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Inside UNLV

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February 2005

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Training on Tap

HR Offers Resources for Improving Workplace Skills

By ERIN O'DONNELL

You're an expert in economics, but you're stumped by employee evaluations. Or maybe you're a whiz at business letters, but befuddled by budgets.

Expertise in a field doesn't always come in the same package as office or managerial skills. That's why the office of human resources and diversity initiatives is launching a campuswide staff development program. The goal is to improve employee relations and minimize office conflicts through employee development training and resources. Hilary Bockstanz, formerly a benefits counselor, recently was named to the new position of director of staff development and employee relations.

"We want to make sure faculty and staff have the skills, knowledge, and expertise they need to perform their jobs," Bockstanz said. "They may possess the technical skills, but they may not have supervisory skills that are as fully developed as they need."

Bockstanz will supervise a development and diversity trainer who has yet to be hired. That person will design and lead workshops both at a dedicated training room in the Campus Services Building and at other campus sites as requested.

Employees Requesting Help

The demand for such training is apparent, Bockstanz said. Many faculty and staff members have come from institutions that had established staff development programs, and they miss that kind of access. It's one of the areas where UNLV is playing catch-up to its explosive growth, she said.

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More Time for Teaching

Faculty Adapt WebCT Tools to Fit their Classroom Needs

By ERIN O'DONNELL

When Patti Shock started teaching online courses through WebCT three years ago, she was surprised to find most of her students were logging in during breaks from their busy lives in Las Vegas.

"I expected more of the online students to live outside Las Vegas," said Shock, chair of the tourism and convention administration department in the Harrah Hotel College.

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

WebCT coordinator Wonda Riner describes WebCT as a course management system that gives faculty members dozens of tools to help them handle the business of teaching more efficiently. With that taken care of, faculty members can focus on the content of a course, she said. And it satisfies the expectations of a generation of students for whom the Internet is as basic as running water.

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

■ **Informational:** Instructors can upload materials such as syllabi, lecture notes, or PowerPoint presentations for students to view or print — and once they're posted, the materials are



Wonda Riner, the campus' WebCT coordinator, encourages faculty members to utilize the many tools the course management system offers.

accessible thereafter. "When you're teaching the same course again and again, that's where the time savings comes in," Riner said.

Rosters, updated daily, are online, and the electronic gradebook lets students view their grades confidentially.

■ **Interactive:** The discussion and chatroom tools can help instructors require participation that they can't always achieve in person. Assignments can be submitted online, and the system enforces due dates by rejecting late entries. And, students can have a direct line to professors through WebCT e-mail.

■ **Evaluative:** Online quizzes can be given in multiple-choice, matching, fill-in-the-blank, or even short-answer formats, and they are graded instantly. "There's that instant feedback that students love," Riner said. Although not graded instantly, essay questions are also an option.

Training Available

The Teaching and Learning Center offers WebCT training on a regular

basis for both beginners and advanced users. Riner said that once instructors have the basics down, they're encouraged to innovate.

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

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

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

●SEE WEBCT ON PAGE 8



To learn more about WebCT:

call ext. 5-0730.

For WebCT Technical Support:

call ext 5-0777.

Legislative Session Presents Opportunities and Challenges

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

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

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

Funds Sought for Improvements

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

■ An approximately \$13.6 million appropriation to cover items such as equipment, furnishings, and data/telecommunications wiring for the new Science, Engineering and Technology Building. This funding was deferred from the last budget cycle and is, of course, critical to the completion of a building



BY CAROL C. HARTER

that will be tremendously beneficial to both the campus and the state.

■ Approximately \$24 million in funding for the proposed Greenspun Hall, which would house several of the offices and departments in the Greenspun College of Urban Affairs currently dispersed across campus. The new state-of-the-art facility, which is expected to cost approximately \$40 million, would be funded in part by a donation from members of the Greenspun family, who have generously increased their pledge for the facility to \$16 million.

