EXECUTIVE SUMMARY

RESPONSE TO 1998 UNCG PLAN

Cornerstones

Technology

In 1997-98, the Classroom Technology Support division of the Teaching and Learning Center (TLC) equipped 13 classrooms with multimedia and computer capabilities. This effort represented a major increase in the number of classrooms at UNCG which allow faculty to use technology in teaching.

Walter Jackson Library increased the number of upgraded PC s in the Reference Department, in Room 774, and in public areas; created class-specific Web sites, expanded the Virtual Reference Desk, and introduced the first version of Web-based JACLIN Plus which provides easy access to the online catalog, local and remote databases, and the Internet from a single starting point.

Facilities

The TLC completed a survey of classroom conditions to determine classroom improvement needs and to develop a strategy for overall classroom improvement.

Construction of UNCG's new $25.7 million music building was, by year's end, on schedule. Critical new acoustical "clouds" over the Aycock Auditorium stage were installed.

Strategic Directions

UNCG will provide exemplary learning environments.

The Undergraduate Studies Council was established as an ongoing University body with the charge to consider and improve all aspects of the undergraduate experience at UNCG. Chaired by the Associate Provost for Undergraduate Education and Special Academic Initiatives, its membership includes faculty from each academic unit, the directors of living/learning communities and interdisciplinary programs, representatives from Student Affairs, Enrollment Services, and Business Affairs, and two students. Issues addressed during the year included the UNS 101 freshman orientation course, the undergraduate research assistantship program, non-traditional student support, and academic integrity.

The AULER Commission completed the Conceptual Framework for Review of the All University Liberal Education Requirements, including specific student learning goals for each potential graduate. It notes that the general education program should enable students to make an effective and mandate to provide a liberal education belongs to the entire University, not to a single department or unit. The Conceptual Framework will go to the Faculty Senate for approval in fall 1998 and will then be used to review the current AULER and modify them as necessary.
This year, the College of Arts and Sciences initiated a full-scale exploration of where it is and where it needs to be going with learning technologies. Simultaneously, with the assistance of the University Teaching and Learning Center, it began a regular series of faculty workshops on web-based instruction. The Department of Anthropology has dramatically expanded use of computer-based multimedia technology. The Department of Art has developed a state of the art Digital Imaging Studio. The Department of Chemistry has developed a web site for the General Chemistry course.

The Department of Geography has obtained a field camp, which will stimulate geographic research among faculty and students.

The Department of Political Science now ensures that graduates have the quantitative and data analysis abilities expected of social sciences graduates today, by regularly employing computer-based data analysis projects in advanced courses.

The Department of Psychology is developing a new undergraduate curriculum that will provide a better grounding in scientific psychology by including intermediate and advanced laboratories.

The Department of Romance Languages in cooperation with Residence Life has sponsored and provided faculty leadership for a Spanish Hall in the newly renovated Phillips/Hawkins dormitory; will add a French Hall next year.

Significant progress was made on the continued internationalization of programs of the Bryan School of Business and Economics. At the undergraduate level, International Business Studies was changed to a program area in the Bryan School. Curriculum changes included the addition of courses in international business and the international economy, and a foreign language requirement. An Introduction to International Business course was added to the required MBA curriculum.

Implementation of the MS in Information Technology and Management is underway. The ISOM faculty has developed nine new courses for the program. A full class is expected for fall 1998.

This year, departmental reviews were conducted for the Departments of Economics and Accounting to build on the quality and distinctiveness of the educational experience.

The Department of Accounting established a Student Tax Clinic, the only one in North Carolina and one of only a very few in the U.S. In cooperation with local businesses, the Department of Accounting has also established an internship program for its graduate students.

Faculty in the Department of Dance have increased the use of performance exams which are videotaped; students and faculty often watch these together during conferences.

Some Dance courses are being redesigned to incorporate more movement opportunities and opportunities to gain computer-related research and presentation skills.

The Department of Leisure Studies conducted a follow-up study of its graduates to evaluate their perceptions of the quality of the undergraduate education experience.

The American Apparel manufacturers Association certified the curriculum, laboratory facilities, and
student learning experiences of the Department of Textile Design and Marketing as exemplary; UNCG's textile products design program is one of two in the State to have this recognition and one of ten programs nationally.

Masters degree programs in the School of Music were ranked among the top 30 in the country by U.S. News and World Report. Minors, attended master classes, and continued study with noted artist-teachers. A new faculty-student string ensemble, the Gate City Camerata, debuted during the Fall Semester. Several new faculty and students began utilizing the "Vivace" system, a state-of-the-art technological "accompanist" for instrumentalists and vocalists. The School's first department/division review included all undergraduate and graduate curricula.

Equity funding allowed for the complete renovation and updating of the learning laboratory in the School of Nursing and the subsequent dedication of the Eloise R. Lewis Nursing Performance Center.

At the undergraduate level, the RN-BSN curriculum was revised to better meet the needs of RN students and healthcare employers. A post baccalaureate certificate in Case Management also was approved to prepare nurses to work in the managed care environment. In the Masters program revisions created the Adult Nurse Practitioner/Gerontological Nurse Practitioner concentration in response to needs identified by graduates in practice. A certificate program for international nurse anesthetists also was developed to meet the growing needs for continuing education in that field. The School of Nursing and the Bryan School of Business and Economics were approved to plan a combined MSN/MBA program.

The Women in Science Initiative was created as a Women's Studies committee and charged to review and reduce barriers that might discourage females science students. The group carried out two projects 1) a transcribed focus group session to gather input from currently enrolled female science majors and 2) a program to provide additional funding support to science departments to support distinguished female scholars invited for research seminars who also agreed to meet with female students in two informal sessions.

A Learning Assistance Center was created in Reynolds Hall to provide tutoring assistance to undergraduates.

A lounge was established in Elliott Center where commuting students can relax and study.

To help promote diversity and global awareness, the Office of International Programs expanded the University's international community by increasing the number of international students on campus (degree-seeking, exchange, and INTERLINK), developed the new International House (in Phillips-Hawkins), revitalized the International Student Association, and conducted several social and academic programs.

In September, 1997 UNCG established a Teaching, Learning and Technology Roundtable led by the Director of TLC and the Director of the Library. Eight different working groups have been formed to address different issues related to teaching, learning and technology.

John Tagg of Palomar College, Tom Creed of St. John's University, and David Brown of Wake Forest University have come to campus to discuss issues related to creating a learning community and the effective use of technology. The TLTR sponsored programs featuring the creative use of technology.
by UNCG faculty. During the 1998 spring semester, one of the working groups solicited input from the entire UNCG community and a Faculty Senate Forum to complete a Vision for Teaching and Learning at UNCG.

In collaboration with Computing and Information Systems (CIS), the TLC installed the Web course delivery software, TopClass. TopClass can be used to enhance courses taught in a traditional format and courses taught at a distance. The software was pilot tested with a small group of faculty in the summer of 1997.

In the fall of 1997, ten classes enrolling approximately 250 students used TopClass to deliver instruction. In the spring of 1998, twenty-one classes enrolling approximately 700 students are using TopClass. We reported on UNCG’s experience with TopClass at the conference sponsored by General Administration, The UNC Workshop on the Use of Technology for Distance Education. In the fall of 1998, 75 to 100 classes enrolling 3000 students, including freshmen composition classes, will utilize TopClass software.

