN and state personnel systems - and to contribute toward improving institutional efficiency and effectiveness in the process,” he said.

Connally’s professional background would seem to indicate that he has the necessary experience to achieve these goals.

He comes to UNLV with 23 years’ experience in the human resources field. Most recently, he served for 10 years as assistant to the chancellor and human resources director of the University of North Carolina at Wilmington.

During his years at UNCW he received several awards for innovation in HR administration. Upon Connally’s departure, the governor of North Carolina presented him with the prestigious Order of the Long Leaf Pine for his achievements.

Planning Funds Distributed

by Katrina Hudak

Approximately $250,000 in Planning Initiative Awards is allocated each year by President Carol C. Harter. The University Planning Council coordinates the awards. In 2003, the council received 50 applications totaling more than $1 million. The council recommended that 14 proposals be funded.

A description of some of the funded proposals follows. Information on the other successful proposals appeared in the December issue of Inside UNLV.

Janice Klaassen and Janis Glatzel of clinical laboratory science received $30,000 to purchase a digital photographic imaging system. The system, which includes still photography and video, will be used to...
Sharing The Recognition
by Carol C. Harter
UNLV President

I want to take this opportunity to thank the campus community, the Board of Regents, and the chancellor for their recent support of my contract extension. I was grateful for the favorable vote by the board and to those on campus who participated in my evaluation. Although I am naturally delighted by this development, I must note for the record that I believe that this wonderful vote of confidence is chiefly attributable to the recent successes of the university as a whole. As a result, I share this accomplishment with the entire campus and, thus, believe it is only fitting to share the recognition and feedback that I received as part of the evaluation process.

By way of background, I should note that two independent but complementary evaluations were conducted as part of the contract renewal process — one through procedures prescribed by UCCSN policy and the other performed on campus through the Faculty Senate. Both offered extremely valuable feedback, and I will refer to both in this column.

The first was conducted by a committee chaired by Dave Frohmayer, the president of the University of Oregon, who led two regents and two alumni as they followed UCCSN evaluation procedures. This included reviewing various background materials, such as planning documents, self-evaluation, and numerous reports, and conducting extensive interviews with representatives of virtually all of the university's major constituent groups, including faculty and department chairs; students and student leaders; deans and administrators; classified and professional staff; and alumni, donors, and members of the community.

The evaluation report produced through this process included a variety of glowing remarks about our achievements, noting the visionary and transformative nature of our endeavors. What distinguishes these endeavors, the report indicates, is our ability to translate and implement our vision into effective programs, clearly stated priorities, and carefully weighed choices.

For example, the report acknowledges the university’s “tripling of external research support,” a robust capital construction program, the breadth of new program and curricular offerings (including major schools of law, dentistry, and architecture, among others), and the impressive demonstration of new sources of private support. Of particular interest to the committee also was a campus culture that greets growth and change with a spirit of enthusiasm. “The campus community, especially its new leadership team, is excited by the prospects for its growth and maturity. The decisions made to this point cumulatively are responsible for the rapid growth in UNLV’s resources, facilities, programs, and stature. Unlike many campuses in the United States, UNLV has embraced change and growth as positive values.”

I was pleased to find that the report referred time and again to the existence of energy, support, and widely shared motivating values in the campus environment. “The remarkable growth in national stature of UNLV is reflected in the University’s extraordinary internal and external support, as well as the changes in the university’s culture, particularly among students, faculty, and staff.”

The second, at the recommendation of John Williams, the award-winning composer best known for his movie scores. The first, Music Is Forever: The Music of Phantom Rass Freeman, is by the Stefan Karlsson Trio. Karlsson is a UNLV music professor.

Shaw Center Releases Johnny Pate CD
by Cate Weeks

When UNLV held a concert to honor musician-composer Johnny Pate, the event attracted a line up of jazz greats and quickly sold out Judy Bayley Theatre. Those who missed the event can now experience the full concert, conducted by Pate himself, on CD.

In January, UNLV's Arnold Shaw Popular Music Research Center released the two-and-a-half hour live recording on a double CD. It features UNLV's Jazz Ensemble with solos from pianist Monty Alexander, guitarist Kenny Burrell, bassist Ron Carter, vocalists Shirley Horn and Marlena Shaw, sax and flute player James Moody, drummer Harvey Mason, and alto saxophonist Phil Woods.

