Spring 1996

UNLV Magazine

Barbara Cloud  
*University of Nevada, Las Vegas*

Donna McAleer  
*University of Nevada, Las Vegas*

Follow this and additional works at: [https://digitalscholarship.unlv.edu/unlv_magazine](https://digitalscholarship.unlv.edu/unlv_magazine)

Part of the [Arts and Humanities Commons](https://digitalscholarship.unlv.edu/unlv_magazine/4), [Curriculum and Instruction Commons](https://digitalscholarship.unlv.edu/unlv_magazine/4), [Curriculum and Social Inquiry Commons](https://digitalscholarship.unlv.edu/unlv_magazine/4), and the [Social and Behavioral Sciences Commons](https://digitalscholarship.unlv.edu/unlv_magazine/4)

Repository Citation

Available at: [https://digitalscholarship.unlv.edu/unlv_magazine/36](https://digitalscholarship.unlv.edu/unlv_magazine/36)

This Magazine is brought to you for free and open access by the UNLV Publications at Digital Scholarship@UNLV. It has been accepted for inclusion in UNLV Magazine by an authorized administrator of Digital Scholarship@UNLV. For more information, please contact digitalscholarship@unlv.edu.
UNIV Magazine
FOR ALUMNI, FACULTY, AND FRIENDS OF THE UNIVERSITY OF NEVADA, LAS VEGAS

Spring 1996

The Reluctant Oracle from Delphi
Without you, we’re only half as good

TAXES CAN’T DO IT ALONE!
THEY PROVIDE LESS THAN HALF OF WHAT IT TAKES
TO SUPPORT FACULTY AND STUDENTS

Help complete the picture

Send a gift to the UNLV Annual Fund today.
You can help UNLV fill in where academic funding is needed most.

The UNLV Annual Fund
For more information, contact the UNLV Foundation at (702) 895-3641

UNLV Foundation
4505 Maryland Parkway, Box 451006
Las Vegas, NV 89154-1006
**UNLV Magazine**

Vol. 4, No. 3

**Features**

6 **Doling Out Discipline**

Have to call someone on the carpet? Take heed, says UNLV management professor Gail Ball, of her study on punishment and justice in the workplace.

BY BARBARA CLOUD

8 **Out of the Rough**

UNLV alumna and pro golfer Deborah Vidal has had her share of setbacks — both on and off the course. But with enough commitment and the right attitude, she's managed to play through the tough times.

BY DIANE RUSSELL

12 **The Reluctant Oracle from Delphi**

UNLV computer science professor Evangelos Yfantis is hesitant to acknowledge the prophetic nature of his insights into how computers will be used in the future. He only hopes he can put his visions to work in his lab for the purpose of education.

BY DONNA MCALEER & SUZAN DIBELLA

16 **Unmasking Adolescent Satanism**

A UNLV counseling professor and her colleague are attempting to shed light on the often frightening phenomenon of adolescent satanism. They warn other counselors to look behind their clients' masquerades to find the root of the problem.

**Departments**

2-5 News

20-21 Calendar

22-23 Class Notes

---

UNLV Magazine is published three times each academic year in September, January, and May by the University of Nevada, Las Vegas, 4505 Maryland Parkway, Box 451012, Las Vegas, NV 89154-1012. UNLV's World Wide Web address is http://www.unlv.edu/UNLV is an AA/EEO institution.

---

**on the cover:**

---

Editor: Suzan DiBella
Assistant Editors: Diane Russell, Susie Greene
Art Director: John Hobbes
Contributing Writers: Barbara Cloud, Donna McAleer
Illustrator: John Hobbes
Photographers: John Hobbes, Herb Herpolheimer
Advertising Coordinator: Becky Watson

PUBLICATIONS MANAGER: Donna McAleer
DIRECTOR, UNIVERSITY PUBLICATIONS AND REPROGRAPHICS: Les Rashko
DIRECTOR, UNLV NEWS AND PUBLIC INFORMATION: Tom Flagg
EXECUTIVE DIRECTOR, ALUMNI AND COMMUNITY RELATIONS: Fred Albrecht

ALUMNI ASSOCIATION OFFICERS
President: Pamela Hicks
1st Vice Pres.: Jim Zeiter
2nd Vice Pres.: Kevin Page
Treasurer: Jim Kirkwood
Secretary: Ray Tuntland
Member-at-Large: Rafael Villanueva

ALUMNI ASSOCIATION BOARD MEMBERS
Barry Shinehouse Ralph Pierce
Rus Pergenst Bruce Ford
Ron Drake Mary Westbrook
Pamela Moore Kirk Hendrick
Randy Campau Tony Alano
StarSink Flushman

UNLV is an AA/EEO institution.
President Harter Elected to NCAA Presidents Commission

UNLV President Carol C. Harter has been elected to the Presidents Commission of the National Collegiate Athletic Association — the organization that sets the rules governing major college athletics.

Harter will be one of 22 university presidents from Division I schools — and one of only 11 presidents from Division I institutions chosen to represent Division I universities across the nation that are part of Division I. The election took place last March 1 at an NCAA convention in Dallas in January.

Douglas P. Ferraro Named UNLV Provost

Douglas P. Ferraro, formerly dean of arts and sciences at Western Michigan University at Kalamazoo, has been appointed provost at UNLV.

Ferraro, who was selected as UNLV’s top academic officer following a national search, assumed his new duties March 1.

“I am very pleased that Dr. Ferraro has joined our administrative team,” UNLV President Carol Harter said. “His extensive record as dean of a very large and diverse college at a major Midwestern university, along with his experience in higher education in the West, will be a great asset as we develop and implement a university-wide plan that will guide the institution for the next decade.”

A licensed psychologist and qualified expert in forensic psychophysiology, Ferraro has served as dean at Western Michigan since 1990. Previously, he served as chairman of the department of psychology at the University of New Mexico from 1984 to 1990, professor of psychiatry at the University of New Mexico School of Medicine from 1985 to 1990, and professor of psychology at the University of New Mexico from 1978 to 1990. He began teaching at New Mexico in 1965 and was a visiting professor at Universidad Nacional Autonoma, Mexico, in 1981-82 and Universidad del Noreste, Mexico, in 1977.

“I’m very excited about the prospects at UNLV,” Ferraro said. “The faculty is excellent, and I look forward to working with them and with President Harter. I greatly appreciate this opportunity to work in partnership with Dr. Harter.”

Ferraro will be accompanied by his wife, Dr. Sandra Oddo, who was raised in Las Vegas. “This will be a return to home for her,” he said.

A prolific clinical researcher, he has published widely in books and professional journals, particularly on the topic of psychoactive drugs. Ferraro completed his undergraduate and graduate studies at Columbia University, receiving his Ph.D. from Columbia in 1965. His salary will be $125,000.

This is not the first time Harter has served on the prestigious Presidents Commission. She previously served on the board from January 1994 until March 1995 as a Division III representative while she was president of the State University of New York at Geneseo. She resigned from the commission when she was preparing to leave that university for her new job at UNLV’s president.

“I’m extremely honored that the presidents of the other Division I institutions chose me to represent them and the interests of our universities on the Presidents Commission,” Harter said.

“Being part of a commission that tackles some of the toughest questions facing collegiate athletics is both challenging and rewarding. I pledge to work diligently to help develop rules and standards that promote top-notch athletic competition while at the same time maintaining high academic standards,” Harter said.

The Presidents Commission is concerned with areas such as institutional control of college athletics, the well-being of the student-athlete, academic standards, the fiscal balance between an institution’s athletic program and its other programs, and ethical conduct and fairness on the parts of both the member institutions and their student-athletes.