Jackson Library offered hundreds of classes to help students navigate the complex information environment and established two new Library faculty positions with responsibilities in the areas of consultation, instruction, and training.

**UNCG will expand its research and infuse the excitement of scholarship into its teaching and learning.**

Projections indicate the Graduate School will complete the most successful external contract and grant award record in the history of the University, with projections of between $16.5 and $16.7 million dollars for the fiscal year. Most of the activity within the research sphere during the 1997-98 academic year was devoted increasing grant award success within the Center for the Study of Social Issues (CSSI) and the Institute for Health, Science and Society (IHSS). The third research unit, the Information Technologies Education Center (ITEC), founded in 1996, will be discontinued at the end of the fiscal year, with administrative oversight of continuing contracts and grants shifted to other academic units. In the second year of operation for Minerva, a new research magazine devoted to thematic content on faculty research, the issues Women’s Health and Jobs and the Workforce were explored.

The Undergraduate Research Assistantship program, a competitive program which provides support ($750 a semester) for approximately 70 juniors and seniors a year to perform research under the close supervision of faculty, was revised to increase its visibility, its availability to students, and the opportunities for student synthesis and public presentation it offered.

The College of Arts and Sciences has dramatically increased activity in the area of undergraduate research and internships.

The Department of Anthropology received an NSF grant which will provide more and better-funded research experiences for undergraduates in Anthropology.

The Art Department has received a $50,000 commission for a site-specific sculpture to be designed by students with direction from faculty. The work will be permanently installed at the Piedmont Center.

The Department of English has revised requirements for the major to address research as an
undergraduate learning goal more effectively and the Department of History is exploring ways of extending research opportunities in 300-level courses.

In the Departments of Anthropology, Biology, and Geography, students coauthored articles on their research with faculty.

Several courses in Bryan School of Business and Economics have been revised to reflect faculty research, including ECO 312: Economics and Technological Change, and ECO 647: Applied Microeconomics.

In the Department of Business Administration, two students took part in a case study of Replacements, Ltd. and will receive recognition as co-authors upon its publication.

The department of Leisure Studies has increased its involvement in short-term, pragmatic, and service-related active research projects that have real-world application. Such projects have more relevance to the types of positions students will fill immediately upon graduation and encourage continuing interest in the application of research to their careers.

The Institute for Health, Science, and Society provided for the development of a gait analysis laboratory, a cardiac function laboratory, a genetics variation assessment laboratory, and a survey research laboratory. The greater research capacity provided by these activities will provide expanded opportunities for faculty and students to write competitive grant proposals and conduct research.

New electronic resources were licensed for the Departments of Mathematics, Information Systems and Operations Management, Food and Nutrition, and Religion.

Walter Clinton Jackson Library created Web pages providing information about primary research material in Special Collections and University Archives.

Jackson Library created summaries of the oral history interviews conducted as part of the UNCG Centennial celebration so that researchers can determine which tapes or transcripts contain information relevant to particular individuals and events of interest.

**UNCG will build a strong sense of University Community.**

The position of Associate Provost for Undergraduate Education and Special Academic Initiatives was created at the beginning of the 1997-98 year with the restructuring of an existing associate provost position in the Office of the Provost. The creation of this position, whose duties include some formerly connected with the office (academic program inventory and review; accreditation activities, including institutional effectiveness) and major new duties in general education, coordination and expansion of living/learning communities and honors programs, and other initiatives to enhance the undergraduate experience, demonstrates UNCG commitment to the strategic planning goals to provide exemplary learning environments and build a strong sense of university community.

The Undergraduate Studies Council set the goal of improving the opportunities for nontraditional students, including ACES, transfers, and part-timers, to achieve community at UNCG. A committee developed a set of proposals towards that end which will be taken to appropriate units.

The experimental program of Freshmen Learning Communities in Grogan Residence Hall, renamed Grogan College, served approximately ninety freshmen in its first year through common classes,
residence hall study groups, and activities sponsored by the nine Faculty Fellows. A Senior Fellow position was developed and filled as of January 1998 to coordinate planning, recruitment, and joint activities for the program. Extensive planning recruitment activities have ensured a full-scale operation in 1998-99 that will fill Grogan Hall with 280 freshmen in 15 learning communities and increase faculty involvement with students and joint activities among the groups.

The College of Arts and Sciences has initiated a standing College Programs Committee, whose mission will be to look for significant opportunities to sponsor forums and symposia of broad internal and external interest.

The Department of Anthropology sponsored a Native American Festival.

The Art Department completed a cooperative venture with the Weatherspoon Art gallery including the co-sponsorship of Follow Your Heart to the Art Gallery Crawl, featuring the Weatherspoon, McIver and EUC Galleries.

The Department of English sponsored the All English 101 Read (Snow Falling on Cedars).

The Department of History has revitalized its History Club.

In the Fall the MFA Writing Program sponsored "Sleeping Beauty: Creative Writing at UNCG, An Exhibit, Jackson Library." This exhibition featured books and manuscripts by alumni, faculty and visiting faculty.

In February the English Department sponsored its annual symposium, "Fries with That? What Do We Do with the Liberal Arts?" The symposium featured speakers from the Corporation of Public Broadcasting, the Mellon Foundation, Duke University, and the University of Michigan.

Women's Studies at UNCG celebrated its 25th anniversary with a reunion/awards dinner at which previous directors attended and spoke. The crowning moment was The Friends of Women's Studies' announcement of the successful completion of the fundraising drive to endow an excellence professorship in Women's Studies.

The UNCG Theater celebrated its 75th Anniversary Season by offering an exciting variety of productions throughout the year, beginning with a musical revue that combined the talents of faculty (Tom Behm, Frank Donaldson, Lorraine Shackelford, and Bob Hansen), staff, alumni, and students; proceeds supported the Middleton Scholarship. UNCG Summer Theater, NCTYP campus productions, and Workshop Theater performances also pleased audiences this year.

The Bryan School of Business and Economics implemented a new Instrument of Government featuring a stronger leadership team of administrators and faculty committee leaders. Small group meetings with faculty have been held throughout the year to give faculty an opportunity to discuss issues such as distance learning as they came up.

The Bryan School worked with Visions, Inc., to assess the climate in the School with respect to multiculturalism. Focus groups were held in March involving faculty, staff, and students. The Visions personnel returned in May to present their findings and to conduct an intensive three-day training session for twenty-one of the School's personnel.

The Bryan School Student Advisory Council devised a program with suggestion boxes where students,
University employees, or visitors could leave comments.

The Department of Dance has initiated cooperation among arts programs on campus through the Campus Arts Committee.

Efforts of the Office of International Programs to ensure that international students find a place in the greater University community include the establishment of the new International House, the revitalized International Student Association, and several orientation programs and social events.

The staff of Enrollment Services has increased a sense of community through monthly meetings, social activities, special recognition of staff achievements, and frequent emphasis on a shared vision. **UNCG will expand its outreach in the Piedmont Triad, the State of North Carolina, and beyond.**

The Department of Art sponsored a demonstration by Nigerian wood-carver Lamidi Fakeye, which was attended by 150 members of the community and received extensive newspaper coverage.