"In the field of jazz, that would be considered an all-star cast," said Ken Hanlon, director of the Shaw Center. "They didn't perform because of the money, it was because they love Johnny and the amazing body of music he's created over the years."

The 16 pieces, all composed and arranged by Pate, include such ballads as "Caroline" and "I Was A Fool" as well as music from the 1973 film Shaft In Africa. One piece that particularly stands out is "Someone You've Loved" which was originally titled "Have You Tried To Forget?"

"The audience's reaction to Shirley Horn's rendition is amazing -- the house just came down," Hanlon said.

In addition to working with the concert's featured soloists, Pate has produced albums and arranged music for such notable jazz artists as B.B. King, Curtis Mayfield and the Impressions, Stan Getz, Peabo Bryson, Natalie Cole, and Donna Summer.

"This concert and CD release is what the Arnold Shaw Center is all about," Hanlon said. "Our job is to preserve history, and, in some cases, that means making history by recording the music that should be saved for the future."

The Pate CD is the center's third release. The first, The Manne We Love: Gershwin Revisited, features the arrangements of John Williams, the award-winning composer best known for his movie scores. The second, Music Is Forever: The Music of Phantom Rass Freeman, is by the Stefan Karlsson Trio. Karlsson is a UNLV music professor.

The Arnold Shaw Center is named for the author, composer, and music industry executive who created the History of Rock Music course at UNLV in 1980 as well as the Rap Sessions lecture series, which allowed students to discuss popular music with leading artists. The tape archive of the "Rap Sessions" became the unofficial beginning of the research center.

The center's collection has since grown to include hundreds of taped interviews and musical recordings, original music manuscripts, photographs, and a variety of memorabilia. It has received donations valued at more than half a million dollars since July 2000.

The Shaw Center's collection of recordings is housed in the Beam Music Center on campus while its musical manuscripts and memorabilia are archived at the Lied Library's special collections department. All materials are open to the public.

The CDs from Arnold Shaw Popular Music Research Center are available through TNC Jazz (www.tncmusic.net).

For more information on the Shaw Center, call Hanlon at ext. 5-2300.
the excellence of its leadership team, and optimism and pride which is shared broadly internally and externally."

While this kind of praise was prevalent throughout the report and should certainly build our collective self-esteem, one should not assume that critical feedback was lacking from the evaluation team's comments. Many challenges were identified, none of which were of a surprising nature to me or to anyone with current knowledge of the campus. I believe they were summarized in the following paragraph: "President Harter's agenda is not without challenges that will require focused attention .... Growth management remains an opportunity but also a road difficult to navigate. Translating the research focus into messages which gain political and public support is an ongoing challenge. Student services are perceived by some to require a greater customer ethic. Media coverage has not reflected the institution's growing national stature."

Some of these constructive criticisms were echoed in the survey results from faculty and staff members in the evaluation conducted by the Cannon Center for Survey Research for the Faculty Senate. (A report on the results of this survey is posted on the Faculty Senate's website.) The survey was designed to measure performance in achieving a number of objectives, including most of the university's strategic goals. Although I was pleased to find that I received favorable ratings on many items — including one that indicated that more than two-thirds of respondents agreed that the quality of UNLV has improved during my presidency — the need for greater infrastructure support for students, faculty, and staff was identified. (This was illustrated in responses to the question regarding leadership in attaining Goal #6, which is to "develop a service-oriented, responsive, and accountable administrative infrastructure.") More specifically, improving our customer-service orientation in the business we conduct with students and providing greater internal support services for faculty are at issue.

I want the campus and the community to be assured that the challenges cited in both evaluations are being explored fully, taken seriously, and will be addressed. I have already begun directing various cabinet members to redouble their efforts in regard to several of these matters, and I consider myself accountable for setting concrete goals directed at producing timely and positive results. I am clear that a favorable outlook for students, faculty, and staff was identified.

I've always loved to wander through the stacks. I've always loved to look at books. This integration couldn't be done. "You can see how what you do is important in ways you didn't realize. For example, after working at the service counter, I can see how certain materials are to professors and students and why they need them as fast as possible." 

Bowser, Rothermel Log Time at UNLV Libraries

by Cate Weeks

After more than three decades working in UNLV Libraries, Ida Bowser and Kathy Rothermel, two of the longest-serving employees on campus, both agree that one thing in particular will never change: the end-of-the-semester rush.