Among the powers of the Presidents Commission are the right to review any activity of the NCAA, the right to require commission studies of intercollegiate athletic issues, the right to propose NCAA legislation, and the right to place any matter of concern on the agenda for any meeting of the NCAA Council or for any NCAA Convention.

The Presidents Commission is an independent body in relation to the other entities in the NCAA administrative structure but works cooperatively with the NCAA Council and the NCAA Administrative Committee.

UNLV Scientist Receives Nearly $1 Million NASA Contract

UNLV scientist Donna Weistrop has been chosen to receive a nearly $1 million contract for her work on a project related to the Hubble Space Telescope.

Weistrop, an associate professor of physics, was notified by NASA recently that she will receive the $987,165 contract to support her work on the space project.

The contract runs through September 2001.

Weistrop is a member of a team of scientists that is building a spectrograph that will be installed in the Hubble telescope in February 1997. The instrument definition team is headed by Bruce Woodgate of NASA’s Goddard Space Flight Center.

Although Weistrop is a member of the team, a contract for her work on a project related to a telescope.

Weistrop’s contract will pay not only for the time she spends on the project, but it will also provide money for a graduate student and a postdoctoral fellow to assist in her work and for the necessary computer equipment.

Partner with Czech Republic Formed

UNLV’s health care administration program has been selected by the American International Health Alliance (AIHA) to participate in a partnership with similar programs in the Czech Republic in an effort to improve health care management in the developing democracies of Central and Eastern Europe.

The University of Nevada School of Medicine will join UNLV in an 18-month partnership with two Czech Republic institutions — Southern Bohemia University and Charles University (Southern Bohemia branch).

The budget for this partnership, which is funded by the U.S. Agency for International Development and administered by the University of Nevada School of Medicine, is $588,000, a substantial part of which will come to UNLV and the School of Medicine in direct support of the program. The funding will be used primarily for travel and administrative support, according to Mary Paterson, a UNLV health care administration professor and coordinator of the program.

Other partnerships will pair similar U.S. health management programs with their counterparts in Slovakia, Romania, and Albania.

According to Paterson, the partnership program is intended to support health managers and educators in Central and Eastern Europe as they improve the health care systems of their countries.

Andersen Leads Education Association

Dale Andersen, dean of UNLV’s College of Education, was recently elected president of the American Association of Colleges for Teacher Education (AACTE), an organization composed of some 750 colleges, universities, schools, and departments of education with 50,000 faculty members nationwide.

Andersen, who has been dean of education at UNLV since 1984, undertakes a three-year commitment with the election. As president, he will be responsible for organizing and presiding over the 1998 convention in New Orleans.

As president of AACTE, Andersen will have a lead role in teacher education in the United States. The association also has members in Canada, Mexico, New Zealand, and Australia.

Andersen has also served as secretary and president of the Idaho Grant Deans of Education Association, which is composed of the deans of education from some 120 of the larger grant colleges and land-grant colleges in the country.

“I honestly believe I would never have been elected if not for the fact that UNLV is attracting increasing academic prominence nationally,” Andersen said. “This is a reflection of the very positive national reputation enjoyed by the university’s faculty.”
Award Presented to Director of Alumni, Community Relations

Fred Albrecht, UNLV’s executive director of alumni and community relations, recently received the Tribune Award from the regional division of the Council for Advancement and Support of Education. The Tribune Award is presented annually to CASE members from District VII who have maintained the highest standards of professionalism in their advancement careers and have shared their expertise with members of the profession.

Albrecht, who has been at UNLV for 25 years, was one of two recipients of this year’s honor, which was presented during a conference in San Francisco.

To be eligible for the award, CASE members must be nominated by their peers.

“I was really pleased because it comes from my peers,” Albrecht said. “I’ve known many of the previous recipients, and I feel honored to be included in this prestigious group.”

Albrecht has spent 23 of his years at UNLV as director of alumni relations. He also overaw the university’s athletic fund raising efforts from 1983 to 1998 and served as interim athletic director during 1995. He previously served as tennis coach and assistant basketball coach.

Christina Hixson Receives Alumni Silver State Award

Christina Hixson, trustee of the charitable Lied Foundation Trust, has been honored by the UNLV Alumni Association with its Silver State Award.

“The 18 members of the Alumni Association board of directors voted unanimously to present this award to Christina Hixson,” said Pamela Heiko, president of the Alumni Association.

“Her support of the university is greatly appreciated, and we thought it was time our university properly acknowledge her generosity.”

As trustee of the Lied Foundation Trust, which is a member of the UNLV Foundation’s Palladium Society, Hixson has directed millions of dollars in support to the university, including a $10 million pledge toward construction of a new library (the largest pledge ever given to a UNLV institution).

Communication Studies Professor Allan Padderud Dies

Longtime UNLV communication studies professor Allan B. Padderud has died following a three-year battle with cancer. He was 49.

Padderud, who joined the UNLV faculty in 1976, pioneered in the development of broadcasting and television production education at the university, teaching such courses as introduction to broadcasting, videotape editing, television production, and mass communication theory.

Known by his students as “Dr. Al,” he was widely praised for his accessible and friendly teaching style and received the Alex G. and Faye Spanos Distinguished Teaching Award at UNLV in 1986.

Padderud was also recognized for his contributions to many television documentaries, such as Computer Imagery: View of the Mind’s Eye, which was aired by 60 PBS stations nationwide, and Zappa: The Last Word in the Mogran, also broadcast by several PBS stations. He produced many television public service announcements for UNLV as well.

He was the coauthor of several articles in such scholarly publications as Journalism Quarterly and Journal of Communication and presented many professional papers at national and regional communication conferences.

Padderud often worked side by side with graduate students on mass communication research projects, providing them with the skills and guidance necessary to have their studies published in scholarly journals. He was also a leading force in establishing UNLV TV, which enables students to see their work aired locally on cable.

Padderud held a bachelor’s degree in mass communication from the University of Illinois at Chicago Circle and master’s and doctoral degrees in the same subject from Ohio State University.

Padderud is survived by his wife, Joanne; parents, Al and Nancy Padderud; brothers, Eric and Dave; and sisters, Linda Fisher.

Computational Physics Laboratory Opens on UNLV Campus

UNLV physics department students and faculty will now be able to explore new frontiers in scientific research, thanks to the new computational physics laboratory that opened recently.

Equipment for the first phase of the facility was funded by a $450,000 grant from the W.M. Keck Foundation, a Los Angeles-based philanthropic organization that supports scientific research and education projects. The next phase will be developed with matching funds that the UNLV Foundation will raise from other sources.

Many uses are planned for the state-of-the-art facility, but two key projects top the list, according to Victor Kwong, chairman of the UNLV physics department. The first one, based on an idea generated by NASA, is to model the evolution of galaxies and the formation of stars. The second is to model or simulate the creation of new materials.

The NASA project is the focus of the physics department’s atomic, molecular, and optical physics group, led by physics professors Stephen Lepp and Bernard Zygelman. The second group, known as the condensed matter group, will be led by physics professors Guangrong Chen and Tao Pang. It will focus on the formation of new materials.

Both groups will design and implement programs for use on the new computer systems.

Alumni Radio Show

Interested in learning more about your fellow alumni and what they’re doing today?

