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Inside UNLV

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Inside UNLV

News & Information for UNLV Insiders **DECEMBER 2006**



Don't Miss the Fun
Join President Ashley for the campus holiday party. It will be 5-7 p.m. Dec. 7 at Artemus Ham Hall, followed by a performance of the Las Vegas Philharmonic.

Degrees of Possibility

University College Offers Students a Variety of Options for Pursuing Their Degrees

By **Diane Russell** | Marketing & PR
University College is nothing if not multi-faceted. It's a place for:

- an undecided student to roost while getting help figuring out which major is best for him.
- a student struggling academically until she gains admission to the college of her choice.
- a student to fashion a degree that meets her very specific needs.

Addressing Retention and Graduation

Founded in fall 2004, University College was created in large part to address challenges in student retention and graduation rates, said John Readence, the college's founding dean.

"Some students were not ready to enter one of the other colleges — either because they hadn't decided on a major or because their grade point average (gpa) was high enough to gain admission to UNLV, but not yet high enough to get into their chosen college," he said.

"University College not only gave them an academic home, but also provided them with services designed to help them achieve their goals."

Readence gives much of the credit for successfully guiding students to the University College's advising staff, headed by Anne Hein. Because they work with all students who have not yet declared a major, the college's advisors must be knowledgeable about every UNLV degree program. Their goal is to help students find the academic program that is the best fit.

> See **College**, Page 7

The Facts on University College

Test your knowledge about University College. Do the facts below jibe with your perceptions?

Fact: Nearly 32 percent of University College students have gpas of 3.0 or above, while another 25 percent have gpas between 2.5 and 3.0.

Fact: Students pursuing a university studies degree take by far the majority of their classes from UNLV's other colleges. Their capstone projects are closely reviewed by faculty members from outside University College as well as within.

Fact: Because University College students take only 12 credit hours within the college, other colleges receive the bulk of the students' FTE funding.



Professor Susan Meacham's community service helped Nevada become a national leader in school food policy.

Healthy Climate for Research

Professors Take Science to Legislature to Influence Wellness Program

By **Cate Weeks** | Marketing & PR
A half dozen years ago Susan Meacham was at a roundtable discussion when a Clark County Health District official shared her troubles getting federal grant funding. One reason cited: Nevada was not addressing public health problems related to obesity.

"At the time I realized that the state's policies — or lack of policies — could really hinder UNLV's research programs in nutrition sciences," said the professor of nutrition science. "We had to step back a bit from developing grant proposals and work on our partnerships in the community."

That decision led to a hand in reshaping school foods policy and the passage of legislation establishing a state fitness and wellness council. Now, instead of being passed over, Nevada is being recognized as a national leader. The Center for Science in the Public Interest recently ranked the state second in the country in terms of school foods policies.

Statewide Changes Start with Local Collaboration

Meacham and Audrey McCool, a food and beverage management professor, began by working with the Clark County School District's dietitian. With technical support from UNLV, the school district developed policies that took junk food

> See **Nutrition**, Page 3

Your Feedback: Readers Rate *Inside UNLV*

What's the most popular story recently published in *Inside UNLV*?

With new leadership this fall, it's not surprising that readers have shown a strong interest in what President David Ashley has to say.

Inside UNLV recently adopted a question-and-answer format for this piece. We know you're busy, so the change is part of our efforts to present information in a way that allows "skimmers" to quickly gauge if the story applies to them.

The second most popular story hit on what is perhaps employees' biggest collective grumble: parking. In an open-ended question, respondents also indicated that they've enjoyed past coverage of campus construction projects.

Suggest a story. Contact editor Diane Russell at diane.russell@unlv.edu or at ext. 5-0894.

Take this month's survey. Visit facultystaff.unlv.edu.

Not getting your copy? Ask the person who sorts mail for your department.

We have noticed that your enthusiasm seems to drop as stories get longer. We'll continue to work on providing just the right amount of information. In the meantime, please keep responding to our surveys. It will help mold *Inside UNLV* into an even more effective publication for faculty and staff.

Share the Power of the Positive Spirit

Just before *Inside UNLV* sat down for this interview with President David Ashley, the university announced two major gifts for the Invent the Future campaign. The donations will create new scholarships and enhance career services programs (see “Gift Creates Hotel Careers Center,” page 3). Here the president shares his thoughts on fundraising.

What is the biggest misconception about campus fundraising?

That all fundraisers do is ask for money. Fundraising is about conveying all the good things that are happening here. It’s about showing the direction we’re headed and the opportunities there are for individual gifts to have impact. It’s about sharing the enthusiasm, and about connecting our friends and alumni to the mission of the university. If we are successful at that, then alumni, community members, and business leaders will turn to us and say, “How can I help?”

And how can they help?

By supporting the things we do best. As a public university, we get about a third of our operating budget from the state. Those funds provide the basics. Private dollars allow us to enrich the experiences for students and faculty; they provide those additional things that truly nurture excellence.

The Invent The Future campaign started quietly in 2002 and publicly in 2005. How does a presidential transition affect campaign efforts?

The short answer is that a change in leadership



David Ashley | UNLV President

does not by default adversely affect campaigns, and the reason goes back to my answer to the first question. As long as there’s confidence the university will continue to move forward, donors will continue to support the university. Keep in mind, too, that campaigns generally last seven to 10 years while the average tenure of university presidents is less than five. Most universities will experience a leadership change — or two — during the life of their campaigns.

How is fundraising at UNLV different from other institutions?

First, UNLV has very few alumni compared to its peer institutions. Most major campaigns focus directly on alumni giving and engagement. UNLV just doesn’t have that base — 50 percent of our alumni graduated within the last 10 years. But UNLV is fortunate that many major corporations and successful individuals in the community are filling in. They view giving to UNLV as an opportunity to provide the kind

of life-changing experiences they had in college, and they don’t want to see our top students leave Nevada in order to get them. One other thing that I think makes UNLV quite special is the number of donors who are very successful, but did not have the benefit of formal college or professional education. They see the tremendous value in what UNLV offers, and they want their community to be strengthened by our success.

What role do faculty, staff, and students have in the campaign?