Although the days might be hectic, they can also provide the most rewarding moments, said Bowser, a library technician. "A lot of students, especially around finals, can get a little frantic when their papers are due," she said. "It's definitely uplifting to be able to help them. Every now and then a former student will stop me to say, 'Thank you,' once again. That's why, after 34 years, I love working here."

Rothermel is patient when faculty members request rush orders. Though she's spent much of her 33-year career processing invoices for all books and media acquisitions, she's gotten a taste for the campus community's needs by working information desks during staffing shortages.

"When you go into another department, you get a broader perspective," she said. "You can see how what you do is important in ways you didn't realize. For example, after working at the service counter, I can see how important certain materials are to professors and students and why they need them as fast as possible."

But, she added with a smile, "I still encourage patrons to order materials in a timely manner."

Rothermel received the President's Classified Employee of the Year award in 1988, the first year it was presented.

Bowser started working at UNLV in an on-the-job training program in 1968. When she was hired officially the next year, she became the first African-American to work as a librarian in the state.

"I've worked in just about every department in the library," she said. "I've always liked the challenges that a new position brings, and I think moving around has made me better at helping people. Sometimes students don't know exactly what they're looking for, or they're afraid to ask what they perceive is a dumb question. You have to be skillful in prying the information from them."

Technology, too, has made it easier to help library patrons. Rothermel just began working with a new disbursements program that speeds payments for new materials. The libraries are heavily computerized, using an online system that incorporates all library functions. Rothermel's department editing, materials ordering and receiving, will be upgrading its part of the system this year.

"I was at a conference 30 years ago, and people were saying that this integration couldn't be done. Now it is being done, and it means we can serve our patrons even better." 

Bowser became a library technician when card catalogs were standard and now helps students who might never have seen such a system.

"Technology has certainly given us easier access to information," she said. "But, I admit, I have mixed feelings about computerization. I think people are missing out on the finds they can make by just wandering through the stacks. I've always loved to take a truck out every now and then and just shelve books. It's always given me a hands-on feel for what's in the collections."

Neither Rothermel nor Bowser is quite ready for retirement. Bowser once again is learning a new job. Her position in research and information was restructured and she is eager to reacquaint herself with government publications and learn about microforms.

"In another year I'll think about retirement," she said. "I'm not planning on traveling; I just want to do little things for myself, like finally taking a floral arranging class."

Rothermel plans to continue working at least until her daughter, Melissa, finishes her communications degree here in a couple more years. "I'm a proud alum ('70 BS Business Administration) and I even met my husband, Phil, in Dr. (Donald) Schniedel's Spanish class."
Business

Economics professor Bernard Malamud will participate in the University Studies Abroad Consortium (USAC) in Bilbao, Spain this spring. Malamud will teach courses in money and banking and in international finance. In April, he will present information at the University of the Basque Country, which will teach at UNLV.

USAC is a consortium of 29 U.S. universities and has provided exchange and study-abroad programs for more than 20 years. Other faculty members who have participated in USAC programs include Dave Hames, Dick Hoyt, Mel Jameson, Mike Sullivan, and Lein-Lein Chen.

The College of Business recently named Lisa Griffen Chatham as communications and special events coordinator. Griffen Chatham is responsible for developing, coordinating, and maintaining communications through publications, newsletters, media contacts, university publications, press releases, and website content.

In addition, she will coordinate special events and programs such as the Nevada Business Hall of Fame, Dean's Associates receptions and other donor recognition events, and scholarship receptions.

Education

The Unit Accreditation Board of the National Council for the Accreditation of Teacher Education (NCATE) granted full accreditation in October to UNLV's initial teacher education and graduate programs for the next seven years. College faculty were involved in revising course syllabi, networking with school partners, writing an institutional report, and hosting a very thorough five-day site visit last April. Faculty in arts and sciences provided support for teacher content knowledge. Graduate faculty and the Graduate College were invaluable in meeting standards for accreditation of master's and doctoral programs.

UNLV is one of only two institutions in Nevada to have nationally accredited teacher education programs, a significant indicator of the high value of a UNLV degree for students who complete this program.

The most significant challenge was addressing new assessment standards that require institutions to prove that teacher education candidates and graduate students learn new knowledge and skills and manifest positive dispositions. This required faculty to shift from thinking in terms of "inputs" — "What I am teaching" — to thinking in terms of "outputs" — "What evidence do I have that my students learned something?"