■ An estimated \$10 million in funding for the Student Services Complex addition and renovation that will consolidate the student services departments into one central location to provide greater convenience to our students.

Priorities Include Growth, Nursing

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

Another important issue for UNLV involves our nursing doctorate. As you may know, the state is committed to

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

helping alleviate the critical nursing shortage through an initiative aimed at doubling the university system's capacity to produce nursing graduates. Continuing efforts are under way to further support this endeavor; one of our most important contributions to the effort is the creation of the doctorate



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

in nursing at UNLV, which will enable us to increase the number of qualified nursing faculty eligible to teach students in Nevada. Our request for more than \$770,000 to help fund this program is folded into a larger UCCSN budget request for nursing programs of approximately \$4.5 million.

Coordinated Lobbying Effort

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

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

At UNLV, Vice President for Finance Gerry Bomotti and Director of Government Relations Marcia Turner will be coordinating

UNLV's participation in the legislative session and will work closely with system lobbyists. Many other members of the administrative team will be involved in a number of capacities, but these two individuals will be central to the process.

Given the fiscal nature of nearly

all legislative matters, it seems most appropriate for Gerry to serve as our lead campus liaison, working with the university leadership to gather information and respond to legislative requests. Marcia will serve as a registered lobbyist for UNLV and will be on site in Carson City. In addition to representing UNLV during the session, she will also coordinate with representatives from UNLV who plan to meet with legislators or address the Legislature.

With UCCSN's increased emphasis on collaboration during this session, I would urge any member of the campus community who wishes to provide information or testimony regarding UNLV or UCCSN to touch bases with Marcia or Gerry.

I have highlighted here only a few of the priority issues we will bring to the Legislature this year; there are, of course, many others of significance that will be discussed as well. We remain optimistic, as usual, about our chances of receiving funding for these projects. I have the utmost faith in the ability of our state's leaders to recognize and support the needs of higher education in Nevada. The Legislature and Gov. Guinn provided substantial support to the UCCSN system in the last session — for which we are grateful — and we will be working closely with them to communicate our future priorities. I look forward to a productive session for the state and for UNLV.

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

Privacy Matters: Employees Must Ensure Student Confidentiality

BY HOLLY IVY DE VORE

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

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

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

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

FERPA Guidelines

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

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

Source: U.S. Department of Education, www.ed.gov/policy/gen/guid/fpco/ferpa/

What Not to Release

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

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

"Sometimes we get parents, spouses, and other interested third parties asking for specific information about a student that they care about," said Peter Hurley, interim director of student financial services. "Any student who is admitted

to this institution is considered an adult and FERPA protection extends to that student as such. We cannot discuss a student without that student providing specific written permission to discuss his or her case with a named individual."

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

Campus Committee

UNLV's FERPA Committee keeps abreast of FERPA requirements and makes recommendations to ensure that UNLV remains in compliance. Committee members are Michael Bowers, vice provost for academic affairs; Phillip Burns, student

judicial affairs officer; Michael Ellison, analyst in the office of institutional analysis and planning; Daniel Labreque, student financial services counselor; and Aileen Ruppe, associate registrar.

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

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

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

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

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

Holiday Card Tree Realizes \$5,000 Goal

Faculty and staff rallied to raise \$5,000 for the Holiday Card Tree scholarship endowment fund during the fall campaign. Started in 1967 as the Faculty Club Scholarship, the endowment now has more than \$35,000 for scholarships for outstanding students.

Donors to the Holiday Card Tree are listed in a card distributed to campus and emeriti. The UNLV Foundation acknowledges those who were not recognized in the printed card: Ronald B. Jensen, Warren L. McNab, and Willard Rollings and Barbara Williams-Rollings.