Your role is not at all unlike mine: to simply share your enthusiasm for the good work on campus when you’re beyond the university boundaries. The power of the positive spirit I see across campus will help UNLV achieve so much more than its fundraising goals; it will play a part in every aspect of our success — from attracting top employees and ensuring our students receive a high-quality education to fostering economic diversity and advancing research.

Marketing Materials Available

Making a presentation? The office of UNLV marketing & public relations has developed a number of institutional brochures for campus use, including the UNLV Profile brochure, the UNLV Highlights fact sheet, and the UNLV At-a-Glance card. Order your copies at marketingandpr.unlv.edu/pubsOrder.html.

Tips for Hiring and Keeping Better Staff

By **Shane Bevell** | Marketing & PR

Ever feel a little lost navigating the business side of UNLV? The human resources department has been conducting a series of business operations training classes to help managers (old and new) and future managers be successful in their roles.

Last month *Inside UNLV* sat in on a session by Sam Connally, associate vice president for human resources. Here’s what we learned about recruiting and retaining the best employees:

1 Recruitments must be public: There is a well-defined search process for faculty and professional staff positions. The search can be waived if special skills merit that a search doesn’t need to be conducted or during a work stoppage. All classified vacancies are subject to recruitment and there is no search waiver process.

More info: Contact George Dombroski, director of recruitment and compensation, at ext. 5-1523.

2 Nobody gets paid until the E-doc is processed: For classified staff, human resources initiates the employment document, known informally as an E-doc. For faculty and professional staff, the process is a little more complicated. The department that is hiring the employee initiates the employment document.

Upcoming Classes

The business operations training series continues in January. Classes are held Wednesdays from 1:30 to 3 p.m. in the student union, Room 218. Registration is required. Call ext. 5-0402 for more information.

- Jan. 24 – Risk Management & Safety
- Jan. 31 – Information Technology
- Feb. 7 – Facilities Management & Planning
- Feb. 14 – Sponsored Programs – Contracts & Grants

3 Promote the benefits UNLV offers: Many new hires are surprised to learn that as state employees, they will not pay social security tax (but there is a 1.45 percent Medicare tax). Instead, UNLV uses the Retirement Plan Alternative program, which features a generous state match for contributions. UNLV also offers optional supplemental retirement plans.

More info: hr.unlv.edu/Benefits/bene_sum.html.

4 Salaries have to be within certain ranges: Compensation ranges for faculty are based on discipline and rank. Compensation for professional staff is by range (1-7). Classified employees are compensated based on state personnel tables.

More info: hr.unlv.edu/Compensation/index.html.

5 Resources help all staff grow: Staff development opportunities include workshops in office support skills, developing and enhancing supervisory and management skills, building on customer service, and university business processes.

Professional growth opportunities include grant-in-aid programs and educational assistance. “We hope that all employees will take advantage of the development opportunities that are available,” said Hilary Bockstanz, director of staff development and employee relations. “All workshops offered through the staff development office are free.”

More info: Go to hr.unlv.edu and click on “Training Catalog” under the “Staff Development” heading to view a current copy.

6 Merit increases are tied to performance evaluations: For professional staff, annual evaluations

must be completed by March 1. Factor and summary ratings include: unsatisfactory, satisfactory, commendable, and excellent. To be eligible for merit, employees must be rated satisfactory in two categories and commendable or excellent in one category. Merit amounts range from \$1,000 to \$4,500.

For classified staff, annual evaluations are conducted on the anniversary date of when the employee was hired. Factor and summary ratings include: does not meet standards, meets standards, and exceeds standards. To be eligible for merit, employees must be rated either meets standards or exceeds standards. The salary increase is five percent.

InsideUNLV

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

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Mac Lovers Embrace Creativity Through Computers

By Mamie Peers | OIT

In 1984, Macintosh aired a memorable Super Bowl commercial selling its computers as machines of freedom and liberation. Today, many people at UNLV are actualizing the dream of Macintosh creators by using their computers in new ways to create new art, improve teaching and learning, and to just have fun. Considered the ultimate tool for creativity by many innovators in the fine arts, “Macs” are not only business devices. At UNLV, they’ve become soundboards, supercomputers, and digital cameras.

Macs and Music

One place on campus that uses Macs in creative ways is the music technology lab inside the Beam Music Center, Room 138. Visitors to the lab might question whether they’re looking at musical instruments or Apple computers. At each desk, pianos and other instruments connect to the machines, turning the computers into cutting-edge soundboards. Music software enables students to edit musical scores, study the sounds of a particular instrument, or add their own lyrics to a familiar tune. Some of this sophisticated music software is only available on the Macintosh platform.

Funded by student technology fees, the lab is open for use by anyone at UNLV who wants to create or analyze music. “My role,” explained Rob Mader, musician and creative technology specialist for the College of Fine Arts, “is to make sure technical tools never get in the way of creation.” That’s why Fine Arts opted to use Apple computers, he said. “Macs are easy to use and they just don’t fail.”

Need a Computer?

If you are looking to purchase a computer, take advantage of the educational discount. Visit unlv.edu/infotech/buy.html for more information.



Freshman Rhyan Lagarde uses one of the computers in the music technology lab.

Music professors use the cameras built into their new iMacs to record lessons with students, Mader said. “When students leave, professors hand over a copy of the video. This way, students can learn by watching their own recordings,” he added.

Fighting Fear

“Eliminating fear of technology is the key to using it to be creative. This fear can be eliminated through training in the UNLV music tech lab,” said Gil Kaupp, instructor of music technology and recording engineer in the college’s recording studios. “The tools make it fun for students to learn ear training, music notation, arranging, and video editing.”

Saving and rendering files takes a lot of computing power. To speed up the process, Kaupp and

Mader connected all the Macs in the lab so that they can use each other’s processing power. If computers are connected to the “node,” the entire lab works like a supercomputer and turns saving processes that typically take hours, into minutes, they said.

Speaking about the potential for podcasting, Mader said, “Students could post their recitals to the iTunes education store. Or, faculty can post their latest recordings. Theater, dance, music, and other departments could offer live broadcasts of events, drawing more attention to UNLV happenings.” The capabilities for podcasting are already there, he said. “All I need to do is turn it on.”