Tune in to The Alumni Conversation on Wednesdays at 10 a.m. on campus radio station KUNV, 91.5 FM. Hosted by Carl Cook, assistant director of alumni relations, the show features interviews with UNLV alumni. They talk about what they’re doing today, as well as about their time at UNLV and how their experiences have shaped their lives. Included is a call-in question-and-answer section.

“The Alumni Association thought this would be the perfect opportunity to bring to our community the success of our graduates, and UNLV has plenty to brag about,” Cook says.

For additional information about the show, contact Cook at 895-4621 or via email at ccook@unlv.nevada.edu.
A Pound of Flesh or a Slap on the Wrist?

Have to call someone on the carpet? Take heed, says UNLV management professor Gail Ball, of her study on punishment and justice in the workplace.

BY BARBARA CLOUD

W e all know people like them—easy going, take life’s ups and downs in stride, accept responsibility for his own mistakes, views the world as a pretty fair place. And probably work hard to maintain a half-empty rather than half-full, feels bullish for his own mistakes, views the negative outlook.

Disciplinary action taken against them at that criticism comes in the form of Professor Gail Ball, who has conducted a study on punishment—just world and negative affectivity—a supervisor, a disciplined employee, and an uninvolved coworker (to get an independent assessment of the supervisor’s leadership style). Getting access to the appropriate people wasn’t easy.

Ball placed the perceptions of punishment in two categories. The first dealt with procedural matters; it concerned such issues as whether the employee had a voice in the process, if rules were followed, if the disciplinary event was conducted in private, if the supervisor had a negative demeanor, and if he or she used a constructive approach. Ball refers to this category as procedural justice. The second category dealt with what she calls distributive justice—whether the punishment fit the offense and was consistent with punishment meted out for similar offenses.

Ball found that employees who believe in a just world—the Dwaynes of the workplace—tended to see their punishment in a constructive light. They felt they had more voice and that the supervisor used a constructive approach, attending to procedural justice concerns. They also felt the punishment was not unduly harsh or unfair and was consistent with what others had received for similar misdeeds—characteristic of distributive justice.

On the other hand, Ball found that employees with a negative outlook such as Edna’s zeroed in on the harshness of the punishment and were so focused on that aspect of distributive justice that procedural justice became of little concern to them.

Ball notes that since managers tend to place great value on whether the discipline achieved the desired result, she also examined connections between employee personality type and the outcome of the disciplinary situation. Her study revealed an indirect link.

Naturally, perceptions of harshness had a negative effect on subsequent employee performance, she says. However, Ball found that supervisors reported that some employees exhibited positive behavior after the discipline. These were the people who believe in a just world and who perceived they had more voice in the disciplinary event. These people exemplified what Ball calls “organizational citizenship behavior,” or willingness to go “above and beyond” their formal job requirements. They are the people who do “what it takes to make the clock tick,” she says.

Ball’s desire to discover how punishment could be constructively handled led her to do an extended series of interviews with supervisors and their subordinates who had been involved in disciplinary situations. No researchers had ever talked with both parties in real incidents; theories were based on general observations or laboratory experiments.

Ball, with a little help from some colleagues, interviewed 107 tried of people—a supervisor, a disciplined employee, and an uninvolved coworker (to get an independent assessment of the supervisor’s leadership style). Getting access to the appropriate people wasn’t easy.

It was very tough gaining entry to organizations because of privacy issues, and we were worried that they would only be willing to talk about innocuous events like tardiness,” Ball says. As it turned out, participants were remarkably open and willing to discuss incidents ranging from lateness to smoking pot on the job to sexual harassment.

“You name it, they’ve done it—and we were willing to talk about it.”

In the interviews, Ball sought to discover how the particular personality traits possessed by Dwayne and Edna—belief in a just world and negative affectivity—influence employees’ perceptions of the punishment incident in which they were involved and whether the punishment had the desired effect.

Ball observed that if the supervisor used a constructive approach, they also felt the punishment was not unduly harsh or unfair and was consistent with what others had received for similar misdeeds—which characteristic of distributive justice.

McCutcheon and Edna, Ball believes that taking an employee’s personality into account when taking disciplinary action is integral for supervisors.

Take, for instance, Dwayne and Edna. Their boss would be well served by recognizing that Dwayne possesses a strong belief in a just world and that Edna shows strong tendencies toward what researchers call “negative affectivity.” If their boss were to identify these types of personality characteristics—and then adapt his or her approach to fit them—the two employees would be more likely to respond well to disciplinary action and then modify their behavior accordingly.

Ball, who joined the UNLV faculty in 1990, was surprised to find that questions of punishment in the workplace have been given relatively little attention from organizational researchers. She attributes this in part to the reluctance of people to talk about unpleasant matters like punishment; in fact, some managers fail to discipline employees because they fear confrontation.

“It’s something managers would prefer to eliminate from their repertoire of management tools because they don’t know how to use it effectively,” the observer.

In addition, the says managers have been advised to think in terms of the positive reinforcement and rewards—the carrot instead of the stick—in order to get the most out of their employees. Sometimes, however, disciplinary action is the more appropriate way to deal with a situation.

“It’s a negative part of the job,” Ball says. “It can ultimately result in conflict, and we like to avoid conflict. But if punishment is implemented using a constructive, teaching, coaching approach, then we are less likely to have negative side effects.”

Edna was more likely to respond well to criticism, particularly when they were given relative little attention from organizational researchers; for example, some managers fail to discipline employees because they fear confrontation.

It’s something managers would prefer to eliminate from their repertoire of management tools because they don’t know how to use it effectively,” the observer.

In addition, managers have been advised to think in terms of positive reinforcement and rewards—the carrot instead of the stick—in order to get the most out of their employees. Sometimes, however, disciplinary action is the more appropriate way to deal with a situation.

“It’s a negative part of the job,” Ball says. “It can ultimately result in conflict, and we like to avoid conflict. But if punishment is implemented using a constructive, teaching, coaching approach, then we are less likely to have negative side effects.”
UNLV alumna and pro golfer Deborah Vidal has had her share of setbacks — both on and off the course. But with enough commitment and the right attitude, she’s managed to play through the tough times.

BY DIANE RUSSELL

Natural athletic ability.

Sometimes it seems that phrase has been used to describe almost everyone who ever has picked up a ball, racket, shuttlecock, or mallet. But sometimes it is truly deserved. UNLV alumna Deborah Vidal, who is a professional golfer on the LPGA tour, as well as a golf analyst on cable TV’s The Golf Channel, is a case in point.

As a kid she played all sorts of sports — and played them well — so that her idolized, slightly older brother, Joe, would allow her to tag along with him and his friends without too much complaint.

At Bishop Gorman High School, the priest who served as her tennis coach asked her to take up that sport because the team needed more members. Within a year she and her partner were the city’s doubles champions. She also played softball for Gorman.

While at UNLV she didn’t go out for any sport because her year-round push to get through college in just three years didn’t leave time. But even then she managed to squeeze in some city-league softball play between her class work and her part-time job in her father’s ophthalmology office.

And then, when she was in her 20s, she casually took up golf. She played a single game while on vacation in Hawaii. About a year later, while she was between teaching jobs, she played another game, then began playing on a regular basis. Later that year, she won her first state championship.

Within two years she had joined the amateur women’s circuit, playing tournaments across the United States and in Mexico. She quickly became one of the fastest rising stars on the tour, finishing in the top three on a regular basis.

And within three years after that, Vidal, who was then married to her first husband and known as Deborah McHaffie, joined the Ladies Professional Golf Association tour — the pinnacle of women’s golf.

She was truly amazed to find herself there.

After all, she recalls having something less than a high opinion of golf before she began playing it.

