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Inside UNLV

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MIKE SANFORD NAMED HEAD FOOTBALL COACH

Mike Sanford was hired last month as the ninth head coach in Rebel football history. Considered an expert on offensive strategy, he comes from the University of Utah,

where he was offensive coordinator. Previously, he held the same position at Stanford University. He also was wide receiver coach for the San Diego Chargers. For more on his coaching positions, go to unlvrebels.collegesports.com and click on "football."

Sanford and his wife, Melinda, have two adult children, daughter Lindsay and son Mike. He earned a bachelor's degree in physical education from the University of Southern California. Look for more on Sanford in a future issue.

Inside UNLV

News & Information for UNLV Insiders

January 2005

First Itzhak, Then the Students

Renowned violinist Itzhak Perlman returns to Ham Concert Hall on Jan. 6. Tickets are available at the PAC Box Office. Students will be back for the first day of classes Jan. 18.

Promoting Diversity Key to Human Resources Mission

BY ERIN O'DONNELL

Ensuring equality and fairness in the university's hiring process long has been the responsibility of the human resources department. But now the office is becoming more involved in promoting diversity campuswide.

The office reorganized last summer to create human resources and diversity initiatives, headed by associate vice president Sam Connally. Although "affirmative action" was dropped from the name, it remains within the office's duties, and now the approach to diversity is more holistic, Connally said.

"Most campus efforts at diversity programming focus on students. Affirmative action focuses on employees," he said.

Some fruits of the new emphasis include:

- The university's first Martin Luther King Jr. Day celebration, set for Jan. 21 (see inset story)
- Conversational Spanish classes for employees



- Websites for campus groups that deal with diversity issues

With reorganization came two new staff development positions. Former benefits coordinator Hilary Bockstanz is now director of staff development and employee relations. She and a staff development/diversity specialist will provide training in supervision,

management, communication, and conflict resolution.

The positions were carved out of the vacancy left last year when Ann Casados-Mueller retired as assistant vice president of diversity initiatives. Until 2003, she had been the university's affirmative action officer, serving as a watchdog to enforce equal employment guidelines.

"As the focus of human resources has expanded to include recruitment responsibilities for faculty and professional staff in addition to classified staff, the integration of human resources and affirmative action was a logical evolution," Connally said, "bringing together responsibility for recruitment, equal employment opportunity, and affirmative outreach to underrepresented populations." Since the early 1990s, he estimates, nearly half of U.S. university human resources departments have absorbed affirmative action duties.

UNLV made the switch in 2003. That change, Connally said, allows UNLV to better track its progress on

MLK Day Celebration Set

UNLV is planning the first campuswide event honoring civil rights leader Martin Luther King Jr.

Nevada Supreme Court Justice Michael Douglas will speak at the event, which is set for 12:15-1:30 p.m. Jan. 21 in the ballroom of the Moyer Student Union. In March 2004 Douglas became the first African-American to serve on the state's highest court.

The event is sponsored by human resources and diversity initiatives, the vice president for administration, student multicultural programs, and the Committee for an Inclusive and Just University.

Goal 5: to continue to foster a campus environment that respects diversity and free expression.

"I'm absolutely persuaded that you have to have a diverse faculty to recruit a diverse student body," Connally said. "We need to make sure our curriculum is rich enough and varied enough to attract the interest of minorities and women."

•SEE DIVERSITY ON PAGE 4

Make the Most of Google Scholar at the Libraries

With the resources of UNLV Libraries, scholars on campus can take full advantage of a new Google tool.

The recently launched Google Scholar searches for scholarly materials such as peer-reviewed papers, theses, books, preprints, abstracts, and technical reports. It searches a variety of undisclosed academic publishers, professional societies, preprint repositories, and universities, as well as scholarly articles available across the Web.

While Google Scholar is freely available to anyone searching the Internet, many of the linked full-text resources are not. Fortunately, some of this content is available to members of the UNLV community through databases that the Libraries

subscribes to (found on the "articles & more" page of the Libraries website).

When searching Google Scholar on campus, full-text resources that are available from UNLV-subscribed databases or electronic journals will be automatically accessible without special authentication procedures.

To facilitate access to full text for off-campus UNLV-affiliated users, the Libraries has added Google Scholar to its proxy service. By using the link to Google Scholar located on the "articles & more" page and entering their UNLV barcode, affiliated users can access all the subscribed material available when using Google Scholar on campus: www.library.unlv.edu/search/eralpha.php.