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WAVE OF THE FUTURE



Approximately 1,100 students marched into the future following winter commencement Dec. 20. During the ceremony, President Carol C. Harter honored former football coach John Robinson, Clark County School District Superintendent Carlos Garcia, and former UCCSN Chancellor Jane Nichols with the President's Medal for their contributions to UNLV and Southern Nevada. Spring ceremonies will take place May 14.

ACROSS CAMPUS

BUSINESS

Statewide Business Plan Competition Initiated

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

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

Graduate and undergraduate students across Nevada can compete for more than \$100,000 in cash awards, including a \$20,000 grand prize. The experience, exposure, and prestige that accompany participation make it an outstanding opportunity for students. The competition also can serve as a catalyst for bringing together the higher education and business communities.

The awards gala will take place April 27 in Reno. Gov. Kenny Guinn is scheduled to hand out the top cash awards.

The competition is open to all faculty-sponsored undergraduate and graduate students enrolled in a Nevada university or college. So far, UNLV, UNR, and Sierra Nevada College have agreed to participate. Teams will fine tune the art of brainstorming and crafting a business plan; gain access to networks of successful entrepreneurs, lenders, and investors; and share in team-building opportunities.

EDUCATION

Faculty and Grad Students Provide Training for CCSD

Faculty members and graduate students from the department of sports education leadership played a key role in planning and implementing in-service training recently for Clark County School District middle and high school physical education teachers. The work was done as part of their professional service to the Nevada Association

for Health, Physical Education, Recreation, and Dance.

Professor Jerry Landwer presented a workshop on "Strategies to Help Reduce Childhood Obesity," while professor R.R. Apache conducted workshops on "Teaching Dance and Rhythms," "Spark Program for Large Classes," and "Adapted Physical Education Strategies." Professor Al McDaniels spoke about the Southern Nevada Association for Golf.

"Incorporating PDAs and Easy Grade Pro for Advanced Users" and "How to Incorporate Pedometers and Heart Rate Monitors into the P.E. Curriculum," were presented by graduate students Danny Balderson and Nicole Smith.

UNLV coaches and sports education leadership faculty also presented four two-hour coaching clinics. Presenters included Barry Barto, soccer; Allison Keeley, volleyball; Howie Landa, basketball; and McDaniels, golf. Landa and McDaniels also are part-time instructors in the department.

The in-service program, which will be offered again this month, demonstrates the continued collaborative efforts between the department, the association, and the school district.

ENGINEERING

Regional Robotics Competition Scheduled for March

UNLV will host the new 2005 FIRST Robotics Competition Las Vegas Regional from March 30 to April 2 at the Thomas & Mack Center.

This 12-year-old multinational competition involves tens of thousands of high school students in designing and building robots within a six-week time frame. The students, along with teachers, industry mentors, leading corporations, and more than 180,000 pounds of metal, gears, and electronics come together at regional competitions to challenge each other at this "super bowl of smarts."

The high-spirited event — and the design-build process leading to it

— have proven successful in inspiring and motivating students to pursue education and career opportunities that prepare them to enter the technically advanced workplace of the future.

The college, in partnership with For Inspiration and Recognition of Science and Technology (FIRST), expects the event at UNLV to increase awareness of both the college and the university, as well as aid in recruitment of the most talented high school students. Six Clark County teams are among the more than 30 teams expected to attend the Las Vegas Regional. Teams will be eligible for the national competition and for scholarships and other awards.

New Entrepreneurship Course Offered this Semester

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

FINE ARTS

Bolt Play Kicks Off February Offerings

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

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

Offerings from the music department include a free concert by the new ensemble Nextet on Feb. 3 in the Doc Rando Recital Hall and the African American Music Festival on Feb. 11 in Ham Concert Hall.

For information, call ext. 5-2787.

GRADUATE

Graduate Student Research Forum Set for April

Faculty are asked to encourage graduate and professional students to submit research projects for presentation at the fifth annual Graduate and Professional Student Research Forum on April 2.

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

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

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

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

HEALTH SCIENCES

World AIDS Day Observed

Speakers discussed a variety of timely topics at a World AIDS Day observance at UNLV in December.