“I always looked at golf and just saw all these old men pulling their clubs on this little cart, chasing this ball around, and I used to think, ‘What a stupid game. You just chase this little white ball around until it falls in the hole.’”

In fact, she had to be enticed into her first game of golf with the promise of a pina colada on the beach when the round was over.

She had accompanied her parents to Hawaii where her father was attending an opthalmology convention. Although her father didn’t play golf, many of the other doctors did and kept urging her to join them for a round.

“I said, ‘Golf? I mean, I’m in Hawaii. You’ve gotta be crazy. I’m going to the beach. I’m gonna go swimming.’”

But she eventually relented and joined them for a game.

While that game was enjoyable enough, she didn’t feel the urge to play again any time soon after. Besides, she was busy with her career.

Having received a bachelor’s degree in education from UNLV in 1979 at age 20, she immediately landed a teaching job with the Clark County School District.

She said she hurried through college so she could get married and get on with the adult part of her life. Looking back, she says she probably would do things differently if she had them to do over again — going through school more slowly so that she could participate in extracurricular activities and enjoy college life.

She spent her first year of teaching at Harmon Elementary School before moving to Ward Elementary School to teach first grade the next year. While that school was asked to give up a teacher because of lower-than-expected enrollment, Vidal volunteered to be the one to go and then chose to sit out the remainder of the school year rather than take an assignment she didn’t want.

Fully expecting to return to teaching the following fall, Vidal found herself with time on her hands — a novelty for a young woman who had grown to college year-round for a three-year period.

So, remembering the golf game she had played the previous spring in Hawaii, she decided to go to the Las Vegas Country Club and hit some balls.

But for Vidal, who admits to having a compulsive personality, there was no such thing as just hitting a few balls.

“I’m very driven, and I like being the best, on top of being competitive,” she says. “That probably comes from being from a family that’s so close in age that you’re always competing for something, whether it’s attention or whatever.

“Golf’s very addicting. I think it’s one of those sports where you either love it or hate it right from the start. There are not too many people you find who will say golf’s OK,” she says. “It’s like it has a hold of you more than you have a hold of it.”

And quite soon, golf had a hold of Vidal. She was playing frequently, joining some women who played the course regularly. Her game improved rapidly, and so she was winning the club tournaments on a regular basis.

One of the women suggested she travel to Arizona to work with a professional teacher there. Vidal scoffed at the idea until one day, disgusted by a day of bad play, she decided to go to Scottsdale to see if the teacher, Ed Oldfield, could give her some useful pointers.

They worked together one day from early morning until well into the evening. That’s when, according to Vidal, Oldfield told her she should join the amateur tour — immediately. Rarely, he told her, had he seen the combination of talent and drive that she possessed.

Vidal was flabbergasted.

“Out of the Rough

UNLV alumna and pro golfer Deborah Vidal has had her share of setbacks — both on and off the course. But with enough commitment and the right attitude, she’s managed to play through the tough times.

BY DIANE RUSSELL

Natural athletic ability.

Sometimes it seems that phrase has been used to describe almost everyone who ever has picked up a ball, racket, shuttlecock, or mallet. But sometimes it is truly deserved. UNLV alumna Deborah Vidal, who is a professional golfer on the LPGA tour, as well as a golf analyst on cable TV’s The Golf Channel, is a case in point.

As a kid she played all sorts of sports — and played them well — so that her idolized, slightly older brother, Joe, would allow her to tag along with him and his friends without too much complaint.

At Bishop Gorman High School, the priest who served as her tennis coach asked her to take up that sport because the team needed more members. Within a year she and her partner were the city’s doubles champions. She also played softball for Gorman.

While at UNLV she didn’t go out for any sport because her year-round push to get through college in just three years didn’t leave time. But even then she managed to squeeze in some city-league softball play between her class work and her part-time job in her father’s ophthalmology office.

And then, when she was in her 20s, she casually took up golf. She played a single game while on vacation in Hawaii. About a year later, while she was between teaching jobs, she played another game, then began playing on a regular basis. Later that year, she won her first state championship.

Within two years she had joined the amateur women’s circuit, playing tournaments across the United States and in Mexico. She quickly became one of the fastest rising stars on the tour, finishing in the top three on a regular basis.

And within three years after that, Vidal, who was then married to her first husband and known as Deborah McHaffie, joined the Ladies Professional Golf Association tour — the pinnacle of women’s golf.

She was truly amazed to find herself there.

After all, she recalls having something less than a high opinion of golf before she began playing it.

“I always looked at golf and just saw all these old men pulling their clubs on this little cart, chasing this ball around, and I used to think, ‘What a stupid game. You just chase this little white ball around until it falls in the hole.’”

In fact, she had to be enticed into her first game of golf with the promise of a pina colada on the beach when the round was over.

She had accompanied her parents to Hawaii where her father was attending an opthalmology convention. Although her father didn’t play golf, many of the other doctors did and kept urging her to join them for a round.

“I said, ‘Golf? I mean, I’m in Hawaii. You’ve gotta be crazy. I’m going to the beach. I’m gonna go swimming.’”

But she eventually relented and joined them for a game.

While that game was enjoyable enough, she didn’t feel the urge to play again any time soon after. Besides, she was busy with her career.

Having received a bachelor’s degree in education from UNLV in 1979 at age 20, she immediately landed a teaching job with the Clark County School District.

She said she hurried through college so she could get married and get on with the adult part of her life. Looking back, she says she probably would do things differently if she had them to do over again — going through school more slowly so that she could participate in extracurricular activities and enjoy college life.

She spent her first year of teaching at Harmon Elementary School before moving to Ward Elementary School to teach first grade the next year. While that school was asked to give up a teacher because of lower-than-expected enrollment, Vidal volunteered to be the one to go and then chose to sit out the remainder of the school year rather than take an assignment she didn’t want.

Fully expecting to return to teaching the following fall, Vidal found herself with time on her hands — a novelty for a young woman who had grown to college year-round for a three-year period.

So, remembering the golf game she had played the previous spring in Hawaii, she decided to go to the Las Vegas Country Club and hit some balls.

But for Vidal, who admits to having a compulsive personality, there was no such thing as just hitting a few balls.

“I’m very driven, and I like being the best, on top of being competitive,” she says. “That probably comes from being from a family that’s so close in age that you’re always competing for something, whether it’s attention or whatever.

“Golf’s very addicting. I think it’s one of those sports where you either love it or hate it right from the start. There are not too many people you find who will say golf’s OK,” she says. “It’s like it has a hold of you more than you have a hold of it.”

And quite soon, golf had a hold of Vidal. She was playing frequently, joining some women who played the course regularly. Her game improved rapidly, and so she was winning the club tournaments on a regular basis.

One of the women suggested she travel to Arizona to work with a professional teacher there. Vidal scoffed at the idea until one day, disgusted by a day of bad play, she decided to go to Scottsdale to see if the teacher, Ed Oldfield, could give her some useful pointers.

They worked together one day from early morning until well into the evening. That’s when, according to Vidal, Oldfield told her she should join the amateur tour — immediately. Rarely, he told her, had he seen the combination of talent and drive that she possessed.

Vidal was flabbergasted.
Vidal flew to Las Vegas where she learned that her mother had picked up a rare virus and was in a coma. Though the doctors predicted otherwise, her mother registered conscious after two months. Initially, she was paralyzed from the neck down, but eventually the paralysis left, and she was able to learn to walk, talk, and eat again. “They call her the miracle lady,” says Vidal, who spent six months with her mother, first at the hospital and later at home. The experience brought the family together; often, one or more of her four siblings were also at home. She particularly cherishes the time she spent with one of her older sisters, Mary.