WRIGHT HALL PREVIEW: Liberal Arts Dean Ed Shoben inspects an anthropology lab in the newly constructed section of John S. Wright Hall. Remodeling and construction of Wright, which houses some Liberal Arts departments, are complete and faculty members are moving into their new digs. Classrooms will be open Jan. 18, the first day of spring semester.



REMEMBRANCE VIGIL: The office of student involvement and activities sponsored a Transgender Day of Remembrance Candlelight Vigil on campus near the end of fall semester. The event was designed to remember those people who lost their lives because of violence directed against transgender persons.

BUSINESS

MIS Hosts High Schoolers

The management information systems (MIS) department hosted students from the Academy of Information Technology, a magnet program at Desert Pines High School, for a tour of the campus. Deborah Smith of MIS organized the tour, which was intended to introduce students taking high school computer science courses to an alternative field for their skills – MIS. Reza Torkzadeh, chair of MIS, presented information on the department's undergraduate program, the difference between MIS and computer science, and the job outlook for MIS graduates.

Lisa Allen of undergraduate recruiting led the group in a campus tour, which was followed by a discussion of UNLV's general undergraduate requirements. Karissa Barkdull, the recruiter from undergraduate recruiting assigned to Desert Pines, met with the students and encouraged them to come to her with questions. Students had the opportunity to speak directly with various MIS faculty. Desert Pines teachers said the field trip was a success and would be worth repeating next year.

EDUCATION

Prepping Teachers to Serve Diverse Schools

Preparing new teachers to work in diverse and challenging school environments will be the focus of a new program in the elementary teacher education program.

Set to begin this fall, the program includes six credits in English as a second language, along with teaching methods instruction and field experiences in Clark County School District schools.

It is designed as a series of experiences in three areas. First, elementary education majors learn the principles of child development and have opportunities to communicate with parents about children's academic progress. Then they study all areas of the elementary curriculum and learn to organize and implement a variety of instructional practices. They also learn about how assessments in various disciplines inform instructional practices. Finally, elementary education majors learn the importance of self-reflection and collaboration to enhance children's achievement.

The department of curriculum and instruction remains responsive to the needs of pre-service

and in-service teachers by offering online courses in Teaching English as a Second Language and Bilingual (Spanish-English) Education. The courses, offered collaboratively with the department of special education and the school district, are tailored to meet the linguistic and academic needs of English language learners at Title I schools.

ENGINEERING

Algorithm Center Approved

The college announces the creation of a new academic center, the Center for the Advanced Study of Algorithms. Approved by the Board of Regents last month, it will focus on information technology for both theoretical and applied research. Its fields of interest will include such diverse areas as online algorithms, combinatorial optimization, approximation techniques, and adaptive methods. Professors Lawrence Larmore and Wolfgang Bein are the primary investigators for the new center, which demonstrates the School of Computer Science's significant support of the informatics macrotheme.

Senior Design Competition

Projects ranging from a child-tracking device to an inexpensive wheelchair to a GPS system for finding golf balls were among the projects developed by College of Engineering students for the fall senior design competition.

Winners of the grand prize were June Light, Daniel Lowe, and Matthew Voegelé for their electrostatic automotive air filter. The interdisciplinary project winner, which encompassed electrical engineering and mechanical engineering, was the surface climbing

automated robot by Michael Boykin, Willy Hsieh, Robert O'Brien, and Zachary Van Cleve. The civil and environmental engineering project winner was King Street design—Boulder Highway to Pabco Road by Benjamin Taylor, John Swatzel, and Willie Felkins. First place in electrical and computer engineering was awarded to Nikita Agarwal and Krikor Hovasapian for their modular low-power wireless sensor network.

Second place in electrical and computer engineering was awarded to Jason Erickson for his wireless driverless USB computer port. Mark Chatterton, Nathan Quigley, and Aleem Wali won the mechanical engineering prize for their auto-leveling wheelchair.

Judging the competition were Bill Vassilakis of Powerwave Technologies, Chuck Joseph of Carter and Burgess, and Michael A. Schwob of JBA Consulting.

FINE ARTS

Gerontology Hosts Mini-Conference

The gerontology program will sponsor a half-day mini-conference on healthy aging Jan. 12. The event features a variety of workshops in the field of aging, including "Staying Healthy While You Travel," "Theatre for Senior Adults," "Pain Management," "Dance for Seniors," and "Psychology of Aging." In addition, there will be a presentation on careers in the field of aging. Carol Sala, administrator of the Nevada Division for Aging Services, will speak to the group following the workshops. Refreshments will be served.