As expectations around assessment increase, faculty must continue to provide evidence that UNLV students are learning. The college is developing an assessment system that will provide data to improve courses and programs, develop evidence reports, and inform students about their progress and achievements. This data-rich resource will help the college maintain its stature in NCATE, support program development, and enhance the quality of the teachers receiving degrees from UNLV.

Engineering

The college's master of science degree in biomedical engineering was approved by the Board of Regents at its December meeting. The first student graduated from the program that same month.

The fall senior design competition took place in December. The senior design project is a capstone to the student's educational career, and encourages the student to use everything learned in the engineering program to create a practical, real-world solution to an engineering challenge. The grand prize was awarded to Djordje Nikolic in electrical and computer engineering for his "Pressure Controller for DRI." Other award winners were: interdisciplinary project winners Driss Benchekroun, Adam Danise, Tarek Deeb, Nohemi Ramirez, and Derek Taguchi for their "Smart Fire Alarm System and Remote Sensor for HVAC Systems"; Joe Serre, Mark Ulep, and Jong Meng, first place in civil and environmental engineering for their "SUM Shopping Center"; Craig Pribila, Anita Markoe, and Vu Phan, second place in civil and environmental engineering for their "Phase IV Water Infrastructure Improvements at McDonald Highlands"; Sean Abocom, first place in electrical and computer engineering for his "Redesign of SWIRLER Control Circuits"; Jason Lawrence, second place in electrical and computer engineering for his "Electronic Flash Cards"; Jacob Mizrahi and Myong Holl, first place in mechanical engineering for their "BattleBots Destructor"; and Scott Kelderhouse and Aimee Hoehler, second place in mechanical engineering for their "Push-Pull Tricycle." The college also held a Dean's Associates reception in December with former students and supporters attending. This program provides unrestricted funding for the college.

Fine Arts

The Nevada Conservatory Theatre presents Lenny at 8 p.m. Feb. 13 and 14 and at 2 p.m. Feb. 15 in the Judy Bayley Theatre. Based on the life of controversial comedian Lenny Bruce, this production is directed by Dean Jeff Koep. The Conservatory Theatre is pleased to welcome legendary comedian Rip Taylor to Judy Bayley Theatre to perform his autobiographical one-man show It Ain't All Confi est at 8 p.m. March 12, 13, 19, and 20 and at 2 p.m. March 14.

The Performing Arts Center presents the Moscow Festival Ballet, performing Carmen and Paquita at 8 p.m. Feb. 18. At 4 p.m. Feb. 22, the center presents "The World of Marvin Hamlish" starring the Oscar, Tony, Golden Globe, Emmy, and Grammy award-winning composer himself and featuring the UNLV Jazz Ensemble and members of the UNLV Orchestra in Artemus Ham Concert Hall.

The UNLV Symphony Orchestra will perform with the Las Vegas Youth Philharmonic at 7:30 p.m. Feb. 11. This concert will feature Frank Huang, winner of the 2003 Nambor International Competition. The department of dance will hold its Spring Dance Concert at 2 p.m. Feb. 28 in the Judy Bayley Theatre. Tickets for all events can be purchased at the Performing Arts Center box office.

Graduate

At winter commencement, more than 500 graduate students were recognized for the completion of their degrees. Among those who graduated were 21 doctoral students, bringing the number of doctoral students graduating in 2003 to 51. This is a significant number since one of the criteria for meeting the Carnegie classification of Doctoral/Research-Extensive is graduating 50 doctoral students annually.

Also in December, the Board of Regents approved two new graduate programs. The master's degree in computer science will offer a concentration in computational science.

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Health Sciences
The School of Health & Human Sciences is one of the three schools within the Division of Health Sciences. The school consists of the departments of kinesiology, physical therapy, health physics, nutrition sciences, and clinical laboratory sciences. The school consists of the departments of health physics faculty, along with faculty from the chemistry department, has put together a Ph.D. program in radiopharmacy. The new program should be accepting students within the next year.

Kinesiology continues to graduate students who are accepted into a variety of graduate programs, including medical school and physical therapy programs. Several have also gone into professional positions in health, fitness, and clinical fields. Additionally, the faculty continues to be very active in scholarship and external funding.

Nutrition sciences is expanding course offerings and enrollments. All graduates desiring to become registered dietitians have passed the national exam. Other graduates have successfully been admitted to graduate and professional programs at prestigious institutions, such as Johns Hopkins and schools in the California State University system.

The clinical lab sciences program passed its national accreditation assessment this year. Plans are being made to expand the program to better meet the community's need for clinical laboratory scientists.