Eventually, their mother was well enough that Vidal felt she could leave her and return to the tour. But the next year was to bring more difficulties her way. The first was a divorce. And then, later that year, tragedy struck. Her best friend visited her one day so that she could meet her boyfriend, Tony Criccoolo, who is now her husband. The trio had a good time together that Friday. On Sunday, the friend, who had been someone Vidal could lean on during her mother’s illness, was killed in a car accident. Her death sent her reeling. They worked on the tournament through the next year, in 1990, because of two shoulder injuries. The next year, she says she went to a dentist who told her that nothing was wrong, but her body told her otherwise. Finally, home in Las Vegas for a tournament in early 1990, she went to a dentist who ruled out any problem with her teeth, but suggested she have her sinuses checked to see if the root of her problem might be there.

After the Nabisco Shore tournament in Rancho Mirage, Calif., she drove to the Scripps Clinic in La Jolla and told medical personnel there that she wasn’t leaving until they found out what was wrong with her. Doctors discovered a tumor in her sinuses and performed emergency surgery in May 1990.

Vidal designs many of the outfits she wears on tour.

In the end, she lost her LPGA card and had to qualify. Then, she missed the 1987 season because of two shoulder injuries. The next year, she says she played “so-so.”

But 1989 was a different story. That’s the year Vidal is certain most people would peg as her best year on tour. By then she had a new teacher in Derek Hardy, the fourth or fifth coach with whom she had worked. “I really give him a lot of credit,” Vidal says. By the end of that year she was $416 on the money list — excellent placement for someone who had been on the tour only a few years.

Vidal felt as if she were on a roll as the 1989 season came to an end. She was playing well and finishing in the money on a regular basis. It seemed that good things were to come.

But by the end of the year she was feeling ill with persistent high fevers. And then her teeth started to hurt. Doctors kept telling her that nothing was wrong, but her body told her otherwise. Finally, in May 1990, she was told she was dying from complications of diabetes.

Mary lived in Hawaii. Ironically, Vidal was on a neighboring island playing in a tournament when news of her sister’s death reached her. Vidal, who had been planning to spend a week with her following the tournament, instead found herself helping to care for Mary’s children and plan the funeral. She was in shock.

Although golf was Vidal’s livelihood, she couldn’t focus on it during those turbulent times, and she says it showed in her tournament scores. Fans, who had no idea what was happening in her personal life, would say things to her like, “When are you going to decide to play well?”

“They had no idea I was just happy to wake up in the morning and get through the day,” Vidal says. “I mean, golf wasn’t even a priority anymore.”

And then, in 1993, things began looking up. It seemed her string of personal tragedies had come to an end, and her playing improved. Although she won more money in 1989, Vidal considers 1993 her best year on tour. She played well — something she considers a major achievement considering the personal turmoil of the preceding years.

The bad times were very bad, but Vidal says they helped her put her life in perspective.

“When my mom was in the hospital, I knew I would never feel the same about her life,” says Vidal, “I found the middle road that I didn’t see before.”

“When I go out there, I give it 100 percent,” she says. “If the score is good at the end of the day, great. If it’s bad, that’s fine, too, she says. Either way, she figures she’s given it her best shot.

In 1993, “I made the biggest change probably of my life — just accepting things the way they were and getting through.”

In 1994 she was looking forward to an even better year on tour when she sustained another injury — this time in her back. “She had tried to play golf despite a stitches that had settled there during a rainy bout of the flu.” She already had played too many tournaments to sit out the season by the time she realized the severity of her injury. She had no choice but to finish the year, playing the best she could in an attempt to hold on to her card.

But she lost her card and ended up back at qualifying school. Vidal, who describes qualifying school as “hell, wasn’t looking forward to the experience. But while she was at school, something totally unexpected happened that was to pave the way for a new career.

Cable’s new Golf Channel wanted to do a story on a tour player who had lost her card and had come to the school to qualify. They chose Vidal.

While they worked on the story about Criscuolo and her husband, whom she met at qualifying school as they prepared for a tournament and her upcoming season. She was so excited about the possibility of being on television that she didn’t mind being photographed for the show and the attendant publicity.

An analyst and reporter for the Golf Channel’s nightly news show, Vidal chats with anchor Marcia Beren on the set of the show, which is taped in the cable channel’s studios.

Vidal was the only one who knew she was in TV. She was so excited about being on television that she didn’t mind being photographed for the show and the attendant publicity. Still hoping her back would improve enough so that she could return to the tour, Vidal hesitated. But when the Golf Channel amended its offer to allow her to play a right number of tournaments while working for them, she decided to continue on page 15
UNLV computer science professor Evangelos Yfantis is hesitant to acknowledge the prophetic nature of his insights into how computers will be used in the future. He only hopes that he can put his visions to work in his lab for the purpose of education.

BY DONNA MCALEER & SUZAN DIBELLA

oracle ər-ə-kəl n [ME, fr. MF, fr. L oraculum, fr. orare] 1. a person (as a priestess of ancient Greece) through whom a deity is believed to speak 2. a person considered to be a source of wise counsel or prophetic opinions.

SOME WOULD ASSERT THAT Evangelos Yfantis is a modern-day oracle.

After all, he comes from the town of Delphi — the home of the most celebrated oracle in all of ancient Greece. And, of perhaps more pertinence, he has foretold the existence of certain scientific advances years before they were developed.

Yet, the unassuming computer scientist from UNLV's Howard R. Hughes College of Engineering is reluctant to make such comparisons.

To Yfantis, it's all in a day's work.

“As a computer science professor, Yfantis believes it is his job to envision new and creative applications for computers and then use these ideas as springboards for projects that help his students learn.”

Many of his visions have found form in computer applications in medical technology, a field he has come to call “telemedicine.” For instance, he has predicted a future that holds these advances:

• bloodless blood tests,
• digital medical record keeping,
• computer-enhanced diagnosis,
• three-dimensional modeling of the brain, and
• improved digital transmission of everything from films to medical files.

Yfantis anticipated these developments — many just now in their infancy — years ago. When he first talked about some of them at conferences more than 10 years ago, he was greeted with skepticism.

One of the ideas he spoke of was a type of blood test that required no blood samples to be drawn. Instead, he postulated, an electronic signal would be beamed from the device into the patient’s bloodstream. The noninvasive signal would look at the spectrum of the blood and determine, depending on the frequencies absorbed, what organic and inorganic materials are in the bloodstream.

“Many people laughed, some thought it was a brilliant idea, and some thought he was just an academic pie-in-the-sky,” he recalls. “But I just got a call a few months ago from a company that told me they had implemented a signal technique whereby they send the signal to the bloodstream and decide how much insulin is present in the blood,” Yfantis says with a quiet nod. “We are in the beginning of what I said years ago.”

Yfantis has a broad range of interests in and publications on mathematics and computer science. His research has focused on image compression, animation, fractals, computer graphics, ocean engineering, computer medicine, random-number generation, teleconferencing, and probability estimation. Over the last 25 years, he has worked in both the public and private sectors applying mathematics to the subjects of satellite surveillance systems, offshore drilling platforms, water waste, video animation, gaming...
He continued his studies in the United States in 1971, earning three different master's degrees in mathematics, statistics, and computer science before obtaining his Ph.D. in engineering statistics, all in the relatively short span of seven years.