The African American Studies Program, in cooperation with the Office of Minority Affairs, Religious Studies Department, Women's Studies Program, Center for Study of Social Issues and the Office of the Provost, sponsored The Conference on African American Culture and Experience, 1997-98. This conference began with an open forum at a Town Hall Meeting that included a distinguished panel of scholars and community activists. There were monthly lunchtime discussions of race-related issues. Dr. Julianne Malveaux concluded the conference with a keynote address.

The Department of Biology hosted a half-day meeting for Biology teachers from Guilford and nine surrounding counties.

The Department of Chemistry made arrangements for 46 high school students to spend a day in the department.

In the Department of Psychology, the AD/HD conference made the expertise of three leading researchers available to 193 mental health practitioners in Greensboro and the surrounding area.

The Women's Studies Program and the Division of Continual Learning co-sponsored the North Carolina Women's Writers Conference in the fall, and a Women in Film series in the spring.

The Bryan School of Business and Economics developed a strategic plan for expanding the professional and executive development programs of the Bryan School offered through the Center for Applied Research and began its implementation.

The Bryan School has implemented a communication/image program and prepared the first issue of the Bryan Forum, which focused on globalization.

The Center for Global Business Education and Research sponsored the Great Decisions Forum, five programs open to the public which focused on America's role in global society.

Funding for University/School Teacher Education Partnerships supported many cooperative ventures with local area schools. Thirteen schools linked with UNCG Professors to implement reform and improvement initiatives. Two Guilford County teachers were hired to work half-time with School of
Education personnel and planning and implementing programs, and several conferences were sponsored for local-area teachers.

The Piedmont Young Writer’s Conference involved 485 students, 350 parents, and 150 volunteers. The Departments of CED and ELC sponsored sessions for students to explore ways individuals in counseling and administrative roles can collaborate in the schools and an interdisciplinary seminar on collaborative problem solving in the schools.

Large numbers of non-degree programs and public service continue to be part of the regular work of faculty in the School of Education. Some examples of these activities include a PRAXIS II specialty examination workshop for Guilford County teachers and UNCG education students in the areas of mathematics, science, English, foreign language, social studies, and elementary school mathematics, a workshop on Optimal Test Design, and development of the Educational Leadership Academy for the North Carolina Child Nutrition Supervisors and Directors.

Faculty in the Department of Dance have collaborated with two other community agencies to develop Dance Connections, a summer dance program that involves UNCG students serving as mentors primarily for under served children.

Projects in LES 332, Program Design and Evaluation of Therapeutic Recreation, require students to connect with TR practitioners in the community to write cooperative foundation grant proposals for community agencies. To date, three proposals have been funded, totaling $11,300, with an additional $6,500 donated in time and supplies by local agencies.

In the School of Human Environmental Sciences, initiatives in international student/faculty exchanges and/or internships in several departments have extended outreach, improved learning and provided a global perspective for our students which is reflected in improved quality of student work and improved understanding of their field.

The Americorp Access project placed 38 undergraduate and graduate students in service to low income communities in 22 counties in NC. The AmeriCorp Access project, AHEC and SWK joined together to present public lectures and workshops on immigration and its effects on North Carolinians.

The School of Music faculty gave innumerable presentations to community groups in churches, retirement/nursing homes, etc. They hosted various Music Educators National Conference events and served as clinicians in a variety of settings. Two highly enthusiastic reviews of the School’s 1997 Focus on Piano Literature were featured in national magazines. The Summer Music Camp posted a record enrollment of almost 1700, continuing as the largest university-sponsored camp in the nation. The Community Music School continued to provide both class and individual instruction for pre-college and post-college populations. Faculty continued to teach in the Emeritus Society program. The Carolina Band Festival and Conductors Conference continued its outstanding Carolina Honors Bands. The event featured James Croft, Director of Bands at Florida State University, Leslie Hicken, Director of Bands at Furman University, and Frank Wickes, Director of Bands at Louisiana State University. The second jembe (African drumming) institute drew 80 participants from throughout the country. School of Music faculty made scores of appearances in public schools throughout the state.

The School of Nursing established a graduate certificate program for foreign Nurse Anesthetists trained in other countries.

The Task Force for Outreach to New North Carolinians, named by Chancellor Sullivan, was charged
to explore ways that UNCG could meet the needs of immigrants into the Triad whose native language is not English and work in partnership with local school systems and service agencies to acculturate these immigrants into society and assure them the benefits of higher education. Membership of the Task Force includes both UNCG faculty and staff and adjunct members from the Guilford County Public Schools, Lutheran Family Services, the Glenwood Library Multicultural Center, and Americorps ACCESS. Accomplishments during 1997-98 included the preparation of a grant proposal seeking founding for a research and coordination institute on campus, the development of proposals for enhancing campus support for students, expanding UNCG programs in English as a Second Language, working in partnership with schools and agencies, and creating special events to bring New North Carolinians to campus.

The Center for the Study of Social Issues, recognizing that the society it serves is global, enabled the University to apply its intellectual resources to enhance the quality of life in the Piedmont Triad region, the state of North Carolina, the nation, and the world.

Several activities of the Institute for Health, Science, and Society, including the Collaborative Community Initiatives, the Wellness Council, and various surveys and publications provided significant support to the Triad area. Specific activities include the WISE GUYS program, the Piedmont Triad health survey, elderly need assessments, the Prescription Assistance Program, the Rockingham Free Clinic, and the worksite health promotion market survey, the Elderly Health Care Initiative, the Alumni Health Study, the Women's Health Proposal, and two nutrition initiatives.

All the programs of the Division of Continual Learning serve to link the Piedmont Triad, the State of North Carolina and beyond with the University. Outreach program initiatives during this past year included development of the Distance Learning program which will permit UNCG to deliver its programs to an ever wider group of students and clientele, expansion of the Fast Forward program, and the Women Writers' Festival, which drew over 400 attendees from across the state, professorial development courses with business ("Language and Culture") and a CEU program with the Center for Creative Leadership.

The Division of Continual Learning worked with Davidson County Community College to develop programs which would link UNCG, Davidson County Community College and the Public School system in creative ways and explored the delivery of English as a Second/Other Language (ESOL) program in that area.

The expansion and improvement of Websites within Enrollment Services has provided better access to UNCG information for people around the world.

Special efforts were undertaken to improve the UNCG experience for enrolled Native Americans, including a mailing to currently enrolled students seeking to set up a student advisory group and special invitations to admitted Native Americans to become a part of Grogan College.

The Weatherspoon Art Gallery targeted mailings promoted exhibitions and programs to select departments at regional universities for Artist/Author and Wild/Life exhibitions.

The Weatherspoon Gallery initiated a regional advisory committee to elicit community involvement in program development and publicity, and expanded the ArtSmart program to include second school (Peeler Open School) and, with funding from the NCAC, added writing component to the program.

**UNCG will actively recruit and retain students with the academic preparedness to**
succeed in a rigorous academic environment.

Enrollment Services instituted many improvements in response to its commitment to providing exemplary services, reducing red tape, eliminating or revising policies and procedures that are not student-centered, mentoring students whenever appropriate, and above all else, treating students with dignity and respect.