"This exciting educational event is all about positive aging—staying healthy while we age," said Ann McDonough, director of the gerontology program.

The event is free and open to the public. Call ext. 5-1079 for reservations and information.

GRADUATE

Degree Programs Increase, Aerospace Program Added

The past year saw a tremendous increase in the number of graduate programs. Doctoral programs in chemistry, mathematical sciences, nursing, public affairs, radiochemistry, and physical therapy were added, as

were master's programs in materials and nuclear engineering and in public health. Additionally, advanced graduate certificates are available in addiction studies, food and beverage management education, marriage and family therapy, nursing education, public management, and rehabilitation counseling. UNLV now has 106 graduate and professional programs, including 32 doctoral programs.

The latest program approved by the Board of Regents is the College of Engineering's master of science in aerospace engineering. The presence of Nellis Air Force Base, the undergraduate ROTC program, and the Naval Air Station at Fallon support the need for such a program in Nevada. The increasing complexity of aerospace engineering products, along with heightened competition in the aerospace and aviation industries, call for evolving academic programs to meet these demands.

The program will provide students with a solid background in analytical, computational, and experimental methods in aerothermodynamics and fluid mechanics, structures and materials, structural dynamics, guidance and control, and orbital mechanics.

Mohamed Trabia, chair of mechanical engineering, plans to begin the program in the fall. It will enhance the scientific and engineering research capabilities of the university as it moves toward achieving the Doctoral/Research Extensive designation by the Carnegie Foundation for the Advancement of Teaching. Additionally, the program supports the energy and materials science macrotheme.

HEALTH SCIENCES

Physical Therapy Doctorate Now Available

The entry-level professional doctor of physical therapy program offered by the department of physical therapy has been approved by the Board of Regents. It replaces the current master of science entry-level program.

Students in the new program will earn a clinical doctorate. The program is designed for individuals interested in becoming licensed physical therapists. The curriculum will primarily involve physical therapy faculty, but will also include adjunct clinical faculty from the community as well as faculty from other departments across campus.

Inside UNLV

Inside UNLV welcomes comments and suggestions. Please e-mail inside.unlv@ccmail.nevada.edu or drop a note to **Inside UNLV** at mail code 1024.

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The program requires 111 credits of didactic and clinical coursework beyond a baccalaureate degree. The proposed curriculum provides a comprehensive and interdisciplinary examination of topics and experiences necessary to produce graduates who are ready to secure employment in the physical therapy profession.

The program is accepting students. Classes will begin this summer.

The physical therapy department is part of the School of Health & Human Sciences.

HONORS

Students Recognized at Medallion Ceremony

The college's fall Medallion Ceremony recognized the accomplishments of 24 graduating seniors. Brandi Powell, one of those being honored, spoke about the value and pleasure of an honors education.

The following students graduated with both university and department honors: Amber Cunningham, cum laude; Chelsea Randall, summa cum laude; and Aleem Wali, summa cum laude.

These students graduated with university honors: Elizabeth Alves, magna cum laude; Timothy Anderson, magna cum laude; Christina Cazares; Leopoldo Cervantes, cum laude; Homan Lam; Adam McCracken; Trevor Moffat, magna cum laude; Steve Padgette; Elham Roohani; Angelina Russo, magna cum laude; Janna Schantol, magna cum laude; Stephanie Strebel, cum laude; Mary Tang; Laura Wade, cum laude; Elizabeth Yu, magna cum laude; and Lisa Xee Yuan, magna cum laude.

The following students graduated with department honors: Brandi Powell; Carol Randall, summa cum laude; and Shelley Zaragosa, summa cum laude.

Freshman Takes Top Prize

First-year honors student Emily Powers won first place in UNLV's fall public speaking contest. Powers, who took honors public speaking from instructor William Belk, competed against 35 others enrolled in UNLV public speaking classes. Her speech, "Food for Thought," focused on the obesity epidemic in America. She was praised for excellent arguments, clear organization, and best delivery. Powers is the daughter of Becky Boulton, manager of the Graduate and Professional Student Association.

HOTEL

Alumnus McBeath Honored

Alumnus Bill McBeath, '86, received the Harrah Hotel College Alumnus of the Year award at the annual homecoming dinner. President and

chief operating officer of the Mirage, McBeath joined Mirage Resorts in 1987.

He has held key management positions throughout the Mirage Resorts family of companies and was promoted to his current position when the MGM Mirage merger was completed in 2000.

McBeath is active in the Las Vegas community and serves as a member of several boards and task forces. He was a founding member of the Harrah Hotel College Alumni Board of Directors.