More info: To learn more about the music technology lab, go to mtl.cfa.unlv.edu.

Invent the Future

Gift Creates Hotel Careers Center

Internship Opportunities to Exist for Both Faculty and Students

By Lori Bachand | UNLV Foundation

A new career center planned for the Harrah College of Hotel Administration is one of the fruits of the \$332 million raised to date as the Invent the Future campaign completes its fifth full year. The Robert Boughner Career Services Center — named after the alumnus who donated \$1.2 million for its creation — will work with the UNLV Career Services Center and is set to open next year. In addition to providing students in the Hotel College with specialized assistance, the satellite center will extend programming into the classrooms, giving faculty an internal resource for panelists and other resources for teaching and research. The program will also help improve academic advising, as students who know more about their careers of choice will be more likely to choose fitting coursework. Boughner, who recently was appointed to lead Boyd Gaming’s Echelon Resorts development on the Strip, said he believes the large-scale projects that are emerging locally will create a greater demand for skilled professionals. He hopes his gift encourages graduates to build industry relationships and their careers in Las Vegas.

“We know how important it is that students get industry experience under their belts while they’re still in school.”

– Karin Olsen,
Hotel College director of external relations

center will be a resource for job placement. “When we start developing students’ professional interests during their first years of college, we are able to introduce them to the industry and help them develop solid relationships,” said Al Izzolo, associate professor of food and beverage management and the college’s career services liaison. “By the time they are seniors, their success ratio in job placement is very high.” Izzolo said that the comprehensive career development approach reinforces students’ education, as they see what they’ve learned in class put to a practical application through mentorships and internships.

Faculty Benefit, Too

Faculty also benefit from the industry relationships that Career Services builds, Izzolo said. Its contacts can lead faculty to guest speakers for classes, affiliations with professional organizations, and even faculty internship opportunities.

“With a campus this size offering such a variety of academic programs, students in different areas have specialized needs,” said Eileen McGarry, director of the UNLV Career Services Center and a co-chair of the campus campaign committee. “The satellite center in the Hotel College will work collaboratively with our center to make sure each student gets the best career information and advice possible.” Karin Olsen, the Hotel College’s director of external relations, said, “We know how important it is that students get industry experience under their belts while they’re still in school. Our graduates will emerge with meaningful resumes and professional personas, and have an excellent set of skills to help them get the jobs they want.”

Connecting Students with Opportunities

The center will connect students with mentorship opportunities during their first two years of study and with internships during their junior and senior years. As students complete their undergraduate studies or while enrolled in graduate programs, the

> Nutrition

Continued from Page 1

and sodas out of school vending machines while educating children on healthy habits. The change was met with resistance from some administrators concerned about losing revenue, so a cadre of UNLV researchers and students invested their time in public meetings to shore up support. “The policy the board eventually adopted was ambitious; it was a strong statement about the importance of instilling good eating habits,” Meacham said. The district’s policy then became a template for the state. Again, UNLV researchers stepped in to provide expert testimony during the 2004 legislative session. Their efforts contributed to the passage of two bills supporting wellness programs. “Our role — and really the role for most researchers — was to provide a sound technical background about the science behind the policy,” she said. “It’s a good illustration of how the university’s research agenda can improve the community.”

Carrying Out the Research Mission

The experience also illustrates how complicated carrying out the university’s research mission can be, McCool said. University research is dependent on many other factors, not the least of which is community support. “You can’t just sit in your campus office and say, ‘I want to research this,’” McCool said. “If you don’t have all the players involved in the health of our communities behind you, it’s hard to be seen as a serious competitor for grant funding.” The key, she said, is to become a contributing partner. “You cannot be a bystander while others out in the community are working hard to address health and obesity issues and then expect the community to rally in support of your ideas anytime that you ask them for assistance.” Now the researchers hope to help Nevada catch up to other states in the collection of nutrition data. “The national recognition has shown Nevada to be a leader in policy; now we need to see what impact these policies will have on lifelong food choices.”

Business

College Names 2007 Business Hall of Fame Inductees

Jackie Gaughan and Michael Gaughan Sr., the Cashman family, Luther Mack, and Kitty Rodman have been named as the 2007 inductees to the Nevada Business Hall of Fame. They will be honored at a dinner Feb. 15 at the Wynn Las Vegas. The college presents the event in association with Deloitte and Touche, USA.

The Hall of Fame honors business leaders who have significantly contributed to the economic prosperity of Nevada and brought positive recognition to the state. The inductees emerged from a large pool of public nominations submitted to the nominating committee and the college's Executive Advisory Board.

Previous inductees include such prominent Nevadans as William S. Boyd, Hank Greenspun, William F. Harrah, Howard Hughes, Robert Lewis, Jerry Mack, Irwin Molasky, William "Si" Redd, Jim Rogers, Glenn Schaeffer, E. Parry Thomas, J.A. Tiberti, Del Webb, Claudine Williams, and Stephen A. Wynn.

Improved Website Launched

The College of Business recently launched an improved website, business.unlv.edu. The new site features up-to-date information on events and news, improved navigation, and a more modern look and feel.

Education

Early Childhood Center Supports Faculty/Student Research

Supporting research by faculty and students is one of the primary goals of the campus' Lynn Bennett Early Childhood Development Center, home of the UNLV/CSUN Preschool.

The center's Research Advisory Council was established to achieve that goal. It meets regularly to identify obstacles to using the center for research and to develop strategies to eliminate those obstacles. To conduct research at the center, faculty and students can contact center director Catherine Lyons at ext. 5-1112 or catherine.lyons@unlv.edu or contact professor John Filler at ext. 5-1105 or john.filler@unlv.edu.



Hot Off the Grill

Marty Rawlins of Sodexho, left, mans the grill during the Rebel Rally just before homecoming last month. Hundreds from the campus community turned out to eat, listen to the band, and enjoy some of the last of the nice fall weather.

The center is a resource for students majoring in education, psychology, physical therapy, nursing, biology, psychology, and food and beverage management. Its two research classrooms are equipped with laptop stations, one-way mirrors, cameras, and microphones. They were designed to allow UNLV students and their professors to observe lessons without disrupting the classroom. A camera in one classroom enables lessons to be filmed and studied later by faculty and their students; all the classrooms are camera-ready.