The department of physical therapy recently graduated 16 students in the master of science program. Over the past few years there has been an increasing demand throughout the state and nation for physical therapists, especially in rural and underserved populations. Consequently, all of our graduates have already secured gainful employment in Las Vegas and the surrounding rural and underserved areas.

Honors
At the end of fall semester, the college held its Medallion Ceremony honoring the 18 students who graduated from the college in December. Medallions were presented by Provost Raymond Alden and the deans of the graduates' colleges. President Carol C. Harter and Stacey Devald Wedding, an alumna of the Honors College, spoke during the ceremony.

The college is in the process of creating an alumni newsletter. It has sent messages to alumni seeking information about their chosen profession and professional accomplishments, favorite memories about the college, stories about professors in the college, and advice to current students about education and career opportunities. The college hopes to compile a list of all graduates and then send them a newsletter each semester. There will also be an alumni section on the college's website.

During spring semester, the college will send all faculty on campus information on teaching in the college. The college offers the opportunity to teach small classes on specialized topics. It also is seeking individuals to participate in its Athenaesum series, which provides members of the university community an opportunity to talk with honors students about research and ideas. Anyone interested in teaching in the college or participating in the Athenaesum series should contact the college.

Hotel
The college recruitment partnership with the MGM MIRAGE is now under way. Recently, the college and the Center for Academic Enrichment and Outreach hired Rolando Flores and Michele Jordan, to lead this project.

Flores is a native of Southern California. He recently earned his B.A. in sociology at the University of California, Santa Barbara and began the M.Ed. higher education administration program at UNLV this semester. He serves as the recruitment coordinator for the college.

Michele Jordan is a native of Las Vegas. She earned a B.A. in business administration and is currently pursuing a master's degree in counseling. She serves as an academic advisor for the Center for Academic Enrichment and Outreach.

Both Jordan and Flores are committed to assisting students to reach their academic goals.

The pair has attended college fairs and senior nights to inform Nevada's brightest of the educational offerings of the college. They are scheduled to meet with key individuals at the Community College of Southern Nevada and Clark County School District to develop a better means of informing students of the educational and scholarship opportunities available at the college.

In another recruitment effort, the pair will network locally with the Latin Chamber of Commerce and the Urban Chamber of Commerce.

Law
In January, the law school was inducted as a member of the Association of American Law Schools (AALS). Membership signifies that the law school has achieved a high standard in both teaching and scholarship. The determination that the school has achieved this standard was made by distinguished legal academics from throughout the country. Just as in the case of its American Bar Association accreditation, the law school achieved its AALS membership in the shortest permissible time under AALS rules. At each level of the appraisal process, the law school received unanimous votes of approval along with high praise for its achievements.

Several upcoming events at the law school may be of interest to the university community. On Feb. 20 and 21, the school hosts Pursuing Equal Justice in the West," a civil rights conference commemorating the anniversaries of the Civil Rights Act of 1964 and the Supreme Court's landmark desegregation decision in Brown v. Board of Education. An outstanding array of academics and activists will participate in a series of panels focusing on the past, present, and future of civil rights in the American West. The conference is free and open to all.

Feb. 27 is the date of the inaugural Saltman Lecture. Dispute resolution scholar Carrie Menkel-Meadow of the Georgetown University School of Law will be the speaker. Reception will follow her presentation. The Saltman Lecture, which is open to the public, is sponsored by the law school's new Saltman Center for Conflict Resolution.

Libraries
The Libraries seeks suggestions and comments on its services and resources. This spring two efforts are under way to actively solicit input.

For the second time, the libraries will participate in the Association of Research Libraries-endorsed national LibQual+ survey (UNLV last participated in this survey in 2002). A total of 163 academic libraries will participate in this service quality instrument, which asks respondents to indicate their minimum, desired, and perceived levels of service in 22 different areas. Faculty will be contacted by e-mail - please participate!

The Libraries also will conduct faculty focus groups to engage in more extended conversations. There will be three focus groups, one each for faculty from sciences, social sciences, and humanities. Thanks go to the faculty who agreed to join in a focus group. If you would like to participate in a focus group but were not contacted, please e-mail Jeannie Brown, chair of the Libraries Research and Analysis Committee, at jbrown@cmail.nevada.edu.

Of course comments and suggestions are welcome any time. The website "Suggestions" button is one mode, and working through the subject librarian for your discipline is another. A list of subject librarians is available at www.library.unlv.edu/cc/biblio.html.