Sponsored by the School of Public Health in conjunction with the Nevada Health Division, the event included presentations by Cherrill Christman, the Ryan White care coordinator for the state Health Division, and Melva Thompson-Robinson, assistant professor in the department of health promotion. Christman discussed "A Profile of HIV / AIDS in Nevada," while Thompson-Robinson spoke on "African Americans and HIV: Knowledge and Decision Making Pertaining to Sexual Risk." Dr. Bradford Lee, state health officer, moderated the session.

Lee presented Dr. Mary Guinan, interim dean of the School of Public Health, with a proclamation from Gov. Kenny Guinn declaring Dec. 1, 2004, World AIDS Day in Nevada. Guinan also participated in the candlelight vigil sponsored by the Student Life World AIDS Day Committee and spoke on "Women and Girls and HIV / AIDS," which was the theme for 2004.

STUDENT LIFE

New Kiosk Focuses on Helping Students

Satisfaction inventories reveal students sometimes experience what they characterize as the "run-around" when interacting with campus offices. In response to those concerns, the Division of Student Life partnered with other units to create a one-stop service kiosk in the lobby of the Student Services Complex (SSC). During fall semester the kiosk was staffed 11 hours a day weekdays; staff at the kiosk responded to an average of 300 inquiries per week.

Under the leadership of Anita Stockbauer, the SSC lobby was renovated to include the central kiosk. Stockbauer worked to ensure that student needs drove the planning and development of the kiosk. As a result, multiple departments have provided information for

the kiosk handbook as well as personnel to assist students. Helen Hale, a graduate assistant in the office of learning enhancement services, coordinated services during fall semester.

A partnership with CSUN allowed staff to distribute much-needed scantrons, exam books, and pencils for students on examination days. Staff responded to questions ranging from "Can I use the phone?" to "How do I pay this fee?" Departments with the most frequent inquiries included student financial services, cashiering services, student enrollment services, and University College. Students also asked questions about tutoring, learning enhancement, careers, and counseling. Among the more unusual inquiries was a question about where one could sign up for a tango class.

This collaborative effort is yet another example of the university's commitment to serve students well.

HONORS

Honor Code to be Implemented

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

HOTEL

Working Paper Series Highlights Faculty Research

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

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

- Working Paper Series 01/04: "What Every Hotel Sales and Marketing Executive Should Know Before Investing Dollars in Sales Technology" by David Jones and Seyhmus Baloglu.
- Working Paper Series 02/04: "Managing Hospitality Experiences: Las Vegas Style" by Kathryn A. Braun-LaTour, Lewis P. Carbone, and Suzie Goan.

New York Event Draws Alums

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

LAW

Professors Tackle Immigration Study

UNLV faculty members and more than 60 community leaders met recently at the Boyd School of Law as part of a new research initiative in immigration issues.

Law professor Sylvia Lazos and social work professor Vicki Albert are the principal investigators of a study titled "Planning for Immigration Growth." Funded through a 2004 UNLV Planning Initiative Award, the study also involves professors Raquel Aldana, Leticia Saucedo, and David Thronson of the law school; Raquel Casas of history; Lori Navarrete of



QUARTER-CENTURY CLUB

Accounting lecturer Suzanne Sevalstad celebrates 25 years at UNLV. She joined Nancy Cleveland, Barbara Cloud, Lewis Karstensson, Lucy Klinkhammer, and Steven Parker in being inducted into the UNLV 25-Year Club, which salutes faculty and professional staff members with 25 years of service to the university.

special education; Margaret Oakes of social work; and Keith Schwer of the Center for Business and Economic Research.

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

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

LIBERAL ARTS

Archaeologists Study Human Adaptation

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

Professor Barbara Roth conducted an archaeological field school with several students last summer in western New Mexico. She is investigating a pit house village that will help address how early agriculture was introduced in this semi-arid region. Her research was primarily funded by a UNLV New Investigator Award.