Appointments Announced

Seyhmus Baloglu was appointed assistant dean for research. A UNLV professor since 1996, Baloglu will promote scholarship and research within the college and assist faculty in securing grants and contracts. He also will serve as a liaison for the office of the vice president for research and graduate studies and as a member of the dean's executive committee.

The food and beverage management department appointed Don Bell as director of the beverage management program and Chef Jean Hertzman as the director of the food-service management program.

Gail Sammons, '87 MS, was appointed interim chair for the department of hotel management.

LAW

Pro Lectureship Instituted

As part of its commitment to the study of legal history, the Boyd School of Law will present the inaugural Philip Pro Lectureship in Legal History at 7 p.m. Feb. 4.

Gordon S. Wood, Brown University's Alva O. Way University Professor and professor of history, will deliver the lecture. Wood, a pre-eminent historian of the American Revolution, will lecture on "The Origins of American Constitutionalism." The American Historical Association awarded his *The Creation of the American Republic, 1776-1787* (New York, 1969) the Bancroft and John H. Dunning prizes, and his *The Radicalism of the American Revolution* earned him the 1993 Pulitzer Prize in history. Wood's new book is *The Americanization of Benjamin Franklin*.

The lectureship is named in honor of Philip Pro, the chief judge of the U.S. District Court in Nevada, an eminent leader in Nevada, and an appreciator of legal history. The lectureship has been organized by professor David Tanenhaus, who holds a joint appointment in the history department and in the law school as the James E. Rogers Professor of History & Law. The university community is invited to attend Wood's lecture and the reception that will follow.

HELPING MAKE THE HOLIDAYS

HAPPY: The Center for Academic Enrichment and Outreach provided 75 families who use the center's services with a little holiday cheer in the form of groceries and Target gift cards. Helping with the distribution, at far right, is Yvonne Atkinson Gates, the center's executive deputy director for marketing and community relations.



LIBERAL ARTS

Faculty Provide Election Expertise

Faculty from several departments, including political science, history, and communication studies, were asked by media outlets to provide expert commentary during the recent national election.

"Clearly, the attention drawn by UNLV's political scientists was occasioned, in part, by Nevada's status as a 'purple' (swing) state in the Electoral College," said political science professor Ted Jelen. "However, the frequency with which UNLV political scientists were consulted by the news media is also testament to the strong and growing reputation of UNLV in general, and of the political science department in particular." In addition to election prognoses and analyses, professors shared expertise on campaign finance, foreign policy, and environmental protection.

At the local level, political science faculty sponsored a public forum on the elections. Additionally, faculty from political science, history, and communication studies participated in a televised roundtable concerning the media and electoral politics in the United States.

Nationally, UNLV political scientists appeared in *USA Today*, *New York Times*, *Time* magazine, *Los Angeles Times*, *Washington Post*, *Baltimore Sun*, *Christian Science Monitor*, *Wall Street Journal*, and *Campaigns and Elections*, as well as in a number of newspapers in local media markets outside of Nevada. Department members appeared on such national broadcast media as National Public Radio and Fox News Network, and were frequently interviewed by the Associated Press.

Internationally, faculty were

interviewed by *Die Zeit* (Germany), *La Croix* (France), *Glasgow Sunday Herald* (Scotland), *The Economist* (London), the *Toronto Globe and Mail* (Canada), *Asahi Shimbur* (Japan), the *Australian*, *Straits Times* (Singapore), Danish Broadcasting Corp., British Broadcasting Corp., and *The Guardian* (Manchester, United Kingdom).

SCIENCES

Keeping Pace with Space Exploration

At a time when President Bush and many members of Congress have committed to expanding space travel and even to developing a colony on the moon, the college is proud to discuss plans to enhance its astronomy and astrophysics programs.

While a colony on the moon may sound like something out of the *Star-gate SG-1* television series, clearly there is movement to reinvigorate the nation's space program. Nevada—and UNLV in particular—can play an important role. The physics department's noted astronomers and astrophysicists have obtained significant federal funding for their research. New graduate programs—the first of their kind in the state—have been proposed for astronomy. And now, UNLV has been designated to host an international conference in this area.

The Dynamics of Galaxies: Baryons and Dark Matter conference will take place on campus March 10-12. The focus of the meeting, according to professor George Rhee, is on a subject central to cosmology. Researchers will discuss the question of how mass is distributed inside galaxies. This issue is of importance because there appears to be a serious conflict between observations of galaxies and the predictions of the successful cold dark matter

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● DIVERSITY

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He also wants to help faculty develop recruitment strategies that are conscious of diversity, and to foster interaction among curriculum committees and student groups. Assisting him in those efforts is the Committee for an Inclusive and Just University, which surveys the campus climate and makes recommendations on ways to promote equality and diversity.