Sciences
UNLV is the only research university located within the boundaries of the Mojave Desert. Arid lands research is being conducted at UNLV by a large number of highly diversified faculty spanning at least four colleges, seven departments, and the Harry Reid Center. Even though these faculty have primary interests in biological sciences, geosciences, chemistry, civil and mechanical engineering, social sciences, archaeology, health sciences, and environmental studies, their research focuses have the commonality of trying to understand natural and human-induced processes that occur in the Mojave Desert and, by extension, all deserts on a global basis.

In an effort to coalesce these arid lands interests and expertise, UNLV established the arid lands macrosphere. It was originally directed by Fred Bachhuber, then dean of the College of Sciences, and is now being coordinated by biological sciences professor Stan Smith.

Emerging interdisciplinary themes around which the college envisions strong collaborative activities in the future include: human adaptation and the effects of urbanization on arid lands; global change; biodiversity; conservation biology; environmental archaeology, arid land soils, and bioremediation; paleoecology and paleoclimatology; applied research in building design, construction and land use planning; and K-16 educational efforts to make our citizens more aware of the uniqueness of arid lands.

Urban Affairs
UNLV was well represented at the recent convention of the National Communication Association in Miami. Faculty from the Hank Greenspun School of Communication served in leadership roles, as panel session respondents, and as presenters at the annual convention of the oldest and largest organization in communication studies.

Dean Martha Watson, the association's second vice president, organized the highly successful newcomers' reception. She moves up to first vice president and will oversee program planning for the 2004 convention. School Director David Henry was ratified as editor-elect of the Quarterly Journal of Speech, the association's oldest journal. He served on the legislative assembly and finance board, and will serve as the finance board chair in 2004. He also served as respondent on two panels, "Internationalism and Morality in U.S. Foreign Policy" and "Top Four Papers in Rhetorical and Communication Theory."

Dolores Tanno presented "Civility: A Cornerstone of Inter/Multi/Transcultural Communication" at a mini-plenary panel on intercultural communication. She also participated in the roundtable discussion "Intercultural Perspectives on War and Terrorism," and served as a respondent for the panel "Narratives, Cultures and Identities." Larry Mullen served as a respondent for a mini-plenary session as well.

Graduate student Lisa Menegatos presented her paper, "President Bush's September 20th Address: A Lesson in Epidetic Rhetoric, Civil Religion and Oversimplification."
Patricia Markos (Counseling) and recent counseling graduate Nichole Lima had their article, "Homelessness in the United States: Its Effect on Children," published in the journal Guidance and Counseling. Markos also recently was named an editor for the journal.

Glenn Casale (Theatre) directed Anything Goes for the Reprise! Broadway Best Series in Los Angeles before joining the theatre department faculty in the fall. His production just won Los Angeles’ prestigious Ovation Award for the Best Musical. Casale, who is a UNLV graduate, has been working professionally as a theater director and is currently restaging his Peter Pan with Cathy Rigby for Broadway and for a national tour.

Thomas W. Bean (Curriculum & Instruction) presented research papers at the 53rd annual meeting of the National Association for Bilingual Education. One paper, "Content Area Teachers' Selection and Use of Multiple Texts: Sociocultural Dimensions," was co-authored with Nancy Walker of the University of LaVerne, Calif. The second paper was presented at a conference for Arizona teachers sponsored by the NRC. That paper, "Integrating Young Adult Literature and Content Area Teaching: Promising Practices," was co-presented with Helen Harper of Canada’s University of Western Ontario.

Maurice Finocchiaro (Emeritus, Philosophy) presented a paper titled "Gramsci, Wars, and Cultural Struggle" at a conference at the University of Nottingham, England during fall semester. While there, he had the occasion to lecture on his forthcoming book, Retrying Galileo, 1633-1992, at the universities of Oxford, Cambridge, and London.

Carol Jensen (Urban Affairs) co-presented an invited preconference workshop on "Surviving Budget Cuts in Advising" at the National Academic Advising Council's conference in Dallas in October.

ANDY NAZARECHUK (Tourism & Convention Administration) spoke on a variety of tourism and hospitality education topics for Dayeh, Shih Hsin, and Taichung universities in Taiwan in October. He also presented a paper, "The Value of Experiential Learning to Students Enrolled in Hospitality Management Education," co-authored with Audrey McCool (Tourism & Convention Administration), that presented the findings of data collected during a nine-year period from students involved in the Harrah Hotel College's event management team.