Enrollment Services explored alternative admissions selection criteria that are predictive of persistence and academic success at UNCG.

Enrollment Services worked with academic and administrative units across campus to coordinate enrollment activities such as orientation, advising, and registration.

Guidelines and recruitment materials were developed for the new Reynolds Scholars program in keeping with the terms of the endowment from the Z. Smith Reynolds Foundation. Beginning in 1998-99 the Reynolds stipends will increase to $5,000 a year and added funding will support a summer service project, study abroad, and an internship during the student’s four-year college career. A Faculty Coordinator was named to serve as director of the program and mentor to the group. Ten Reynolds Scholars of the class of 2002 were selected following campus interviews.

Academic departments across the campus have developed and improved their Web sites to provide information to potential students.

The department review process in the College of Arts and Sciences has been used to encourage, where appropriate, the development of flagship programs that will attract North Carolina’s best students.

The Department of Art organized and hosted the successful 2nd Annual North Carolina Juried Exhibition, and produced an 8-minute recruitment video for the MFA.

The Bryan School of Business and Economics has improved its promotional materials and recruitment efforts.

Enrollment Services continued to improve its recruitment activities in keeping with the Enrollment Management Plan.

The Department of Dance has designated a new part-time staff position for marketing and promotions of both instructional and concert programs.

This semester the Department of Dance supported a trip to the National High School Dance Festival in order to recruit prospective undergraduates. The Department’s participation in the American College Dance Festival’s regional festival in our area is also an important recruitment effort for graduate students.

Departments in the School of Human Environmental Sciences have established Web sites, revised recruitment materials, and actively participated in university recruitment efforts. The School published a four-color brochure and developed a vision statement this year.

The School of Nursing appointed a faculty member to participate in recruitment activities. She visited high schools, participated in career fairs and advised prospective students about the nursing program.
A brochure was developed for the Undergraduate Research Assistantship program so that potential students can be made aware of this outstanding opportunity, a $100,000 fund which provides approximately 70 undergraduates a year with support for research under the direction of faculty.

Students in Residential College, Strong College, and Grogan College responded with enthusiasm to greater involvement in recruitment activities, including hosting residence hall tours and overnight stays for visiting students.

The Office of International Programs has embarked on a vigorous program to recruit of more degree-seeking international students. The appointment of a full-time Adviser to International Students makes this program possible; it involves representation of UNCG at several overseas recruitment fairs, the preparation and dissemination of recruitment materials (including a video), and the creation of swift procedures to deal with overseas applicants.
SUMMARY OF ACTIVITIES OUTSIDE THE 1998 UNCG PLAN

College of Arts and Sciences

The College completed the first five-year cycle of department reviews. The department review program provides regular opportunities for departments to explore earnestly specific issues related to curriculum, learning environments, resources, and contributions to College and University goals and programs.

The UNCG Theater celebrated its 75th Anniversary Season by offering an exciting variety of productions throughout the year. UNCG Summer Theater, NCTYP campus productions, and Workshop Theater performances also pleased audiences this year.

The College reviewed and revised guidelines on teaching assignment, completed a study of technical support positions in the College, and conducted a program of training-workshops for SPA support staff. Work began on a program and a long-range strategy for major gift fundraising. The College established an M. S. program in Computer Science and completed the reorganization and resituation of programs in Communication Sciences and disorders and in Education of deaf Children.

Bryan School of Business and Economics

Capital Campaign successes included a $100,000 gift to the Bryan School and several in the $10,000-$25,000 range. The Bryan School reorganized undergraduate and MBA advising to capture better efficiencies and improve services. Increasing staff in Office of Student Services remains a goal for the future.

School of Education

The UNCG School of Education's graduate programs were ranked 30th in the nation in the annual poll conducted by *U.S. News and World Report*. The same survey ranked the graduate program in Counseling seventh in the nation. The high level of the unit's grant and contract activity was reflected in its eleventh-in-the-nation standing in this category in the *U.S. News* survey. Also, the School of Education ranked first of all universities in North Carolina in total external funding, approximately $10 million.

In 1998 negotiations were completed to move the National Paideia Center from the University of North Carolina at Chapel Hill to UNCG. This affords an opportunity to infuse the Paideia perspective into undergraduate programs, to develop a Professional Development School with a Paideia theme, to generate graduate level courses for individuals interested in becoming Paideia leaders and evaluators, and to develop research agendas around issues associated with the Paideia program.

The Excellent Schools Act of 1997 mandated revision of existing Master of Education programs and other master's degrees that lead to initial teacher licensure. Dr. Ceola Baber, who has been named Interim Director of the Teachers Academy and Interim Associate Dean for Teacher Education and School Relationships leads the campus-wide effort to bring programs into compliance with this important legislation.

The Council for Accreditation of Counseling and Related Educational Programs (CACREP) approved full accreditation for the Marriage and Family Counseling-Therapy specialization.

New Reading Together USA initiatives were begun during 1997-1998 as a result of two key events, a state appropriation by the General Assembly of North Carolina of $200,000 to 30 to 50 additional schools.
and federal funding of $750,000 to expand into pilot schools in Florida, Texas, Illinois, Missouri, and Pennsylvania. This funding could make the School of Education a key player in the national school reform agenda. A related development was a gift to the University to fund a new chair in language and literacy.

During 1997-1998, faculty in the School of Education published nine books, 31 articles and chapters in books, and 55 refereed articles. Faculty serve on editorial boards of 21 professional journals.

The departments of C&I and ERM generated in excess of one million dollars each in grant and contract activity. Figures for ELC and CED were $735,570 and $247,655 respectively.

Several faculty were recognized for their outstanding contributions. Dr. Nicholas Vacc was appointed to the Joe Rosenthal Excellence Professorship. Dr. Richard Jaeger was named a 1997-1998 Fellow at the Center for Advanced Study in Behavioral Sciences at Stanford University and received the award for Career Contributions to the Field of Educational Measurement, granted by the National Council on Measurement in Education. Drs. Judy Niemeyer and Nancy Vacc won the School of Education Outstanding Teaching Awards for academic year 1997-1998.

The Collegium for the Advancement of Schools, Schooling, and Education provided consulting services to the National Head Start Program, worked with a Title I Principals’ Institute for Leadership Development in Ohio, and performed cooperative work with the Center for Creative Leadership.

The Southeastern Regional Vision for Education (SERVE) began its third year of its five year commitment for the operation of the Regional Educational Laboratory and the Eisenhower Consortium for Mathematics and Science Education. The combined funding was approximately $7,000,000 for FY 1997.

School of Human Environmental Sciences

The School developed a vision statement, a proposal for Clinical (Academic Professional) non-tenure faculty track, improved teaching workload guidelines, and evaluation and procedures/policies guidelines for promotions and tenure. External support for research and training in HES reached $1.4 million by April 30, 1998. Development activities through the Second Century Campaign raised around $1.5 million for School programs in pledges and gifts. The School received approval to plan an interdisciplinary Hospitality Management bachelor’s degree program and completed two department reviews and a review of the MS program in HID. Renovations of classrooms and laboratories in TDM and FNS were completed and the Harris Teeter/Dickson Foundation Cell and Molecular Nutrition Lab was opened. Successful accreditation/approval reviews took place for B-K program (SDPI) in HDF, B.S. in SWK, Dietetic Internship in FNS, AATM in TDM.