Cynthia Carruthers, committee chair, said bringing diversity to the forefront at the administrative level will open doors for staff and students.

"Bringing human resources and diversity initiatives together under Sam Connally provides UNLV with another administrator with a high level of authority and decision-making ability who has a great deal of sensitivity toward these issues," said Carruthers, a leisure studies professor. "There is a clearer route for information exchange and stronger opportunities for advocacy at the highest levels of the administration now."

That access has already helped the Status of Women Committee secure funding from Juanita Fain, vice president for administration, for a study of the Perceptions of Justice, Civility, Equity and Inclusiveness at UNLV, she said. Current and past employees will be asked to rate the campus climate for faculty and gauge their job satisfaction, to see if any changes are needed.

The emphasis on diversity and inclusion offers reassurance that the findings won't "sit on a shelf someplace" after the work is done, Carruthers said.

CHOCOLATE AND OTHER DELIGHTS

Hundreds of UNLV faculty, administrators, and classified and professional staff members gathered last month for the annual president's holiday reception. (Clockwise, from right) Residential life coordinator Alli Myers hits one of the most popular food stations at the event, a fountain flowing with melted chocolate. President Carol C. Harter and her husband, Mike, greet Michael Frazier of the Lied Library staff, right, who was selected as a December classified employee of the month. Custodial coworkers Dawn O'Brian, Steve Hunter, and Tammie Fox enjoy the festivities.



● ACROSS CAMPUS

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model of galaxy formation. Observers and theorists, as well as galactic astronomers and cosmologists, have been invited. The meeting will include distinguished scientists from the United Kingdom, France, Holland, Canada, Mexico, Spain, Switzerland, Italy, and the United States, including UNLV's own experts.

STUDENT LIFE

Preparing Students for Careers

Help spread the word about UNLV's career services office to your students.

Students can avail themselves of an array of services as they make decisions concerning future employment. In addition to making classroom presentations, career counselors work individually with students on career assessment, major identification, resume enhancement, and mock interviews.

Career counseling is available by appointment as a free service to

currently enrolled students and alumni. Technology plays a big part, too, as students use the Web for online recruiting, career assessment, and resume publishing.

Today's job market for college graduates is strengthening, according to Rita Bocchinfuso-Cohen, associate director of career services. Surveys of employers report increasingly positive hiring projections for college graduates. As the result of impending retirements and increased consumer demand, employers expect to hire 13 percent more new college graduates this year than last. Employers visit campus throughout the year to recruit new employees. The annual UNLV Career Fair, scheduled for March 2, will bring more than 100 employers to the Thomas & Mack Center to talk with students.

Career services recently established an advisory council co-chaired by Arte Nathan, senior vice president of Wynn Las Vegas, and Eileen McGarry, UNLV assistant vice president for academic success. The council, comprised of

employers from a variety of industries and university administrators, meets regularly to improve services to students and employers, build advocacy for career services, and enhance awareness of employer perceptions.

Encourage students to learn more about career services by checking the office's website or stopping by the Student Services Complex, Room 301.

URBAN AFFAIRS

Faculty Make Strong Showing

Faculty from the newly formed department of communication studies and the Hank Greenspun School of Journalism and Media Studies made a strong showing at the recent annual convention of the National Communication Association, the discipline's oldest and largest professional organization.

Jennifer Bevan presented "Testing and Refining Reaction Model of Jealousy Across Relational Contexts and Jealousy Expression Messages" and she chaired a session titled

"Theoretical and Conceptual Advances in Interpersonal Communication." Donovan Conley made three presentations, "Bloodletting at the Border: Slavery, Theology, and Disease in Frontier Cincinnati," "Navigational Rhetoric: Pedagogical Grids and Land-Mind Aporias," and "More is More: American Rhetoric of the Big." Lawrence Mullen presented "Visual Representations of Community." Elaine Wittenberg-Styles presented "Looking Back and Moving Forward: Examining the Communicative Dimension of Cancer Survivorship."

Department chair David Henry served as a panelist on a session titled "Ronald Reagan's Rhetorical Legacy" and, as editor-elect of the *Quarterly Journal of Speech*, he served on a session with the association's journal editors. Henry also completed his term as chair of the organization's finance board and executive committee. As first vice-president of the association, Dean Martha Watson served as the convention's primary program planner.