The preschool was one of the first programs in Southern Nevada to achieve accreditation from the National Association for the Education of Young Children. It serves more than 200 children with and without disabilities from ages six weeks through 5 years and their families. The center is one of the largest employers of student workers on campus, with approximately 130 students working as teaching assistants.

Engineering

Transportation Conference Draws Record Numbers

The annual Fall Transportation Conference drew more than 230 people from the Western United States to the Cox Pavilion in October, setting an attendance record for the conference.

Speakers and attendees were both transportation practitioners and decision-makers focused on discussing opportunities and challenges, as well as strategies for planning, designing, operating, and managing transportation systems. Mark Rudin, interim vice president for research and graduate dean, opened the conference.

Papers presented focused on transportation and urban planning, traffic operations, safety, intelligent transportation systems (ITS), public transportation, infrastructure management, and advanced transportation technologies. Siddharth David, a UNLV graduate student studying transportation engineering, earned the best student paper award.

The event was sponsored by the Engineering College's Transportation Research Center, directed by Shashi Nambisan; the Nevada chapter of the Institute of Transportation Engineers; the Southern Nevada branch of American Society of Civil Engineers; and the Nevada chapter of the Intelligent Transportation Society.

At the conclusion of the technical program, a golf tournament benefiting the student chapter of the Institute of Transportation Engineers was held.

Fine Arts

Manhattan Transfer Program Begins December Arts Offerings

The December fine arts offerings kick off with Manhattan Transfer Christmas on Dec. 2. The Performing Arts Center presents the group that made music history as the first to win a Grammy in both pop and

jazz categories the same year. With incomparable, award-winning, four-part harmony, the group's part-jazz, part-holiday program is the perfect start to the season.

The Nevada Conservatory Theatre at UNLV presents William Shakespeare's *Twelfth Night* from Dec. 1 through Dec. 10. Directed by acclaimed Shakespearean director James Edmondson, the classic play is a delightful delirium of mischief and merriment featuring Shakespeare's most irresistible characters. A pair of shipwrecked twins, the winsome Viola, the roguish Sir Toby Belch, and the pompous Malvolio help reveal secrets of love, laughter, and life.

Additional performances from the College of Fine Arts include the UNLV dance department concert Choreographies on Dec. 1 and 2; the new music ensemble NEXTET on Dec. 2; the Men's Glee and Women's Chorus on Dec. 3; UNLV Opera Theatre workshop scenes Dec. 3; and UNLV Jazz Faculty Concert on Dec. 7.

Honors

Awards Recognize Faculty Mentoring and Teaching

Two annual awards to recognize faculty members who have served as research mentors or taught courses for the college and its students are being created.

The Honors College Master Teacher Award will recognize a faculty member for excellence in teaching, commitment to the Honors College and its educational goals, and pedagogical rigor.

The Honors College Research Mentoring Excellence Award will recognize a faculty member for excellence in mentoring student research as shown by the research products and student research successes.

Both awards will be given based on efforts during the academic year preceding selection.

The college is instituting the

Dental

Crackdown on Cancer Reaches Thousands Across Nevada

Since 2001, the Crackdown on Cancer program offered by the School of Dental Medicine has performed almost 50,000 oral cancer screenings, conducted nearly 2,000 high school tobacco and oral health education presentations, and reached an audience of close to 90,000 students in Nevada.

A tobacco education program, Crackdown on Cancer is offered to students in middle and high schools throughout Nevada. Through its two mobile dental clinics, dental professionals from UNLV provide free, comprehensive oral cancer screenings. Program staff offer tobacco and second-hand smoke education, brief intervention counseling, diabetes information, and referrals for tobacco cessation programs as well as follow-up services for evidence of a tobacco-related disease. Taking the mobile dental clinic to participating schools allows maximum participation by overcoming many access issues.

The goal is to educate Nevada youths about the risk factors for oral cancer, primarily the risk posed by tobacco use. Early detection can reduce the incidence of tobacco use among teens, thereby helping reduce the rate of smoking among adults and the subsequent health costs associated with tobacco use.



awards with the approval of the Honors Council.

Hotel College to Expand Recreation and Leisure Studies Program

The college is expanding once again; this time, in the world of recreation and sports. Starting Jan. 1, the recreation and leisure studies program will be converted into the department of recreation and sports management. The department will focus on providing a challenging new environment for students interested in sports and leisure management. The goal is to develop additional courses for undergraduate and doctoral levels, as well as create programs that can meet the needs of local and regional employers. The new department consists of eight faculty members, under the interim direction of Cynny Caruthers, who is currently a faculty member in the department of tourism and convention in the college. The department will house the bachelor of science in recreation, which includes professional golf; the bachelor of science in event management (starting in fall 2007); and a master’s degree in sport and leisure service management. Once the department receives national accreditation for the bachelor of science in recreation from the National Recreation and Park Association, it will be the only accredited recreation program in Nevada. The department also plans to develop undergraduate concentrations in sports management, youth development, outdoor recreation, and gerontology. An opportunity for students to earn a Ph.D. in hospitality with a concentration in recreation management will be available within the next two years, which will help UNLV advance to the level of research extensive university.

Law Strong Fall Class Increases Diversity

The class that entered the Boyd School of Law this fall is the strongest in the school’s history, coming from 13 states and 67 undergraduate institutions. More than 2,200 students applied for the 150 spots. The school from which the most students received their undergraduate degrees is UNLV, followed by UNR, BYU, Arizona, Utah, and UCLA. The class includes a record number of racial minorities, 43, and a record percentage of minorities in the class, 28 percent. The school saw an increase in the numbers of African-American, Hispanic-Latino, and Native American students enrolling. This year’s entering class also has very strong numerical credentials, with a median undergraduate grade point average of 3.5, and the highest median Law School Admissions Test score in the law school’s history, 158. The youngest member of the class is 19; the oldest is 59. Many students had successful careers before considering law school. The class includes an environmental planner and biologist, a union organizer, an owner and manager of a bread store, a television reporter, and several military veterans. One was a child actor, another an adult actor, and another a first-round draft pick and Pro Bowl football player. Some are the first in their

families to have graduated from college or to attend graduate school. With this kind of talent and experience, the future of the law school, and of the legal profession, look very bright.