School of Music

The School’s Colloquia Series featured master classes by internationally recognized musicians. A new faculty-student string ensemble, the Gate City Camerata, debuted during the Fall Semester. The School revised its Promotion and Tenure Criteria to bring them into line with the new University Criteria.

The School of Music presented over 250 concerts and recitals on campus. In addition, music faculty released six new CDs, premiered several new compositions, and performed hundreds of times in various venues off campus, including 25 states and eight foreign countries. They also performed frequently on radio and TV and were featured several times on National Public Radio. Two highly
enthusiastic reviews of the School's 1997 Focus on Piano Literature were featured in national magazines. The Summer Music Camp posted a record enrollment of almost 1700, continuing as the largest university-sponsored camp in the nation.

The School’s 1997 production of Francis Poulenc's Dialogue of the Carmelites won the National Opera Association’s 1996-97 Opera Production Competition. UNCG has won the Award three of the last four years. The UNCG Trumpet Ensemble placed second in the National Trumpet Competition. The UNCG Wind Ensemble received the most prestigious invitation in "banddom," an unsolicited request to appear on the program of the American Bandmasters' Association’s 1999 Annual Meeting in Florida.

School of Nursing

New clinical track non tenure fixed term appointments were initiated with four Clinical Assistant Professors and three Clinical Associate Professors. The School's passage rate on the NCLEX exam for first-time takers was 97% for 1997, with 88 out of 91 graduates passing the exam. Graduates from the nurse anesthesia concentration had a 100% passage rate with scores well above the national average (N=23).

Funding for the School of Nursing included $83,199 from Central AHEC to support continuation of the BSN/MSN outreach programs in Hickory, North Carolina, $225,858 for expansion of the Gerontological Nurse Practitioner Program, $286,642 for College Bound Sisters (adolescent pregnancy prevention grant), $108,421 for Professional Nurse Traineeships, and $28,386 for Nurse Traineeships for the Public Health Service, Bureau of Health Professions.

The Hazel Nixon Brown Scholarship was established in the School of Nursing. The School’s programs were approved by the Commission of Collegiate Nursing Education. The new instructional laboratory in room 429 was dedicated as the Eloise R. Lewis Nursing Performance Center in October 1997.

The Graduate School

A new agreement was reached with the Graduate Student Association for the establishment of a matching research fund to assist graduate students with resources to complete dissertations and theses.

Graduate enrollment at UNCG is currently declining at a slow rate, following a national trend. A new strategy for advertising graduate programs includes print media, expanded career fair involvement within the state, and more extensive Internet and brochure presence. We are targeting the post-baccalaureate and master's degree populations for this advertisement push. Departments are redesigning the curriculum to emphasize applied aspects of their disciplines. A notable example is Sociology, with a new Criminal Justice emphasis. The Graduate Enrollment Task Force was organized to make additional recommendations for recruitment and the use of the Banner Student Information System to record data on potential applicants.

Undergraduate Education and Special Academic Initiatives

The Associate Provost worked with the Deans to ensure that the institutional effectiveness program in each academic unit includes the use of outcomes data in planning and program improvement. The office coordinated the response to the General Administration mandate to review all approved programs and to propose CIP codes, which will replace API codes in all program planning and review.
after a year of transition. Various other tasks were accomplished as a part of the same mandate: all undergraduate licensure programs were separated from non-licensure programs, some curricula formerly offered as concentrations were reformulated as separate programs, and some unused program categories were removed from the Inventory.

Division of Continual Learning

The Division served about 17,000 people this past year.

Enrollment Services

Most of the initiatives outlined in the original Enrollment Management Plan have been completed, some are in progress, several were not funded, and a few have not been implemented.

International Programs

International Programs sent 215 UNCG students on Study Abroad; welcomed 68 exchange students from overseas; and by May 1, 1998, recruited 131 students for Study Abroad in 1998-99. OIP negotiated four new linkages with universities overseas, bringing the total of such linkages to twenty-six. Fourteen UNCG faculty members went overseas for extended periods of research or exchange; and, OIP sponsored an additional 68 UNCG faculty on short-term international assignments. UNCG had nine long-term international Visiting Scholars; and, OIP hosted an additional 26 short-term international visitors to campus. OIP distributed to students and faculty almost $150,000 in grants from the UNCG International Programs Endowment and the International Travel Fund. OIP strengthened several programs of outreach into the wider community by: supporting the Global Partnership helping to organize the third Governor’s Global Forum; and supporting the efforts of such groups as Piedmont Triad International Visitors Center and World Affairs Council.

University Teaching and Learning Center

In fall 1997, the TLC assumed responsibility for coordination of all university-wide faculty development efforts, including instructional technology. The TLC’s WWW homepage includes a calendar of faculty development events.

Walter Clinton Jackson Library

Allocations from the University’s equity funding allowed the Library to address two long-standing goals: ensuring adequate shelving space for growing print collections and strengthening programs and services by adding five new library faculty positions.

Several new digital initiatives include a customized, subsidized document delivery service for the six science departments most affected by last year’s cancellation of expensive, lesser-used print journal subscriptions and a table of contents notification service available to each member of the campus community.

NC LIVE was launched in April. This statewide electronic library project is a collaborative effort among the libraries of the UNC system, the private academic institutions, the community college system, and the public libraries to thousands of general academic journals and more than 1,000,000 full-text articles (and growing). Of the 113 databases now available through JACLIN Plus, 40 are NC LIVE databases.
The ever-increasing number and variety of databases and modes of access have resulted in a
dramatic increase in training sessions for staff and in consultation and instruction sessions for students
and faculty. Decreases are evident in other services as a direct result of abundant full-text online
information, most notably in the circulation of books, documents, microforms, and current periodicals.
Library services and resources remain heavily-used overall, as reflected by a 22% increase in the gate
count.

Weatherspoon Art Gallery

The Artist/Author exhibition, installed in Gallery 7, provided the opportunity to organize a
well-attended panel around contemporary artists’ books. Participants were drawn from studio art,
English, and the special collections division of Jackson Library.

Two exhibitions organized over the past year--From a Curator’s Point of View: Selections from the
Permanent Collections and Saul Baizerman’s Lifelong Project: The City and the People (1920-1953)--had
substantive publications. Forty-one Japanese woodblock prints from the Lenoir C. Wright Collection
were loaned to the Tampa Museum of Art in Florida in exchange for their superb collection of
postmodern photography, and a Marsden Hartley exhibition was borrowed from the Frederick R.
Weisman Museum at the University of Minnesota in exchange for an installation of Matisse prints and
sculptures from our Cone Collection.

As the permanent collection continues to expand, its management, conservation, and documentation
remain important considerations. New photography equipment (i.e., camera, easel, copystand, lights,
etc.), enables gallery staff to photograph smaller, as well as larger, more cumbersome works in-house.
Development of a new collections management system for the Weatherspoon--one that will provide the
Office of Business Affairs with the information on insurance values and at the same time function more
effectively as a comprehensive collections management system is underway.