On the opposite side of the world, professor Alan Simmons continued interdisciplinary investigations at the Neolithic site of Ais Yiorakis on the Mediterranean island of Cyprus. This

site, too, addresses how agriculture spread, this time to the remote setting of an isolated island about 9,000 years ago. The project was run as an archaeological practicum and involved several students from UNLV and elsewhere. A Planning Initiative Award and the office of research services provided much of the initial support for the project. Continuing research for the next two years is provided by a grant from the National Science Foundation.

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

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

LIBRARIES

Internet Access for Non-UNLV Users Limited

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

Library patrons who are not UNLV students, faculty, or staff no longer will be able to access most Internet or web-based e-mail sites such as Yahoo! from library computers. In keeping with the Libraries' status as the only research-level collection of print and electronic resources within a 250-mile radius of Las Vegas, the Libraries will continue to provide community and guest users with on-site computer access to

the UNLV website, federal government sites, and all of its electronic collections such as full-text online journal subscriptions. It is expected that computer access for students, faculty, and other UNLV-affiliated library users to the Libraries' online resources will improve as a direct result of this change.

SCIENCES

Researcher Receives NSF Grant

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

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

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

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

UNIVERSITY COLLEGE

University Studies Programs Prove Valuable

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

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

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SPOTLIGHT ON PEOPLE

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

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

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



Rubley

● **Mark Hoversten** (Landscape Architecture and Planning) authored an article, "The Centrality of Land-Based Issues in Design Education: Architecture within Landscape," for the architectural journal 306090. He also authored a book review of John Berger's *Reclaiming the West* for *Landscape Journal*. Finally, he recently completed a term as president of the Council of Educators in Landscape Architecture, an international organization.

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

● **Jennifer Fabbi** and **Sidney Watson** (Libraries), along with Peter Murray, Susan Hildreth, and Maurice York, presented a paper, "The Radio Frequency Revolution: Tips and Trends for Implementing RFID Systems in Libraries," at the American Library Association annual conference in Orlando, Fla., last year.

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

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



Jones

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

● **Patricia Cruz** and **Linda Stetzenbach** (Harry Reid Center) co-authored the book chapter "Specific Detection of Fungi Associated with Sick Building Syndrome When Using Quantitative Polymerase Chain Reaction," which was recently published in *Sick Building Syndrome* (the 55th volume of *Advances in Applied Microbiology*; Elsevier Academic Press, San Diego).

● **Gabriele Wulf** (Kinesiology) and **Merill Landers** (Physical Therapy) have been awarded a grant by the American Parkinson's Disease Association to support a research project titled "Attentional Focus Training to Enhance Balance in Individuals with Parkinson's Disease."

● **Jennifer Cox** and **Susie Skarl** (Libraries) co-authored the article "Government Information Education and Training: A Selected Bibliography," which appeared in *Reference Services Review*.

● **Marilyn Thompson** (Curriculum & Instruction) was named Classified Staff Council Employee of the Month for December in the administrative staff category. An administrative assistant II, she orders all supplies, equipment, and forms for 43 full-time and 45 part-time faculty. She also answers calls and fills in at the front counter. A UNLV employee since 1987, she also has worked as an administrative aid in the purchasing department and in the dean's office of the College of Education.



Thompson

● **Larry Golding** (Kinesiology), along with department alumnae Jennifer Padilla Loupias, published a paper titled "Deep Water Running: A Conditioning Alternative." Based on Loupias' thesis research, the paper was published in *Health and Fitness Journal*, a publication of the American College of Sports Medicine.

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

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

● **Patricia Mathews** (Center for Academic Enrichment and Outreach) recently conducted the "Online Post-Secondary Study for Low-Income Working Adults: A Case Study" in conjunction with Angela Benson at the University of Illinois Urbana-Champaign. They proposed this study to describe experiences of low-income families enrolled in online courses and degree programs, reasons for online study, challenges faced by students, and the strategies used to overcome those challenges.