Liberal Arts Professors Study Disparities in Health Insurance Coverage

Sociology professors Jennifer Keene and Anastasia Prokos are studying trends in a persistent topic of national debate: health insurance coverage. They are focusing on employer-provided coverage with an emphasis in the inequality in access to health benefits. The number of uninsured Americans grew steadily from the late 1980s through the late 1990s. Employee health benefits are the primary avenue through which Americans obtain coverage. Keene and Prokos are using a nationally representative dataset that contains information on workers’ family and work lives, including health benefits. They currently have two related papers on this topic. In one paper they study trends in employee health benefits from 1992 to 2002. Their analysis emphasizes the intersection of gender and race in determining who is offered health benefits and, when offered, who accepts their health benefits. Results of the analysis showed distinct gender and race inequality in who gets offered health benefits and who elects to participate in health plans. In a second paper, they focus on health benefits in 2002 and study how workers’ family lives and the level of their employers’ contributions to premiums influence the decision to enroll in employee health plans. Examining

Graduate Important Reminders About Graduate Assistantships

Several important dates regarding graduate assistantships are quickly approaching.

- **GA Forms Due** — Forms for requesting a new assistantship for the spring semester and for renewing a fall semester assistantship should be submitted by Dec. 1 so that records can be processed in time for spring semester. The same request form — found at graduatecollege.unlv.edu/PDF_Docs/GAFORM.pdf — can be used to renew an assistantship or request a new one. The completed form should be sent to the Graduate College, mailstop 1017.
- **Reminders for Your Students** — Faculty and staff are encouraged to remind graduate assistants (GAs) who are on nine-month contracts to register for classes before the end of the fall semester to ensure they receive their tuition waivers on time.
- **Reminder for Coordinators** — Graduate coordinators should notify the Graduate College if a GA on a nine-month contract leaves his or her post at the end of the fall semester. Send notification to Eric Lee, graduate program manager, via e-mail in such cases.
- **No Yellow Cards** — As a reminder, the yellow fee waiver cards have been eliminated. The college now processes graduate assistant fee waivers at the time the GA registers for classes. This has streamlined the process and reduced the number of late fees incurred by graduate assistants.
- **Contract Signing** — The contract signing period for graduate assistants in the spring will be Jan. 8-11 in the Graduate College conference room, FDH 312.

disparities throughout the labor force in the distribution of employer-provided health insurance is important because coverage has a direct effect on health care use and therefore family members’ health in general.

Libraries UNLV Libraries Brings Resources to Entrepreneurs

Would you have thought spending time at the library might help an entrepreneur make a technology-based business a success?

University Libraries began partnering with Technology Ventures Corp. (TVC) in fall 2005 and is now part of its entrepreneurial education program called the Center for Commercialization and Entrepreneurial Training (CCET). The center provides an extensive curriculum to familiarize the new and experienced entrepreneur with the various aspects of forming, planning, financing, operating, and expanding a technology-based business. In addition, University Libraries

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Perfect Practice Position

Rorke Bowman takes advantage of some late fall sunshine to catch a few minutes of tuba practice. A junior music major, Bowman is a member of the UNLV Symphony Orchestra.



> **Ardyth Sohn** (Journalism and Media Studies) has been selected by the University of Georgia’s James M. Cox Jr. Center for International Mass Communication Training and Research to serve as an evaluator for a partnership between U.S. and developing Eastern European journalism programs in Serbia. A curriculum review will be conducted at the University of Belgrade.

> **Tamara Nelson** (Student Life) was named a classified employee of the month in the administrative category for October. An 18-year employee, she is the office manager in the office of university programs. Before joining the university programs staff four years ago, she worked in the education library. She is an administrative assistant III.

> **Erika Engstrom** (Communication Studies) wrote a chapter, “The ‘Reality’ of Reality Television Wedding Programs,” for the edited volume *Critical Thinking about Sex, Love, and Romance in the Mass Media: Media Literacy Applications* by Mary-Lou Galician and Debra Merskin. It was published by Lawrence Erlbaum.

> **Felicia Campbell** (English) presented a paper, “The Gambling Mystique: Then

and Now,” at the 13th International Conference on Gambling and Risk Taking, which took place at Lake Tahoe. She also moderated sessions on “Casino Space and Design” and “Gambling Potpourri: Art, Leisure and Nuance.”

> **Darrell Smith** (Thomas & Mack Center) was named classified employee of the month in the technical/service category for October. An electrical supervisor, he does electrical maintenance at the Thomas & Mack, the Cox Pavilion, and Sam Boyd Stadium, as well as staffing events at those venues. He began working at UNLV 12 years ago, eventually moving from part-time employment to full-time status.

> **Victoria Dale** (Dance) choreographed a piece titled “Continuum” that was performed by the internationally acclaimed Cleo Parker Robinson Dance Ensemble in Denver in September.



> **Randy Hataburda** (Facilities) was named classified employee of the month in the custodial category for October. A custodian I, he has worked at UNLV since August 2005.

> **Maria Jerinic** (Honors College) attended the Geraldine R. Dodge Poetry Festival and conference in Stanhope, N.J., in September.

Poets conducted teacher workshops at the festival. She teaches 100-level Honors writing to freshmen Honors students.

> **Edith Rusch** (Educational Leadership) published “Gender Filters and Leadership: Plotting a Course to Equity” in the September issue of the *International Journal of Leadership in Education*. Her co-author was Catherine Marshall of the University of North Carolina-Chapel Hill. She also was invited to present a paper, “Self Knowledge that Transforms: A Study of Learning Reflective Practice” at the Making a Measurable Difference Conference. The conference was held at the University of the Sunshine Coast in Queensland, Australia, in August.

> **Barbara Cloud** (Journalism and Media Studies, Emeritus) was honored for her service as one of the 25 past presidents of American Journalism Historians Association at its silver anniversary conference in Wichita, Kan., in October.

> **Jesus Garcia** (Curriculum and Instruction) attended the annual meeting of the National Council for Geographic Education in Lake Tahoe in October to thank Patrick Riley and Richard Trampenau of Rand McNally for the company’s significant contribution of maps, globes, and other curriculum material, to the College of Education’s social studies laboratory classroom, located in

the Bennett Professional Development Center. **Christy Keeler** (Curriculum and Instruction) also attended the conference.