Over the past year, three exhibitions were organized in tandem with the Falk Visiting Artist
Program. Two other exhibitions, Saul Baizerman’s Lifetime Project: The City and the People (1920-1953) and
Exploring the Elements: Selections from the Weatherspoon Collection, highlighted the permanent collections,
and our annual Art on Paper show graced Gallery 7 from November to January.

In November by action of the UNCG Board of Trustees, the museum named Gallery 1 the Louise D.
and Herbert S. Falk Sr. Gallery. During their lifetime, the Falks were avid supporters of the museum, its
programs, and its collections. Also approved is the naming of Gallery 2 as the Leah Louise Tannenbaum
Gallery, to be dedicated on September 26.

Toward the museum's goal to raise $2.2 million for its acquisitions endowment, so far, about $1.6
million has been received in the form of gifts and pledges. A second "Spring for Art" fundraiser in
brought in $49,000.
UNIT GOALS UNDER THE 1998 UNCG PLAN

UNCG will provide exemplary learning environments.

College of Arts and Sciences

- Revise the College Unit Plan in accordance with University strategic directions.
- In connection with University review of AULER, engage campus-wide discussions and consultation on general education issues:
  - The place of foreign language study in the curriculum
  - The possibilities of "speaking across the curriculum"
  - International/global awareness
  - Requirements in mathematics
- Continue the instructional technologies project.

Bryan School of Business and Economics

- Submit AACSB Reaccreditation Self-Evaluation Report by June 1.
- Develop a comprehensive mission based faculty development plan that connects: unit needs and individual faculty interests and capabilities; annual performance evaluations and faculty goal setting; and development budgets with development needs and outcomes.

School of Education

- Develop additional high-technology teaching/learning stations and place them in several Curry Classrooms.
- Improve the physical condition and appearance of classrooms in the Curry Building.
- Complete re-painting and re-carpeting of clinic area in the Ferguson Building.
- Complete re-painting and re-painting of floors two and three of the Curry Building.
- In recognition of the collaborative that characterizes the work lives of professionals today, encourage cross-departmental efforts directed at joint preparation of counselors, administrators, and teachers.
- Complete work on first drafts of new master of education degrees that are in compliance with the "advanced competency" requirements of The Excellent Schools Act.
- Complete work on first drafts of new master of arts in teaching degrees in accordance with guidelines of General Administration.
- Promote a sense of security by installing sophisticated electronic locks in office areas in the Curry Building.

School of Health and Human Performance

Enhance faculty understanding and application of technological advances especially as they relate to teaching. Work with the Associate Dean of HHP and representatives form our five departments to coordinate this effort with the Teaching/Learning/Technology/Roundtable, and the Teaching/Learning Center. Gradually purchase and gain access to the latest instructional technology that will provide appropriate state of the art support for our teaching and student
learning.

Encourage faculty in all department to continue to develop and refine their teaching and advising effectiveness and find ways and funds to support and reward their efforts. Work with department heads and Associate Dean to achieve this goal and coordinate this effort with our Teaching/Learning Center.

Enhance and, where appropriate, increase our international program experience for students, especially at the undergraduate level, and for faculty. Coordinate this effort with department heads and the Office of International Programs.

Where appropriate, continue to encourage interdisciplinary programs, teaching, seminars, and other activity both within the School and across the University. Coordinate this effort with the Dean’s Administrative Cabinet.

Continue to support the efforts of the Campus Arts Committee. Coordinate with Dean’s Administrative Cabinet, Deans of the College of Arts & Science, School of Music, the Provost and Chancellor.

School of Human Environmental Sciences

- Expand undergraduate research assistantships and internship opportunities for students.
- Facilitate faculty and student international exchange programs as appropriate to meet School vision, mission and goals.
- Encourage faculty development experiences that could foster innovative learning experiences for students.
- Explore facility improvements for interviewing, methodology and research in SWK.
- Promote the work of the School Learning and Technology Council with the objective of improving the learning/technology interface within the School.
- Pursue approval and implementation of the Clinical (Academic Professional) non-tenure faculty track.
- Complete a five-year review for FNS, initiate the five-year review for HID that will occur in 1999-2000; complete preparation for FIDER reaccreditation in HID in Fall 99, and for approval of the DPD undergraduate program in Dietetics in FNS in Summer 99.
- Implement plans for completing solicitations that are part of the Second Century Campaign, and develop plans that promote top priorities in the School for after the Campaign.
- Review unit plan and develop School plan that incorporates UNCG Strategic Directions and facilitates School vision, missions and goals.

School of Music:

- Continue strong faculty developmental endeavors.
- Carry out a detailed review of specific undergraduate and graduate curricula.
- Continue collaboration with the Department of Broadcasting/Cinema and Theater.
- Explore additional student internships and possible international programs.
- Monitor technological advances, especially in the areas of electronic music and computer-assisted-instruction.

School of Nursing

Follow goals determined at the summer administrative advisory council retreat.

Walter Clinton Jackson Library
• Develop mechanisms and resources that will support the information needs of distance education initiatives.
• Develop and secure information resources, policies and access modes.
• Provide faculty, staff, and students--within the Library building and from remote locations--appropriate, state-of-the-art electronic information systems to support research and teaching.
• Support new graduate programs and initiatives in interdisciplinary studies by building collections and/or providing access to appropriate materials.
• Enhance traditional library instruction by expanding ENG 101 involvement, integrating Web technologies into instruction, and developing new methods for information assessment.

Undergraduate Education and Special Academic Initiatives

• Successfully meet the expectations of the charge to the AULER Commission, including:
  ▪ Provide forum activities to promote understanding and discussion.
  ▪ Achieve Faculty Senate approval of Conceptual Framework by December 1998.
  ▪ Make good progress on review of current AULER in remainder of year to meet December 1999 deadline for new curriculum to Faculty Senate and faculty.
  ▪ Develop initial proposals/procedures for AULER outcomes assessment.

• Working with the Curriculum Working Group of the Teaching and Learning Technology Roundtable, develop and work to implement proposals to bring teaching and learning at UNCG closer to the TLTR Vision Statement.

• Continue to develop the Undergraduate Studies Council as a focus for improving learning environments and strengthening academic communities for UNCG undergraduates. Create a Student Advisory Committee to the use.

• Work with the academic departments to evaluate and improve programs in compliance with the 1999 General Administration Program review cycle.

• Work with the academic departments to improve institutional effectiveness programs in the majors, particularly to ensure that data from student outcome measures are being used to improve the programs.

International Programs

• Having met the goal of “200 by the year 2000”, International Programs will work toward the University Planning Council goal for the recruitment of 15% of each graduating class (roughly 300 students per year) on study abroad by the year 2010.

• Increase the $3 million endowment to $5 million by the year 2001-02 to enable more students and faculty to engage in international programs.

University Teaching and Learning Center

Offer five half-day workshops, co-sponsored by Office of Enrollment Services, on improving the classroom climate. The goal of these workshops is to improve the retention of at-risk students.

• Offer more workshops at the intermediate or advance level in using technology in teaching and learning. The level of expertise of the faculty in the use of technology continues to increase and
the TLC is receiving more requests for advanced programming in this area. Offer expanded assistance to faculty who want to offer their courses to students at a distance. We expect faculty to continue to increase their utilization of the WWW for course delivery. 