It was during his graduate work in the mid-1970s — when he consulted with a physician at a medical school in New Jersey — that Yfantis first saw how mathematics could be applied to medicine.

He studied the placement of certain types of cells in the human body in relation to other cells, working out probability distributions. Later, he developed mathematical models for the breathing capabilities of patients with obstructive diseases of the lungs.

"Medicine is only an art without the mathematics. The field deserves the same kind of rigor as the hard sciences, and mathematics is the language of those sciences," Yfantis says.

One of the ways he is applying mathematics in the field of medicine is through computer-enhanced diagnosis of disease.

"He has to solve the problem in such a way that the computer can see this change before we can. It might be a disturbance of a benign type or it might be a disturbance of a cancerous type. We are interested in knowing how the mathematics behave in these different types. We are interested in understanding from the mathematical modeling what the best parameters are that are sensitive to tissue changes very gradually. When tissue is fluctuating in an erratic way, it signals something is wrong, and the computer can see this change before we can."

To this end, Yfantis has developed projects in which students examine computerized images of samples for these projects. The computer files are created when the tissue image from an X-ray, ultrasound, or microscope is converted from analog to digital form by a computer on a special piece of equipment. Digitizing the file means the X-ray image, for example, doesn't have to be developed on film. Instead, files like this can be viewed electronically and viewed on the computer screen.

Electronic storage of such images is also of great interest to Yfantis. He predicted some time ago that such storage would revolutionize the way doctors access patient information.

"The computer has images — X-ray images, ultrasonic images, all kinds of digital images and voice data. The doctor then tells the computer, 'This image was obtained on such and such a date, and this is what we see.' The computer then compiles all the data and stores it to become part of the patient's file."

When the patient returns for a later visit, the doctor can quickly bring up the computerized file, which contains both the actual image and the doctor's verbal notes from the earlier visit.

"It wouldn't take much better than this," says Evans of the computing facilities.

While Yfantis acknowledges the competing requirements of the computer, he is quick to say he is even more impressed with the quality of the students who work with him.

"They are questioning the status quo and asking how the computer might be better. I am interested in knowing how the mathematics can change things. It's the kind of work that I enjoy," Evans says.

"It's part of the Rough continued from page 11"
UNMASKING ADOLESCENT SATANISM

A UNLV counseling professor and her colleague have witnessed some of the most disturbing cases of their careers in their research on adolescents' involvement in satanic cults. As they attempt to shed light on this often frightening phenomenon, they warn other counselors to look behind their clients' masquerades to find the root of the problem.

UNLV COUNSELING PROFESSOR
Shirley Emerson would be the first to acknowledge that of all the disturbing cases her students have brought to her attention, few have been quite so unsettling as those handled by Yvonne Hess.

Hess, a 1990 graduate of UNLV's master's program in marriage and family counseling, became Emerson's student several years after she witnessed her first case involving a teen who had become involved with a group conducting clandestine and brutal satanic rituals.

At the time, Hess, then an occupational therapist, was serving as supervisor of a psychiatric rehab team at an adolescent hospital in California.

"A young man arrived one day very high on drugs, psychotic, really out of it, with cuts all over his body, brands, and wood burnings," recalls Hess, now a therapist at Harmony Counseling in Las Vegas. "Nobody could figure out what he was on because all of the drug screens came back clean. And then the feds showed up and told us that he had been a witness in a death."

The bizarre case was Hess' introduction to the often-violent world of adolescent satanism, in which ritual victimization, sexual atrocities, animal cruelty, homemade hallucinogen abuse — and sometimes even suicide — are practiced in the name of satanic worship.

Hess eventually became the primary therapist in the case and went on to take similar cases afterward. Later, after moving to Las Vegas, she continued to counsel adolescent clients involved in satanic cults in the Southern Nevada area as well. It was then she decided to pursue a master's degree in counseling to further her understanding of and ability to treat these types of cases.

That was when her partnership with Emerson, who became her adviser, began. Together, the two set about methodically analyzing these cases and others in an effort to shed light on this macabre phenomenon. They spent hundreds of hours interviewing and observing more than 140 adolescent clients over a period of seven years, both in counseling sessions and in psychiatric hospitals.

Their work has resulted in an article published recently in the journal Counseling and Values, titled "Adolescent Satanism: Rebellion Masquerading as Religion." In it, the authors describe the signs and symptoms of involvement in such groups, define terms, and offer a case example; the article also provides counselors guidance on treatment.

Both Hess and Emerson agree that the goal of the article was to help other counselors learn to deal with these very difficult cases.

"There was no one out there doing anything on this," says Hess, who now conducts special workshops on the subject for counselors. "If you look at the literature, there are only two articles in print on ritual involvement in adolescence, and they are not treatment-oriented. We recognized that counselors needed to know how to identify and treat these cases."

They believe that it is crucial for counselors to understand more about such cases because they can be so unnerving when they're first encountered. To comprehend how intimidating these clients can be, consider the following characteristics they tend to possess:

- they've usually participated in such activities as gang rape, bloodletting through cutting, and ritualistic killing of...
animals;— their bodies bear scars from brands or physical carvings of satanic symbols in their skin;— they repeatedly recite lengthy satanic liturgy;— they're using homemade hallucinogens usually undetectable through conventional drug screening; and— they've been terrorized by other members and are under death threat to maintain secrecy. And, if that weren't troubling enough, the participating teens often claim that efforts to halt their involvement in such activities are in violation of their rights to freedom of religion.

Such clients can evoke an array of frightening and conflicting emotions, particularly for counselors who hold deep religious convictions, Emerson points out. "It's a tough one," she says. "Too often such counselors will react with a religious response. They'll think, 'Oh my God, this kid is going to hell. He's gone against everything in the church.' Indeed, rebellion is at the heart of what they're doing. But it's not necessarily an extreme form of rebellion is an extreme one that seems to result from a growing nihilism among certain adolescent subcultures, as well as a certain type of environment.

They note that frequently the parents of such a teen are work-absorbed professionals with poor family problem-solving skills who themselves rebelled through drug abuse and sexual promiscuity in the '60s and '70s. "I've seen kids who are making hallucinogens at home, breathing Freon daily, cutting on themselves, are sexually promiscuous, and have had multiple suicide attempts. And then I hear their parents say, 'Well, I did those things when I was a teenager.' Yeah, but they're on their third marriage, they beat their wives, and they drink. And they tell their kids, 'Don't do what we did. Do what we tell you.' Well, the kids see the hypocrisy of that, and they want to go beyond that.

Both Hess and Emerson acknowledge that this particular form of rebellion is an extreme one that seems to result from a growing nihilism among certain adolescent subcultures, as well as a certain type of home environment. They note that frequently the parents of such a teen are work-absorbed professionals with poor family problem-solving skills who themselves rebelled through drug abuse and sexual promiscuity in the '60s and '70s. "I've seen kids who are making hallucinogens at home, breathing Freon daily, cutting on themselves, are sexually promiscuous, and have had multiple suicide attempts. And then I hear their parents say, 'Well, I did those things when I was a teenager.' Yeah, but they're on their third marriage, they beat their wives, and they drink. And they tell their kids, 'Don't do what we did. Do what we tell you.' Well, the kids see the hypocrisy of that, and they want to go beyond that.

But Hess and Emerson agree that family counseling is the best way to treat the client, although oftentimes removing the teen from the situation and placing him or her into a residential program is necessary at first. "As a counselor, you have to sit down and prioritize the needs of the client, and that's just standard psychological work," Hess says. "The most important issue is establishing whether the kid is safe. Is he or she a threat to themselves or others? You deal with that one and then move down the hierarchy of treatment."