> **Paul Seitz** (Music) has been selected to receive the ASCAPLUS Award. The award by the American Society of Composers, Authors and Publishers was granted by an independent panel. It was based upon the prestige value of the writer’s catalog of original compositions, as well as recent performances in areas not surveyed by the society. A composer, he teaches in the music department’s vocal studies program.

> **Karen Maldonado** (Graduate College) was named a classified employee of the month in the administrative category for October. An administrative assistant I, she staffs the college’s front desk, works with online applications, assists students, and handles a variety of other duties. She has worked at UNLV for three years.

> **Joseph Valenzano** (Communication Studies) moderated “Papal Protests: An Invitation to Discussion,” a Newman Center-sponsored Faith Forum in October. He moderated a discussion between Father Albert Felice-Pace and Aslam Abdallah regarding Pope Benedict’s controversial remarks on Islam.

New Faces

Get to know some of your colleagues who recently arrived on campus.
By **Shane Bevell** | Marketing & PR



Urban Affairs
Stephen Bates

Stephen Bates, an assistant professor in the school of journalism and media studies, is delighted that his job allows him to combine his two primary academic interests, writing and law.

Bates enjoys teaching writing classes because it is a good reminder of the writing basics. In addition, the Harvard Law School graduate is interested in law and the First Amendment.

Bates chose UNLV for his first full-time teaching position because of the growth both the university and the program are experiencing. “The program is not calcified or set in its ways,” he said. “With that

comes flexibility and openness to innovation.”

Teaching media law and forms of journal writing, Bates hopes to focus on teaching the basics of legal reasoning, which is a useful skill for anyone. He also wants to focus on different teaching methods to determine how best to improve a student’s prose over the course of a semester.

His interest in writing began in high school, when Bates wrote for the local newspaper. He said he also became interested in the law during that time.

An accomplished writer, Bates has published books focusing on political advertising, media and Congress, anecdotes of American journalism, and public schools and the religious right.

Along with teaching, Bates edits the *International Journal of Not-for-Profit Law*, an online journal of analysis on global civil society. The journal addresses legal topics as well as social, cultural, political, and economic issues affecting the legal environment.

From 1997-2006, he was literary editor for *Wilson Quarterly*, a nonpartisan magazine of ideas published by the Woodrow Wilson International Center for Scholars.

His research interests include reporters’ privilege issues and who is considered a journalist under the law.



Business
Leigh Anenson

Curiosity got the best of Leigh Anenson, assistant professor of business law.

Because her parents were both teachers and discouraged her from going into teaching, Anenson never considered it, but while attending the University of Akron School of Law, a professor told her she had the “curiosity” to teach.

That comment struck a chord with her and after practicing nearly 10 years in the areas of international law, business, and litigation, Anenson left a lucrative legal career and began teaching in her alma mater’s College of Business in 2001.

“Doing what you love doesn’t have a price,” said Anenson. “I consider

myself successful, but not for the reasons that others do. It makes such a difference when you love going to work every day.”

Anenson, who teaches international business law and legal environment of business in the UNLV department of finance, decided to go into teaching because she likes working with students and watching them learn and grow. She also enjoys research. In fact, her research record earned her early tenure and promotion at Akron.

Among other pieces, she has had two articles published as the lead in the *American Business Law Journal*, the premier peer-reviewed journal in business law. In 2006, both articles received the journal’s Hoeber Award for excellence in research. In 2004, Anenson was one of six business law professors invited to present research at the Hurst Seminar held at the Wharton School of Business at the University of Pennsylvania.

Anenson has an advanced master of laws degree in international and comparative law from the Georgetown University Law Center. Her research interests include North American Free Trade Agreement investor-state arbitration, equitable defenses, jurisprudence, and attorney liability.



Dental School
Adrian Dalalo

Imagine a child afraid of planes growing up to be a pilot or a child afraid of fire growing up to be a firefighter. Now imagine Adrian Dalalo, who was terrified of the dentist as a child, today as a dental assistant at the UNLV School of Dental Medicine.

Even as adults, some patients view the dental clinic as a scary and painful place, Dalalo said. “When you mention the dentist, images of needles, pliers, and drills come to mind.” Because of his own dentophobia, Dalalo empathizes with those patients. “Educating and reassuring the patients of the benefits of dental treatment can help them overcome their fears.”

Dalalo overcame his own fears by completing dental assistant training at Sheppard Air Force Base in Texas and by working as a dental assistant journeyman for four and half years in the U.S. Air Force.

After a brief hiatus, Dalalo decided to return to dentistry assisting. He chose UNLV’s dental school because he wanted the opportunity to work with dental students in a teaching environment. He also plans to take advantage of UNLV’s education benefits by pursuing a degree in the medical field.

As a dental assistant, his responsibilities include assisting dental students with extractions, root canal treatment, periodontal therapy, and X-rays.

His community outreach work has provided some of his more memorable experiences. While demonstrating proper brushing and flossing techniques on a model to elementary school children, several of the model’s teeth popped out. “All teeth were immediately returned except for one picked up by a 6-year-old boy,” Dalalo said. “He looked at it for a few seconds, then held it up and shouted, ‘Yea! Now I get money from the tooth fairy!’ Instantly, all the kids started pulling out teeth from the model.”

> **Across Campus**
Continued from Page 5

offers a monthly market research seminar, developed and taught by UNLV librarian Cory Tucker. Tucker’s seminar highlights library resources that are available to help TVC clients with their business planning. The seminar focuses on company information, industry information, and market research.

Founded by Lockheed Martin Corp., TVC’s mission is to help start-up companies that are developing technology in Nevada, California, and New Mexico.

For more information on CCET educational programs, contact Cory Tucker, at cory.tucker@unlv.edu

Sciences
Honor Society Students Swiftly Complete Service Projects

Alpha Epsilon Delta (AED), the honor society for undergraduates pursuing careers in health-related fields, has brought their usual enthusiasm and determination to a number of service projects recently.