Mathews

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

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

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

● **Frank Serafini** and **Tom Bean** (Curriculum & Instruction) and **John Readence** (University College) recently published a book review essay titled "Reconceptualizing

Adolescent Identity" in the prestigious literary journal *Reading Research Quarterly*. In this review, the authors offered some insights into current theory focusing on adolescence, adolescent identity, and adolescent literacy.

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

● **Andrew Nazarechuk** (Tourism & Convention Administration) made a presentation on "The Changing Fortunes of the Asia Pacific Gaming Industry" at the G2E global gaming conference in Las Vegas in October. The presentation focused on gaming developments in Asia with an emphasis on Macau. He also conducted three presentations about travel and culture in China, South Korea, and Las Vegas for the Cedar Crest Retirement Community, located in Pompton Plains, N.J., in November.

● **Mark Hoversten** and **Susan Jones** (Landscape Architecture and Planning) co-authored an article, "Attributes of a Successful Ethnobotanical Garden," for *Landscape Journal*.

● **Michael Frazier** (Libraries) was named Classified Staff Council Employee of the Month for December in the technical staff category. An employee since 2002, he manages the preservation/conservation laboratory within special collections. He recently received a master's degree from the University of North Texas School of Library and Information Sciences via its distance education program. He was chosen by his graduating class to give the student commencement address.



Frazier

● **Patrick J. Ferrillo** (Dental Medicine) received the Pierre Fauchard Academy

Distinguished Dentist Award for the state of Nevada. He was honored for his contributions, service, and dedication to his profession, colleagues, and community. The award was presented at the annual session of the American Dental Association in Orlando, Fla., in October.

● **Curtis Love** (Tourism & Convention Administration) received the Distinguished Service Award from the International Association of Exhibition Management in December.



Love

● **Gabriele Wulf** and **John Mercer** (Kinesiology) recently had their article "EMG Activity as a Function of the Performer's Focus of Attention" published in the *Journal of Motor Behavior*.

● **Tom Bean** (Curriculum & Instruction) presented research papers at the National Reading Conference in San Antonio. He presented a paper on "Reading Men Differently: Alternative Portrayals of Masculinity in Contemporary Young Adult Fiction" with **Helen Harper** (Curriculum & Instruction) and "Sociocultural Dimensions of Multiple Texts in Two Experienced Content Teachers' Classrooms" with UNLV doctoral student Benita Dillard and Nancy Walker of California's University of LaVerne. Additionally, he discussed two papers on studies concerning the linguistic and cognitive aspects of secondary literacy.

● **Brad Eden** (Libraries) presented the paper "Academic Librarianship as an Alternate Vocation: Working Outside (and Within) Your Scholarly Field" at the seventh biennial National Conference on Independent Scholarship in New York City in October.

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

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

Items should be no more than 75 words.

● ACROSS CAMPUS

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A review of similar programs across the nation reveals that there are no limits in terms of career prospects, Gauthier said. In fact, a recent study shows no difference in acceptance rates to graduate schools for students with a bachelor of university studies versus those with a bachelor of arts or science. Indeed, a significant number of students with university studies-type degrees have progressed to graduate programs in a variety of fields, including law and medicine. An even larger number have found careers in business, industry, or government.

"The flexibility and diversification required of university studies students makes them particularly attractive to graduate schools and employers searching for individuals with an integrative, creative, and interdisciplinary perspective," Gauthier said.

URBAN AFFAIRS

CUP Projects Span Disciplines

The Center for Urban Partnerships (CUP) is involved in numerous applied research projects covering a wide range of disciplines, from social work and youth counseling to wildlife conservation.