Hess adds that health issues are usually next in line; anorexia and grotesque sexual abuse are rampant disorders among the young women involved in such groups. Drug-induced psychosis is also an issue for all members, she says. Once the critical health issues are addressed, pulling the rest of the family in for therapy is the next step. "Working with the child alone would be pointless," Emerson says. "With a minor child living in the home with a parent or two parents, you've got to involve the family because that's the environment where this problem has developed. Usually you see a client for an hour or maybe two a week, unless he or she is hospitalized. In a couple of hours you can't undo the rest of the week. So whatever is lacking or whatever is negative in that environment has to change. That doesn't mean the parents caused the problems, and I stress that. Again and again, parents read that as, 'Oh, we're doing something wrong that is making him do that.' But it's not at all. It's the interaction between the parents and the child."

Emerson adds that often parents take a "fix-it" attitude when they come to counseling because their child has gotten into trouble at school or with the law. "But if he or she isn't going to be helped, the counselor might as well tell the parents not to waste their time and money," she says. "Tell them, 'Whoa, you can't make him do anything. You have to change the relationship you have with him.'"

Hess says in many of the cases involving adolescent satanism, it takes major parental intervention to put the teen back on track. "It takes new playgrounds, new playmates. He's had kids relocate to other areas of the country. The family has to coalesce and develop a family plan for their own health and decide how the kid will be a part of it. They have to decide if they have the commitment to do it, if they have the capability to do it. And they have to decide if they don't so that we can find a place for the kid to relocate." As far as preventative measures are concerned, Hess offers in one simple piece of advice: Keep your kids busy. "My firm belief is that you keep your kids tired until they're 21. Keep them busy with any activity — hiking, Scouts, ballet, whatever — so they don't have that down dead time, that unsupervised, unmentored time. I recognize that this costs parents. It costs them time, it costs them energy. But I ask them, 'How do you want to spend your time with your kids? Going to counseling and taking them to court? Or having fun with them?'
May

1-5 University Theatre: 110 in the Shade. May 1-4, 8pm; May 5, 2pm. Judy Bayley Theatre. 895-3801.
2 Music Department: Collegium Musicum. 7:30pm. Black Box Theatre. 895-3801.
3 Spring Semester 1996: Instruction ends.
4-15 University Theatre: In the Shade. May 1-4, 8pm; May 5, 2pm. Judy Bayley Theatre. 895-3801.
5 Spring Semester 1996: Final exams.
6-11 Spring Semester 1996: Final exams.

June

6 Orientation: Transfer/Nontraditional Student Orientation. 895-3221.
7 University Theatre: Friday Knight at the Fights. 8pm. Judy Bayley Theatre. 895-3801.
9 Recital: Backstage II. Dance Recital. 1:30 & 7:30pm. Artemus Ham Concert Hall. 895-3801.
10 Summer Session III: Session begins.
15 Recital: Backstage II Dance Recital. 1:30 & 7:30pm. Artemus Ham Concert Hall. 895-3801.
16 Summer Session III: Session ends.
18 Concert: Las Vegas Gamble-Aires. 2 & 7:30pm. Artemus Ham Concert Hall. 895-3801.
Concert: Bolognini Scholarship Concert. 7pm. Judy Bayley Theatre. 895-3801.
20 Summer Session IV: Session begins.
25 Nevada Opera Theatre: Maggio Fiorentino. 8pm. Artemus Ham Concert Hall. 895-3801.
26 Nevada Opera Theatre: Backstage at the Opera. 2pm. Artemus Ham Concert Hall. 895-3801.
27 Holiday: Memorial Day recess.

July

1-13 University Theatre: Summer Rigging Workshop. 8am. Judy Bayley Theatre and Black Box Theatre. 895-3801.
4 Holiday: Independence Day recess.
8-9 Orientation: New Student Orientation. 895-3221.
12 Summer Session IV: Session ends.
14-31 University Theatre: National Stage Combat Workshop. 8am. Artemus Ham Concert Hall, Judy Bayley Theatre, and Black Box Theatre. 895-3801.
15 Summer Session III: Session begins.
18 Concert: Las Vegas Gamble-Aires. 2 & 7:30pm. Artemus Ham Concert Hall. 895-3801.
Concert: Bolognini Scholarship Concert. 7pm. Judy Bayley Theatre. 895-3801.
20 Summer Session IV: Session begins.
25 Nevada Opera Theatre: Maggio Fiorentino. 8pm. Artemus Ham Concert Hall. 895-3801.
26 Nevada Opera Theatre: Backstage at the Opera. 2pm. Artemus Ham Concert Hall. 895-3801.
27 Holiday: Memorial Day recess.

Events are subject to change/cancellation.
Richard Neumann, ’77, BA Hotel Administration, was president of Columbia restaurant in the city-center area of New Jersey, Delaware, and Pennsylvania from 1986 to 1994 when he retired and began his own management company, Neumann Management. He is active in the Young Presidents Organization, a national organization for people who head their own companies. He lives in New Hope, Penn.

Monica Waller Maclean, ’80 BA Theatre Arts, earned a master’s degree in music and now directs choirs and teaches voice. She also owns her own marketing business. She lives in Saint Paul, Calif.

John S. Hamilton, ’83 BS Hotel Administration, ’83 BS Business Administration, is vice president of new business and acquisitions for DoubleTree Hotels. He lives in Boston.

Margaret D. Jamausz, ’92 BS Business Administration, is the director of development for Faith Lutheran University. The school, which was founded in 1978, recently added a middle school and now serves students in grades 6 through 12.

Mark A. Zeidler, ’83 BS Business Administration, is employed as a district manager for Burlington Air Express. His district includes Minnesota, North Dakota, and South Dakota. He previously spent four years working as an executive manager for Burlington in Australia. He lives in Fargo, Minn.

Tammie Hanley, ’91 BS Hotel Administration, is the executive housekeeper at the Doubletree Intercontinental Hotel-Newport, located on Causeway Island in Newport, R.I.

Scott Spencer, ’90 BS Business Administration, is general manager for Cirrus Corp., a nationwide industrial laundry. He is responsible for the company’s Las Vegas operation.

Marie Lea Dox, ’91 MBA, is the coordinator of New Zealand Degree Programs for the Emile Woolf College of Malaysia. She lives in Kuala Lumpur, Malaysia.

Adam C. Godwin, ’93 BS Electrical Engineering, works at Nevada Power Co. as a communications engineer. He is responsible for the design of sophisticated analog and digital microwave radio systems, fiber optic transmission systems, and data circuits. He is currently working on a master’s degree in telecommunications engineering at the University of Colorado, Boulder.

Sylvia Campbell, ’90 BS Business Administration, is executive director of the Sonoma Business Bureau of Northern Nevada, a nonprofit organization with 2,500 members that is linked with similar bureaus across the United States, Canada, and Israel. Previously, she worked for the state of Nevada and Sporn Cereal.

Mary Ann Gutierrez, ’91 BA Communication Studies, is a senior account coordinator for B2B Media Advertising in San Francisco. She specializes in recruitment advertising. Previously, she worked as a public relations coordinator for R&R Advertising.

Alon Chong W. Lee, ’91 BS Biological Sciences, received a master’s degree in physical therapy from Duke University in 1994. He now works for Mercy Scipio Hospitals of San Diego as a physical therapist and associate clinical coordinator of clinical continuing education. Additionally, he works in the physical therapy department at Kaiser Permanente in San Diego.