- Utilize the TLTR to be a forum for the discussion of how UNCG’s Vision for Teaching and Learning can be implemented.
- Coordinate the development of a long term program for classroom improvement. This program will include the construction of model classrooms conducive to teaching and learning which can be laboratories for experimentation.

**Enrollment Services**

- Implement the academic history and CAPP (degree audit) modules of Banner, thus providing students and faculty with information for sound academic decision-making.
- Increase usage of the Learning Assistance Center, particularly by at-risk students.
- Revamp the scholarship program by shifting resources to freshmen creating a tool with which the University can recruit academically talented students.
- Facilitate the establishment of a new scholarship for adult students from the Class of 48 gift.

**UNCG will expand its research and infuse the excitement of scholarship into its teaching and learning.**

**College of Arts and Sciences**

- Develop a program and a long-range strategy for major gift fundraising
- Continue efforts to extend internal and external collaborations and to promote collaborative research and program grant opportunities

**Bryan School of Business and Economics**

- Increase external grants and contracts applications and awards by submitting a successful Title VIa application and preparing for a Title VIb or CIBER application in 1999-2000.
- Work with the Development staff and office on improving annual giving program for Bryan School and University.

**School of Education**

- Integrate National Paideia Center into the life of the School by (1) beginning development and integration of specific Paideia content and training modules into M.Ed. and M.A.T. programs, (2) establishing a Paideia-centered PDS, (3) establishing mechanisms for infusing Paideia content into preservice teacher education programs, (4) obtaining “adjunct” status for professional members of The National Paideia Center.
- Increase numbers of faculty members who submit grant and contract proposals.
- Expand contacts with other North Carolina universities directed at developing common research agendas that focus on collaborative university / school activities.
- In the Institute for Health, Science and Society (IHSS), explore the feasibility of a gait analysis laboratory, and possibly a cardiac function laboratory.
- In IHSS, implement the broadly-based efforts in an elderly health care initiative and a long-term alumni health study.
School of Health and Human Performance

Encourage faculty in all department to continue to be productive in terms of research, creative, scholarly, instructional/curricular, and service activity and to search for external funds to support their activity, and find ways and funds to support and reward their efforts.

- Coordinate this effort with the Institute of Health, Science and Society, and the Center for the Study of Social Issues.
- Encourage a critical mass of appropriate faculty to become actively involved in the Institute and Center.

School of Human Environmental Sciences

- Emphasize the hiring of faculty who can infuse the excitement of scholarship into teaching and learning experiences for students; encourage faculty development opportunities that will help faculty infuse scholarship into teaching/learning.
- Encourage continued improvements in external support for research and training programs.
- Continue to incorporate research and problem-solving experiences into the curriculum.

School of Music

Expand performances and other creative/research activity.

Walter Clinton Jackson Library

- Enhance and expand opportunities for scholarship and research by building book collections and print/electronic journal collections.
- Increase awareness of and access to unique and rare materials of research interest housed in Special Collections and University Archives.
- Because increased use and availability of digital libraries and full-text electronic journals within the Library's constellation of services will continue to increase the amount of printing (and/or downloading) done by patrons, develop alternatives to providing printing at no cost that will reasonably meet the needs of both patrons and the Library.
- Identify additional resources to support operations as the Library adds new (and new types of) services, increases its staff, integrates the Music Library and a new remote storage facility into its operation, and extends its hours of operation for fuller service to University faculty, students and staff.

Undergraduate Education and Special Academic Initiatives

- Further improve the Undergraduate Research Assistantship program through the first end-of-the-year poster session for all recipients of URA's and regular evaluations of the program from both students and faculty involved.
- Work with the Women in Science initiative to increase attention to the special needs of female students, in particular, start a student group in Grogan as the seed group of a support organization for female science majors on campus.

International Programs

Support 11 UNCG faculty for extended periods overseas for research or exchange.
**UNCG will build a strong sense of University community.**

**College of Arts and Sciences**

Continue program of SPA training workshops.

**Bryan School of Business and Economics**

- Complete review of responsibilities of the Office of Student Services to establish advising, internship, and placement services priorities.
- Build stronger sense of community through implementation of recommendations of multicultural climate assessment and training workshop.

**School of Education**

- Create a student lounge area.
- Develop specific programmatic recommendations for SOE departments that flow out of the work of the Task Force on Interprofessional Linkages.
- Implement, monitor, and revise as necessary the new School of Education Tenure and Promotion policy.
- Support at least one member of the Support Staff Advisory Council to a national professional meeting.
- Send at least one department head to an administrator development conference sponsored by ACE or another appropriate group or agency.
- Search for and hire a permanent Director of the Teachers’ Academy who will also hold the new administrative title of Associate Dean for Teacher Education and School Relationships.
- Implement completely new governance structure of the Teachers’ Academy.
- Formalize working relationships among (1) the Director of the Teachers’ Academy, (2) the Co-Director of the Triad University/School Teacher Education Partnership, and (3) the Field Coordinator.

**School of Health and Human Performance**

- Encourage faculty in all department to continue to provide service to the institution, school, and their department, and work with department heads to find ways and funds to support and reward their efforts.
- Develop and implement projects/activities to enhance the sense of community for faculty, students, and staff within the School and within each department.
- Continue to support the efforts of the Campus Wellness Committee.

**School of Human Environmental Sciences**

- Continue to build a sense of intellectual and social community within the School through faculty development, encouraging school-wide discussions and other activities.
- Continue special faculty development activities such as the Mildred B. Davis lecture and the Blair family lecture.
- Encourage faculty to embrace the statement of the UNCG Human Relations Council.
School of Music

- Continue to serve university ceremonial needs and play a central role on campus committees.
- Devise programs for the School's alumni constituency group.

Undergraduate Education and Special Academic Initiatives

- Working through the Undergraduate Studies Council, review progress and effectiveness of current learning communities and determine what additional residential colleges and similar programs are feasible and/or desirable.
- Work to implement the recommendations of the Non-traditional Community Committee for ways to create/enhance a sense of community among non-traditional students, including ACES, transfers, and part-timers.
- Promote ways to meet the special needs for community among New North Carolinian and Native American students.

International Programs

- Develop programs for International House in Phillip Hawkins Residence Hall.
- Provide support and guidance to International Student Organization.
- Expand orientation programs for exchange students and Interlink students.

Enrollment Services

- Pilot a section of UNS 101 during second summer session.
- Design and offer a UNS 101 class specifically for adult students.
- Provide regular and immediate performance feedback to members of Enrollment Services.
- Begin discussions in Enrollment Services about what it means to be a national model and what we need to do to become one. (The process includes self-assessment, site visits for benchmarking purposes, retreats, small work teams, written expectations for each position, and a well developed training curriculum for each functional area, effectiveness measures, and the like.)

UNCG will expand its outreach in the Piedmont Triad, the State of North Carolina, and beyond.

College of Arts and Sciences

Organize a College Programs Committee, whose mission will be to look for significant opportunities to sponsor forums and symposia of broad internal and external interest.