Twenty-four members participated in the Green Up Nevada Project at the Las Vegas Wash on Sept. 30. The students planted approximately 250 mesquite trees in the wash to prevent soil erosion and completed the work well in advance of the 5 p.m. deadline.

In September, approximately 40 AED members participated in a warehouse renovation project. They removed the debris generated by the demolition of the interior walls and loaded the debris into containers for disposal at the city dump. The students again surprised the onsite supervisor by completing the project in half the allotted time.

AED members also coordinate such important student activities as the physician shadowing program; dentist shadowing program; humanitarian service program; bone marrow donor registration drive; organ donor registration drive; annual visits from nationally ranked medical schools (Duke University School of Medicine, Washington University in St. Louis School of Medicine, etc.); annual presentations from pharmacy programs (Creighton University School of Pharmacy and Health Sciences, etc.); and an annual tour of the UNLV School of Dental Medicine.

Urban Affairs
Environmental Studies Joins National Organization

The department of environmental studies recently became a member, along with UNLV, of the National Council on Science and the Environment (NCSE), a non-profit organization dedicated to improving the scientific basis for environmental decision-making. UNLV joins more than 140 member institutions ranging from large private to public research institutions across the country.

As member of the NCSE University Affiliate, the department chair, David Hassenzahl, becomes a member of the Council of Environmental Deans and Directors. The department also is assigned four slots at the annual NCSE conference, and commits to send at least one faculty member and one student each year to the national conference, as well as at least one person to the annual meeting of the council.



Goodbye, Old Friend

A student watches a worker hose down the demolition site of the old Donald C. Moyer Student Union to make room for the second phase of the new student union. When the MSU opened in 1967 the student population was 3,902. The new union, which will total 135,000 square feet when the second phase opens in time for the fall 2007 semester, will serve more than 28,000 students.

> **College**
Continued from Page 1

“We’re the only college on campus that’s in the business of routinely encouraging students to transfer from our college to another,” Readence said.

A Unique Experience

While it’s true that most University College students transfer to another college before graduation, some elect to stay for a special opportunity it offers them. This same opportunity also attracts transfers from other colleges into University College.

In University College, a student can create her own degree program by combining two fields of study. A person who plans to open her own restaurant, for instance, might create a major combining food and beverage management studies with business courses.

An “entrepreneurial” student who has a defined goal in mind might best be served by a particular combination of studies not currently included in a single degree program, Readence said.

“Some students just have a very clear idea of what they want and turn to us to help them achieve that,” the dean said.

Hein, who has been a counselor at UNLV for 18 years, said she finds the students pursuing university studies degrees to be “highly creative and motivated to do something different.”

Creative Projects

Tim Gauthier, assistant dean for University College, is one of four faculty members who oversee the creation of the students’ capstone projects — the two-semester project in which the student combines both of his areas of study. The projects have included:

- unusual, futuristic pieces of furniture created by a student studying theatre and interior design.
- an oral history project on people who moved to Southern Nevada after being driven from their homes by Hurricane Katrina developed by a student who combined history and communication.
- a musical about gay neighborhoods and gentrification written by a student studying music and political science.
- the production of a fundraising video for an inner-city youth foundation in Detroit run by the father of a student who studied communications and physical education. The video generated a contribution from the Ford Foundation.

Hein points to soon-to-graduate Molly Sher as one of her favorite University College success stories. Sher, who will be the first in her family to earn a college degree, enrolled at UNLV 28 years after graduating from high school.

She now is preparing to graduate with a degree in gerontology, which is offered by University College in conjunction with the College of Fine Arts — and with a 3.98 gpa. She was chosen as a McNair Scholar and now is weighing offers from several graduate schools.

Sher recently wrote to Hein to express her thanks for all University College has done for her: “I am not the same person I was when I started seven years ago. My college experience has broadened my knowledge of the world, given me the tool of critical thinking, and shown me how to research issues so that I can understand them. There is no price tag on enlightenment.”



University College student Mark Olson, left, discusses his capstone project with Assistant Dean Tim Gauthier.

Sharing Traditions

No matter what holidays you celebrate, December is ripe for family traditions. Here's the story behind the traditions some of your co-workers love.

Tree Trek

by Nancy Syzdek
assistant director, student life
marketing & communications

For more than 35 years, my husband Dave's family has traveled to Lincoln County to cut down their own Christmas trees. We usually head out, BLM permits in hand, in the dark of night, stopping only in Caliente for a great greasy spoon breakfast at the Iron Skillet. We traverse our way up on four-wheel drive roads to the designated area, to find the perfect 6- to 8-foot Ponderosa Pine that's about as wide as it is tall.

Now, four generations of Syzdeks and their friends enjoy this annual tradition. I even got an early Christmas present on my first trip with the family in 1998 — a marriage proposal. What a way to join the family!

A Burning Tradition

by Molly Michelman,
lecturer, department of nutrition
sciences

Every Hanukkah is different, since the Jewish calendar causes it to pop up at a different part of December (or sometimes the tail end of November or beginning of January). As a result, it can be challenging to uphold traditions exactly the same way from year to year. The one tie that binds this holiday for me has always been latkes (potato pancakes).

Hanukkah Latkes (Potato Pancakes)

- 5 Large peeled potatoes
- 1 Large onion
- 4 Eggs
- 1/3 c Matzo Meal
- 1 t Salt
- 1/4 t black pepper
- 1/3 c Oil

Finely grate potatoes and onion (in food processor or blender with touch of water — but be careful as the potatoes can be too juicy).

Add eggs and mix well. Add Matzo Meal and seasonings and mix well. Fry in hot oil (about a tablespoon per pancake) until golden brown on both sides.

Serve with applesauce and sour cream for guests to garnish to taste.

— Sheldon Gary, international
undergraduate recruitment coordinator,
office of undergraduate recruitment

Christmas Peppermint Bark

- 2 lbs White chocolate, chopped into 1/2-inch pieces
- 12 Large candy canes
- 1 t Peppermint oil

Line an 11-by-17-inch baking sheet with parchment, and set aside.

In the top of a double boiler, melt white chocolate, stirring constantly. If you don't have a double boiler, use a metal bowl set over a pot of simmering water.