Sam McCool (Teaching & Learning Center) recently was appointed to the five-member WebCT National Digital Content Leaders Advisory Board. The board is a new unit launched by WebCT's Content Alliances team last year at the WebCT Users Conference. Among the duties of the advisory board will be selecting Digital Content leaders for 2004.

All UNLV faculty, classified staff, and professional staff members are encouraged to submit items to the "Spotlight on Accomplishments" section of Inside UNLV. Items should be no more than 75 words in length. Please submit via e-mail to inside.unlv@ccmail.unlv.edu.

Connally, continued from page 1

Before working at UNCW, Connally spent six years at North Carolina State University at Raleigh. A four-year stint as a chaplain with the U.S. Army's 82nd Airborne Division preceded his move into higher education.

Upon arriving at UNLV, Connally spent several weeks meeting with various groups on campus to discover what their questions and concerns were. Whenever possible, he said, he tries to make needed changes quickly rather than going through a lengthy review process when the outcome is almost sure to be the same.

For instance, he said, one of the first concerns brought to him by many deans was a long-standing HR policy that all faculty positions be advertised in the Chronicle of Higher Education. Often, the deans said, professional journals devoted to those disciplines were the better places to advertise. Requiring that an ad run in the Chronicle was an extra and unnecessary expense, they reasoned. Finding no compelling legal reason to advertise in the Chronicle, Connally promptly changed the policy.

"That's an example of a policy that many people on campus knew made no sense in terms of effectiveness or cost," he said. "Changing it was clearly the right thing to do. When the chance to make a positive difference presents itself, there's no reason to study it to death. Just do it. It was an easy opportunity to say 'yes.'"

Connally said there are many issues for HR to explore. One important area is that of health-care benefits, he said, adding that HR plans to take a more active role both in advocating competitive health-care benefits and in communicating possible changes in benefits to campus colleagues in a timely fashion. Other initiatives include promoting more work/family-friendly policies and implementing a training, professional development, and employee relations program.

"It is exciting to be at a university that is growing and improving as rapidly as UNLV," Connally said, adding, "but that environment presents challenges to us all. My commitment is that those of us in Human Resources will do our part in helping the university become more efficient and effective as it pursues educational excellence."

Planning Funds, continued from page 1

capture microscopic and macroscopic images from blood and body fluids and from microbiological and medical tissue samples, to build a digital photographic atlas. This library will be used by clinical laboratory science students and also will be accessible to members of the university community from a variety of disciplines.

Kristine Fisher of the provost's office received $2,580 for a classified staff anniversary recognition program intended to encourage formal recognition of employees' contributions to the university.

Balakrishnan Naduvathil of the chemistry department received $14,900 for a project involving the application of high performance computing to atmospheric chemistry. This is part of a larger initiative to launch an atmospheric chemistry program that will involve graduate-level teaching and research.

Pamela Gallion of the Cannon Center for Survey Research and Thomas Lamatsch of political science received $10,108 to upgrade a software package (TELEform), computer, and scanner currently being used campuswide in a variety of research and assessment projects. This technology will increase the scanning capacity from about 200 single-sided sheets per hour to more than 2,500 double-sided sheets.

Karen Emprage of the admissions office received $16,883 for a project to help UNLV reach its goal of becoming more selective at the undergraduate level by utilizing ACT's Enrollment Information System and ACT's Educational Opportunity Service, as well as the College Board's Enrollment Planning Service and Student Search Service. Access to these databases and search services will heighten, develop, and refine undergraduate student recruitment efforts across campus.

Lori Temple of the office of information technology and Lou Ann Barlow of the Teaching & Learning Center received $30,000 for an initiative titled "Mobile Computer Classroom Cart: Faculty Preparation for the Wireless Classroom." It will provide training in the pedagogical possibilities inherent in wireless classrooms.

Maryann "Mimi" Wolverton and Bob Ackerman of the department of educational leadership received $9,840 to provide a professional preparation program for aspiring department chairs.
New Program, Research Tackle Problem Gambling

by Cate Weeks

In the young field of problem gambling research, experts can’t yet offer solid statistics on the social and economic toll that the addiction takes on society. Nor do they know why, for certain people, gambling becomes a destructive obsession rather than a simple pastime.

UNLV is tackling the issue through research to expand the knowledge of the problem and through academic programs that prepare counselors to specifically help pathological gamblers overcome the addiction.