Ramona Brinson (social work) is lead evaluator of several projects involving county and state agencies, including "Adoption: Those Who Wait, Those Who Do Not and the Reasons Why," "Kinship Care in Nevada," and "Caring Communities Demonstration Project." Pat Markos (marriage, family, and community counseling) is principal investigator of "Nevada Board of Examiners for Alcohol, Drug and Gambling Counselors Reliability Study of the Oral Examination," and "Needs Assessment of Homeless in Clark County."

Sandra Owens-Kane (social work) is project manager of "Training Series: An Integration of Best Practices and Child Welfare Competencies," which offers web-based training for child welfare workers. Greg Schraw (education psychology) is facilitator for the "Cooperative Conservation Program: Alternative Workforce Project," which identifies community workforce suppliers for several federal agencies, including the Forest Service.

Susan Mears, the director of CUP, is program evaluator for a drug and alcohol abuse prevention program offered by Project 4 Youth, a local nonprofit organization serving youth referred by the Clark County department of juvenile justice. Mears and CUP staff member Constance Brooks also are working with CCSN in assisting the Nevada Treatment Center to become computerized. CUP also is partnering with the Nevada Division of Child and Family Services on a grant to develop state and local infrastructure serving youth with behavioral and health challenges and also serving their families.

AN INSIDE VIEW

Hilary Bockstanz, director of staff development and employee relations

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

How did you get into staff development and employee relations?

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

What is challenging about providing such services or avoiding problems?

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

What I noticed while working at the University of Utah is that quite often supervisors would contact us when they were experiencing a difficulty in the workplace with a particular employee, and they didn't know quite how to motivate the



employee or whether discipline was appropriate.

On the flip side, employees who may have received disciplinary action or perhaps not so favorable of an evaluation would come to employee relations. They would say, "I don't think this is fair, but I love my job and I want to turn this around. Can you give me some guidance on how to do that?"

What are some memorable situations from your career, and what was good or bad about how they were handled?

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

You deal with things from the absolutely hilarious to things that are so sad — drug and alcohol addiction and its impact in the

workplace, and just about everything in between.

What happens to supervisors when these bizarre situations arise is they have a tendency to be very emotionally involved because they work with these people day in and day out. Employee relations can offer a safe place to talk things through in order to come up with the best resolution for the employee and the supervisor.

What are some assumptions about staff development or diversity initiatives that you would like to dispel?

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

● TRAINING: HR Expands Resources in Conflict Resolution

CONTINUED FROM PAGE 1

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

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

Sam Connally, associate vice president for human resources and diversity initiatives, created the new positions during the reorganization

of his office last year to bring diversity to the forefront.

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

Bockstanz said sensitivity is crucial on a campus as diverse as UNLV, and that everyone can benefit from learning how differently others may perceive comments or situations. "When you deal in an

upfront manner, conflict is going to be reduced. We have a responsibility as citizens of the workplace."

Solving Problems

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

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

Cowgirl Up

Rodeo On Campus Puts Dean Back in the Saddle

By DIANE RUSSELL

Lauren Dean's hobby has her over a barrel.

Wait, let's change that preposition. In Dean's case it's more that her hobby has her *around* a barrel on a regular basis. And she's delighted about it.

As the 2004 Nevada state barrel race champion in the over-50 category for the American West Barrel Racing Division, Dean has reason to crow.

UNLV's director of communication services took up the sport just seven years ago and has been working diligently ever since to drive down her competition times in a sport in which a capable horse and fast times are everything.

Barrel racing involves the rider and horse zipping around three barrels in a cloverleaf pattern, exiting the course where they entered. Riders endeavor to maneuver as close to each barrel as possible to save on time, which is measured in thousandths of a second. Knocking over a barrel brings a costly time penalty.

Dean's best time to date is 16.3 seconds. However, because arenas differ in size, so do the times. The Thomas & Mack Center, for instance, has a very small arena, so times under 14 seconds would be fast there, she said.

Silver Saddle

Although her prowess already has paid off in terms of the championship — and the impressive silver-studded saddle that came with it — Dean is determined to better her times.