With a chef's knife or meat tenderizer, cut or pound candy canes into 1/4-inch pieces. Stir pieces of candy canes and



Spit and Polish

by Alex Herzog,
director of RebelCard Services
(pictured here with son,
Prescott, 3)

St. Nicholas Day is a German tradition I have celebrated every Dec. 6 since I was a kid. On Dec. 5 my brother and I would leave a list of our wanted goodies by the front door with a pair of shoes that we would spend at least two hours polishing to a gleam — the shinier your shoes the better. The next morning we would wake up to see that our letter was gone (presumably picked up by St. Nicholas) and that our shoes were filled with nuts, candy, chocolate, and fruit. There would be a present, too — usually a game the whole family could play. We always used my winter boots because they were bigger and that meant you got more stuff in them.

My wife and I still practice this tradition today with our son. It really enhances the excitement of the holiday spirit and the anticipation of Christmas.

taste with salt, pepper, and a generous number of drops of hot pepper sauce. Refrigerate several hours before serving.

At serving time, taste soup for seasonings. Ladle into individual bowls and have guests garnish their portions with cucumber and sour cream. Pass hot pepper sauce around to add more piquancy.

— Ina Dorman,
social work consultant, Boyd Law School

Leftovers Artichoke Turkey Pizza

- 1 Pre-baked thin Italian pizza crust (12 inches)
 - 1 1/2 c (6 oz) Shredded mozzarella cheese
 - 1 can (14 1/2 oz) Diced tomatoes with basil, garlic, and oregano; drained
 - 1 c Chopped leftover cooked turkey
 - 1 can (14 oz) Artichoke hearts, drained, coarsely chopped
 - 1 can (2 oz) Sliced black olives, drained
 - 1/2 c (2 oz) Shredded Parmesan cheese
- Preheat oven to 450 degrees. Place crust on ungreased baking sheet. Sprinkle with mozzarella cheese. Top with tomatoes, turkey, artichokes, olives, and Parmesan cheese. Bake 10 minutes or until cheese is melted. Serves 4.

— Kathy Espin, assistant professor,
Hank Greenspun School of
Journalism and Media Studies

My husband's mother was a wonderful cook, and always made hers perfectly, froze them perfectly, and had just the right amount for everyone to eat. Unfortunately, I'm not the best in the kitchen, but I try every year. Now the tradition involves me burning the latkes and trying to cover up my mistakes with plenty of sour cream and sweet applesauce!

All Wrapped Up

by Schyler Richards,
associate vice president,
university and community relations

My husband and I have many traditions that we share with his five children from his first marriage and with our 11-year-old daughter, Danica, but this is my favorite. Santa and his elves wrap every single gift in the stockings with bright red paper — everything

peppermint oil into the melted chocolate. Remove from heat, and pour the mixture onto the prepared baking sheet; spread evenly. Chill until firm, 25 to 30 minutes. Break into pieces, and serve. Store in an airtight container in the refrigerator for up to one week. Makes 2 1/4 pounds.

— Isabelle Johnson,
administrative assistant,
office of marketing and public relations

Kwanzaa Peanut Soup with Okra Croutons

- 1/2 Tbl Peanut oil
 - 1/4 t Crushed red pepper flakes
 - 1/2 Tbl Coriander seeds
 - 1/2 c Celery, diced
 - 1/2 c Carrot, diced
 - 2/3 c Butternut squash, diced
 - 2/3 c Potatoes, diced
 - 1 c Peanuts, roasted, shelled & unsalted
 - 6 c Stock
 - 1 Tbl Lemon juice
 - Salt & pepper
- Okra Croutons**
- 1 1/2 c Okra, thinly sliced
 - 3 Tbl Cornmeal
 - 1/4 t Cumin
 - 1/4 t Cayenne
 - 1/4 t Herbal salt
 - Olive oil spray

Heat oil, pepper flakes, and coriander in a large non-stick pot over moderate heat until the seeds begin to darken. Add vegetables and peanuts; cook 3 minutes. Pour in stock and bring to a boil. Cover, reduce heat, and simmer 30 minutes. Cool slightly

from a ChapStick or chewing gum to earrings, CDs, or DVDs. And Santa's presents never seem to all fit inside the stockings so there are piles of red paper-wrapped gifts on the sofa, chairs, and floor.

Then, on Christmas morning our family wakes up (my husband and I never seem to actually go to sleep) before it is light outside — typically around 4:30 a.m. — so we are sure to be the first in the neighborhood opening presents. By 7 a.m., all the gift opening is finished and we enjoy breakfast before going back to sleep for a few hours.

Our children tell us that opening Santa's stocking gifts is their favorite part of Christmas morning. And now that many of our kids are grown and have children of their own, we are excited to see that Santa has kept this tradition going.

and puree. Gently reheat, add lemon juice & season to taste. Serve in shallow bowls garnished with okra croutons. Serves 6.

CROUTONS: Preheat oven to 375 degrees. Rinse okra under running water, drain, and pat dry with paper towels. Combine cornmeal, seasonings, salt, and okra in a bag. Seal and shake well. Slice.

Spray a baking sheet with oil, spread okra slices in a single layer and spray them with oil, too. Bake until crisp and brown, spraying and stirring twice during cooking. Should take 30 minutes.

— Ron Rieger, fleet service worker, landscape, grounds, and arboretum (from Yamuna Devi's Yamuna's Table)

African Tomato-Avocado-Buttermilk Soup

- 3 lbs Tomatoes, peeled and seeded
 - 2 Tbl Tomato paste
 - 1 c Buttermilk
 - 1 Tbl Olive oil
 - 1 Avocado, mashed to a puree
 - Juice of 1 lemon
 - 2 Tbl Finely minced fresh parsley
 - Salt and pepper to taste
 - Hot pepper sauce
- Garnish: 1 Cucumber, peeled, seeded, and diced, sour cream, plain yogurt, or creme fraiche

Puree tomatoes in a food processor or food mill, then press through a sieve to remove seeds. In a large mixing bowl, beat the pureed tomatoes, tomato paste, buttermilk, and oil. Toss pureed avocado with 1 tablespoon lemon juice to hold the color. Add the avocado, remaining lemon juice, and parsley to the tomato mixture; stir to mix well. Season to