Mary Ellen Ryder Cook, ’79 BA Communication Studies, is the marketing manager for Prairie Public Broadcasting in North Dakota. She is in charge of promotion and underwriting for the company, which provides both public television and public radio to a regional audience. Prairie Public Broadcasting serves not only the entire state of North Dakota, but also portions of Minnesota, Montana, and South Dakota, as well as Winnipeg, Canada. She lives in Fargo.

Tony E. McIntosh, ’92 BS Athletic Training, earned a master’s degree in sports medicine and now works as an athletic trainer for the Philadelphia Phillies. He lives in Battle Mountain, Nev.

Thomas M. Ray, ’92 BS Business Administration, is a financial consultant in Springfield, Ill., for Merrill Lynch’s private client group. He lives in Bourbon.

George C. Strojanoff, ’93 BS Computer Science, ’93 BS Mathematics, received his master’s degree in computer science from Seattle University last year. He works for Silicon Graphics Inc. in Mountain View, Calif., doing operating systems-related work. He lives in Fremont.

Jill Balle, ’94 BS Health Education, is a homemaker. She also assists her husband with the business portions of his dental practice.

We’d Like to Hear From You!

We would like to invite all UNLV alumni to submit information about themselves to UNLV Magazine for inclusion in the Class Notes section. Please fill out the form below completely and type your name, school, and major information. Also, please supply home and office telephone numbers so we can reach you if there is a question about your entry. We encourage you to submit a black and white photograph of yourself to accompany your Class Notes entry.

Name: ___________________________ Year Graduated: _________ Major: _______________________
Type of Degree: ________________________ (e.g., Bachelor of Arts, Master of Science)
Address: ___________________________
Phone Numbers: Home: __________ Office: _________
Career or Personal Information: _________

Please submit a new entry and indicate on the form that it is a replacement.

Attention Alumni — The UNLV Alumni Association offers a variety of social and cultural activities. For more information or to join the association, call 895-3621.

Please be patient! Because of the popularity of the Class Notes section, UNLV Magazine cannot use every entry as soon as it arrives. If the information you have submitted for a Class Notes entry becomes outdated, please submit a new entry and indicate on the form that it is a replacement.
Discipline

continued from page 7

volunteering for extra assignments and generally being helpful to coworkers and supervisors. And they were less likely to indulge in anticitizenship behaviors, “to go out of their way to make the clock stop.”

However, Edna and her like-thinking cohorts convinced themselves that the discipline was so harsh and unfair that, according to their supervisors, their performance deteriorated.

Ball says the study illustrates the importance of ensuring that a disciplined employee perceives that distributive justice has been done — that the punishment was appropriate to the infraction and consistent with what others received for similar offenses.

Supervisors need to realize that to achieve the desired result they may have to work harder to convince employees, especially those who are inclined toward negative affectivity, that the punishment is fair.

Still, she admits that “you can only do so much” and that even a constructive approach might not salvage some employees.

Ball’s work also emphasizes the importance of procedural justice, especially of letting the employee feel he or she has a voice in the process. Managers who have a two-way discussion of the problem with an employee will usually be more successful in changing employee behavior.

Her study of this matter has led Ball to challenge a recommendation commonly found in management literature: that employees should be disciplined in a “timely” manner.

“Every management text has a section on discipline that basically tells you that if you are going to do it, do it immediately,” she says. “I believe this is wrong. Sometimes it should be immediate, sometimes it should not be, depending on the circumstances.”

Ball argues that managers need time first to think about the situation and then to talk to the employee about it.

“Managers encounter a subordinate doing something wrong and are immediately angry about it. But they have to stop and say, ‘Now wait a minute. Am I really angry at Charlie for showing up late one more time, or am I really angry at my husband for bouncing a check?’

“Take time to do that mental accounting. Take time to investigate. Maybe Charlie is late because something bad happened to him. What we’re advocating here is that in punishment situations, because of all the emotions and reactions that go with it, you take time to think about it before you act.”

Ball adds that a good manager will also know when employees are doing such a good job of punishing themselves for an infraction that no further action is necessary. “Some employees take such things very seriously. So why add misery to misery?” Ball asks.

After a disciplinary incident, managers need to concentrate on the future, Ball says, and not dwell on the past behavior.

Ball’s research, reported recently in an article co-authored with Linda Trevino at Penn State and Henry Sims, Jr., at the University of Maryland and published in the Academy of Management Journal, represents the first steps in examining punishment and justice in the workplace, Ball says.

Additional data on, for example, employees’ perceptions of the outcome of the punishment, are yet to be analyzed. A different set of interviews to be examined explores the supervisor’s perception of a disciplinary incident.

Ball also wants to look further into the role of leaders and of organizational citizenship.

“The big thing in management right now is the team concept, or self-led work groups. The question is what do you want — or not want — that self-led team to have responsibility for? One very simple concern might be administering discipline. If somebody on the team is going to be responsible for it, he or she is likely to be blackballed by the team, so discipline is commonly reserved for leaders.”

Citizenship is similarly important for an organization. Without citizenship behaviors, “things fall apart,” Ball says.

“There’s nothing more aggravating than when somebody says, ‘That’s not part of my job description.’ If we only did what was in our job descriptions, no organization would run.”

And, as Ball points out, since most organizations have both a Dwayne and an Edna somewhere on staff, every supervisor should become more aware of the pitfalls of poor handling of the disciplinary situation.

Physics Lab

continued from page 5

very important component in this business because we are training a new generation of scientists.”

The new laboratory will play a valuable role in combining research and teaching programs, Kwong said.

“The key I keep emphasizing is that this is a university,” he said. “It is a place where knowledge is created. The generosity of the Keck Foundation allows us to do that, but knowledge that is created has to be transmitted to the next generation. That is the most important thing we do.”

Gall Ball
UNLV management professor

continued from page 7
Heir Apparent 

relative. Close friends. Your estate plan should provide for all the obvious beneficiaries.

But what about the heirs who are less apparent? What about, for example, the students of the University of Nevada, Las Vegas?

A growing number of people are including UNLV in their bequests. Clearly, they understand that they have both the privilege and the responsibility of assisting future generations of students. And they're using their estate plans as a vehicle.

A bequest to the University of Nevada, Las Vegas is a rare opportunity to make a life-transcending gift — one that will perpetuate your ideals, your hopes, your values.

By providing for UNLV in your estate plan, you can often make a much larger gift than would be possible during your lifetime. And that gift will have far-reaching ramifications, affirming UNLV's mission of education, touching the lives of students for years — even generations — to come.

Your bequest will literally form the bedrock of our programs, providing much needed dollars for faculty support, curriculum initiatives, and scholarships for our future leaders.

If you haven't yet made a bequest to the University of Nevada, Las Vegas, please consider it.

If you have already included a gift to UNLV as part of your estate plan, please let us know. We want to thank you now by including you in our UNLV Heritage Circle. The UNLV Heritage Circle is a special group of donors and friends who, through their planned gift, will make a tremendous impact on UNLV's future.

If you're interested in making a provision for UNLV in your estate plan, you can call the UNLV Foundation at (702) 895-3641 and ask about Generations. It's our program to inform people about the benefits of charitable gift planning.

Ask for our free brochure on estate planning. We'll send you information about the numerous giving options as well as preferred bequest language for review by your lawyer.
The William D. Carlson Education Building, located just south of Artemus W. Ham Concert Hall, houses classroom and office space occupied primarily by the College of Education. The UNLV/CSUN Preschool and the Curriculum Materials Library are also housed in the building, which was constructed in 1972.