"I get a real kick out of the sport," said Dean, who oversees the campus telephone, mail, and voice mail operations. Communication also is central to her success in a sport in which rider and horse must be closely in tune. "What I like about it is that the sport demands a trusting partnership between the horse and the rider.

"Because the sport is time driven and

thousandths of a second can make a difference, only the most willing horses are used," she explained. "Each prospective horse is sent through extensive training that involves one year of time-only runs without competition and one year of seasoning in actual races but at moderate speeds."

She said no horse is forced to be a barrel horse because you can't make them race if they don't want to.

The sense of community that pervades the western barrel racing circuit is another plus, said Dean, who travels to competitions throughout Nevada, Utah, Arizona, and California. She and her husband, Curtis Fitzgerald, spend many long weekends towing their trailer to meets. The trailer has two compartments — one for them and one for Dean's horse, Holly. The difference is that Holly's half lacks a shower. Holly, an 11-year-old American quarter horse, doesn't mind the lack of running water in her half of the accommodations.

Fitzgerald, who shoes horses professionally, bought Holly (whose full name is Holly's Proud Peppy) in 2001 and began training her. He raced her himself until last year when Dean began riding her in competition.

Practice Makes Perfect

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

Another key to success, according to Dean, is participating in as many competitions as possible. She's ridden in as many as 25 meets per year, making it possible to rack up the points necessary to have a shot at the title.

"Good riders who don't get to many competitions may do well in



Photo Makers

Above, Lauren Dean, director of communication services, and her horse Holly compete in a barrel race in Wendover. Dean, who began barrel racing just seven years ago, recently was named a state champion in the sport.

individual events, but they aren't going to win the overall championship because they won't have accumulated enough points," she said. "That's why we go to every competition we can — that and the fact we love it."

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

Having owned a horse as a child, Dean long had been interested in horses, but had drifted away from riding as a teenager. A few years ago, she couldn't help but notice the horses stabled near her office in the Campus Services Building for the National Finals Rodeo.

"I saw all the cowboys, and it looked



Geri Kodey

like they were having a good time," she recalled. "It reminded me how much fun riding and horses had been, and I decided to start riding again."

Dean, who has inevitably sustained several injuries, including a broken foot and a broken leg, during her years of competition, has no plans to slow down.

"I know some competitors who are in their 70s," she said. "If I keep enjoying the events as much as I do now, I hope to be competing into my 80s."

● WEBCT: Faculty Find Online Tool Encourages Dialogue

CONTINUED FROM PAGE 1
the position; that program is offered almost exclusively online.

"We know more and more courses are going to go online," Colosimo said. "And sometimes you have a problem that's just such a simple thing to fix if you have someone internally who knows how to do it."

Teaching Online Advantageous

Some faculty members may still be intimidated by the technology and the way teaching online differs from the

classroom setting, but some WebCT converts have found unexpected advantages. "With WebCT e-mail, students ask a lot more questions that they might not ask in front of their peers," Colosimo said. "You have a lot more dialogue with more of the students in class."

Shock has experienced the same effect, and said teaching online has improved her rapport with students. She makes her students create an online profile with a photo: "This way, if a student asks me a question, I can go and see who they are."

Online courses have the added benefit of helping the university serve a growing student population at a time when resources are limited.

University officials eyeing the bottom line appreciate the way online courses save on printing costs and classroom space.

And Shock loves that WebCT allows instructors as well as students to go mobile. It lets her department bring in expert instructors — professionals in the field who can offer their expertise without taking a semester away from

the careers that make them such valuable resources. She said many regular Hotel College instructors also keep teaching while attending conferences, traveling, or going on sabbatical halfway around the world.

"I travel a lot. I've taught from Hong Kong and other places, as long as I can get online," Shock said. "We had one professor who taught for us online while on assignment in Turkey, and another who has taught online various semesters from China, Korea, and the Philippines."