This fall, the counseling department launched the first formal academic program for problem gambling therapists in the country. UNLV now offers classes for graduate students as well as a six-course undergraduate minor in gambling addictions for students across campus. The program’s first class, Compulsive Gambling Counseling I, was offered last spring on both the graduate and undergraduate levels.

“The minor will offer a foundation for people who want to practice in this area, as well as offer a broad range of students – including those planning careers in the hotel industry, human resources, and any of the human service disciplines – insight into these issues,” counseling professor Larry Ashley said.

Ashley patterned the minor in problem gambling after the requirements of the National Council on Problem Gambling, which now accepts three UNLV courses toward its certification. The classes also meet the education requirements of the state Board of Examiners for Alcohol, Drug and Gambling Counselors. The Nevada Legislature established the new requirements for gambling addiction professionals just last year.

“Previously, there’s been no formal academic training for gambling addiction therapists – it’s like we were supposed to get it by osmosis,” Ashley said.

“I feel very strongly that academic training is a must before anyone treats problem gamblers. Just because you’ve worked in the human service field, or even specifically in the addictions field, doesn’t mean you’re competent to treat this population of clients.”

Problem gamblers have such unique characteristics that their treatment must be specialized, he said.

Diagnosing the pathological gambler can be particularly difficult without proper training.

Bo Bernhard, director of gambling research at the Harrah Hotel College, hopes his research will help overcome some of the stereotypes about gambling addicts. For example, he said, many people unfamiliar with the problem assume gambling addicts are hooked on the high of winning a lot of money.

“By and large, the thrill-seeking problem gambler is an endangered species,” said Bernhard, who also is a sociology professor in the College of Liberal Arts. “Most gambling addicts now are escapists. They don’t engage in these behaviors to feel great; they do it to feel numb. They often want to escape from family issues or workplace stresses. All of us need moments of escape in our lives, but for pathological gamblers, this desire turns destructive.”

Previous studies in this new field have focused on the distorted cognitive process of pathological gamblers, comparing their urge to bet with the desire felt by the general population. The effects of problem gambling on interpersonal relationships have been studied as well.

The casino lab in the Stan Fulton Building at UNLV has become an especially useful resource for studying the physiological aspects of gambling, Bernhard said. “In contrast to previous studies, many of which have been conducted with desktop computers, we can approximate the real-life gambling experience in a far more sophisticated way.”

The sociological factors, however, are the least studied, Bernhard said, because most people considered the problem a moral lapse. Only in recent decades has problem gambling been considered a medical problem.

“Special collections at the Lied Library is filled with an amazing collection of old sermons – angry voices from the pulpit who for years have been telling us how to define, diagnose, and treat problem gamblers. Their treatment, quite often, was to ostracize and vilify the afflicted.”

“No medical and psychological experts provide this knowledge, but their 20 years or so of work hasn’t somehow erased the centuries of moral stigmatization. In this instance, an individual’s suffering is profoundly affected by sociological forces far larger than those we tend to consider.”

Bernhard and Ashley both believe that problem gambling will become an increasingly important issue in the next decade. Bernhard points to two statistics that are pushing research to the forefront. First, more money is wagered on gambling than is spent on sports tickets, movies, music events, and video games combined. Second, gambling is becoming more widespread; 48 states have approved some form of gambling in their jurisdictions.

“Nevada is no longer the lone wolf it was when I was growing up here,” said Bernhard, a fifth generation Las Vegan. “Not only do we have more access to gambling than perhaps ever before, we also have more access to money that technically is not ours – through credit in its various configurations. It only makes sense that we invest some energy in increasing our understanding of the impact of gambling, both positive and negative.”

Bo Bernhard, director of gambling research at the William F. Harrah College of Hotel Administration, is researching sociological factors related to problem gambling.

Counseling professor Larry Ashley is coordinating UNLV’s new academic programs on the treatment of gambling addicts. UNLV is the first university in the country to offer a formal academic program for problem gambling therapists.

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2003 Winter Commencement

Approximately 1,300 students participated in the 2003 winter commencement ceremony on Dec. 17 at the Thomas & Mack Center. It marked the sixth year that the university held a winter ceremony. Below, Dr. Anthony Marlon, president and CEO of Sierra Health Services, receives the hood signifying the honorary doctor of laws degree bestowed upon him at the ceremony. UNLV President Carol C. Harter adjusts the hood while Provost Ray Alden looks on.