Bryan School of Business and Economics

- Continue the internationalization of the Bryan School's programs focusing on development of faculty research, undergraduate foreign language program and culture requirements, and public service programming (particularly the role of the secretariat for NC Global Partnership).
- Deliver at least two courses through distance learning.
School of Education

- Increase out-of-state students in departments that offer Ph.D. degrees.
- Improve student diversity through strategic recruitment activities.
- Increase salaries of master's and doctoral students to make them more competitive with peer institutions and with other units on the UNCG campus.
- Enhance visibility of PDS programs through increasing numbers of presentations at such key organizations as AACTE and ATE.
- Enhance visibility of School of Education programs through on-going contact with the American Association of School Administrators.
- Develop and maintain a first-class School of Education Web site as well as exemplary Web sites for each department.
- Make formal application for at least one national award in the general area of "excellence in teacher preparation programming."
- Increase ties with SERVE, particularly integration with academic programs, and disseminating information related to the National Paideia Center and Reading Together USA.
- Host visits of faculty from other institutions who are attracted to the UNCG School of Education to see collaborative arrangements with local schools and agencies.
- Review the administrative/management policies and procedures for the Center for Educational Studies and Development.
- Complete roll-out of Reading Together USA in at least 30 new North Carolina school sites and in sites in the states of Texas, Missouri, Florida, Pennsylvania, and Illinois.
- Increase numbers of courses offered at off-campus settings and via distance learning.
- Increase proposals for school improvement initiatives funded by the Triad University/School Teacher Education Partnership and the Duke Power Fund for Educational Improvement.
- Work with other North Carolina universities to develop common research agendas that focus on collaborative university/school activities.
- Provide outreach activities to improve grant writing and grant assessment capabilities of professionals in the schools.
- Explore ways to increase participation in interprofessional outreach activities, particularly as they relate to SOE training programs.
- Continue to explore ways that the Center for the Study of Social Issues can assist and support SOE outreach efforts.

School of Health and Human Performance

Encourage and support faculty in all departments to continue their involvement with the local, regional, and state community, and the professions through instructional, research, and service and service learning programs, and where appropriate to increase and enhance it.

School of Human Environmental Sciences

- Encourage and seek to reward faculty for significant outreach activities that promote School vision, missions and goals.
- Continue to work with student groups and organizations to promote understanding of the importance and value of outreach and service.

School of Music

- Continue extensive School outreach programs both on-campus and off.
• Solicit additional grant/foundation support for School activities.
• Continue active faculty participation in major national/international professional organizations.

Undergraduate Education and Special Academic Initiatives

Seek ways to carry out the proposals of the Task Force on Outreach to New North Carolinians, and, wherever possible to institutionalize their efforts, including:

• Support the College of Education as it develops and enhances English as a Second Language degree programs, licensure courses, and support of public school efforts
• Work with Multicultural Affairs and the Departments of English and Communications to provide appropriate support for enrolled NNC
• Encourage arts presentations and continual learning offerings that appeal to NNC
• Support applications for grant funding for NNC projects, including Institute and partnership activities

Division of Continual Learning

• Continue to develop Distance Learning and Extension degree programs and courses.
• Expand the Fast Forward program.
• Develop certificate programs for the professions.
• Review of Summer Session policies and procedures.
• Develop a permanent marketing function within the Division.
• Review the All-Arts & Sciences Camp and its marketing plan.
• Relocate to the Odell space and reconfigure office functions in the light of this new arrangement.

Enrollment Services

• Develop a model for distance education advising.
• Continue to improve Websites.
• Implement EDI, the electronic transmission and receipt of transcripts to and from the other UNC system schools and the Department of Community Colleges.
• Expand office hours to 6:30 p.m. at least two nights a week in order to better serve our non-traditional students as well as people in the community who may need our services.

International Programs

• Negotiate one new linkage with a university overseas, bringing the total of such linkages to twenty-seven.
• Host ten long-term international Visiting Scholars and an additional 25 to 30 short-term international visitors to campus.
• Seek to generate new support to expand its international programs endowment.

Weatherspoon Art Gallery

• Implement a collections management system
• Further develop and diversify collection, education and outreach programs
• Implement strategy to endow the director’s chair, so these monies could be redirected toward the accounting technician and preparator’s positions
UNCG will actively recruit and retain students with the academic preparedness to succeed in a rigorous academic environment.

College of Arts and Sciences

Continue effort to boost undergraduate research/internships.

Bryan School of Business and Economics

Balance demand for our programs within our capacity limits by capping enrollment in selected programs or courses.

School of Education

- Increase numbers of Teaching Fellows in an effort to reach 60, the maximum number permitted.
- Develop a comprehensive recruitment plan and marketing strategy for the School of Education aimed at improving awareness of programs and increasing the size of the overall applicant pool.
- Develop individual recruitment plans and marketing strategies for each department that reflect key departmental goals and objectives. Link departmental plans to School-wide recruitment strategy.
- Develop electronic recruitment-management procedures to permit more effective follow-up of inquiries and to facilitate the admissions process.
- Develop and distribute two versions of a School of Education brochure: one aimed at a regional market and one geared toward the national market.
- Develop and maintain a School of Education web site with links to other departments and other appropriate on-campus and off-campus offices and operations.

School of Health and Human Performance

- Develop and improve undergraduate and graduate student recruitment materials and activities to better market our programs, graduates, and faculty and to enhance our School’s visibility.
- Increase the number of majors in the department programs that can easily absorb additional students without sacrificing program quality.
- Continue Capital Campaign efforts to raise external funds to help support academic programs, students, and faculty.

School of Human Environmental Sciences

- Seek to bring undergraduate enrollment in FNS, HID, TDM and Master's degree enrollment in HID, FNS, and HDF closer to targets indicated in Unit Plan.
- Explore a School plan for implementing Banner use and the enhancement of student advising in the School.
- Implement a plan to recruit more minority faculty to improve cultural diversity.
- Develop and/or improve departmental recruitment brochures.
- Incorporate the School vision statement into recruitment and retention plans; update web sites regularly; seek ways to tap into new markets for undergraduate students.

School of Music
Seek additional international learning experiences for students.

**Graduate School**

- Expand graduate enrollment.
- Develop new degree programs at the master’s level, especially interdisciplinary programming.
- Increase contract and grant activity through the new centers and institutes.
- Follow the recommendations from the Graduate Enrollment Management Task Force.

**Undergraduate Education and Special Academic Initiatives**

- Produce additional/more professional brochure materials for Grogan College, Reynolds Scholars, Undergraduate Research Assistantships, and other SAI programs.
- Increase the effectiveness and coordination of recruitment activities for the residential colleges and other living/learning communities by producing a brochure that outlines all such programs and indicates their compatibility with each other.
- Develop the UESAI Web Page and tie it in to Web pages for each UESAI related activity.
- Continue to work through the Undergraduate Curriculum Committee and other avenues to increase the rigor of undergraduate majors, including efforts to raise the minimum number of hours required at the 400 level and above.
- Work with the Registrar’s Office and a faculty committee to improve the format and content of the Undergraduate Bulletin.
- Continue to improve the Reynolds Scholars Program in the first year of its new role.
- Work to strengthen the Honors Program and increase the number of students who pursue the senior thesis option by increasing its ties to Reynolds Scholars, Study Abroad, Undergraduate Research Assistantships, and other SAI initiatives.

**Enrollment Services**

- Implement imaging, thereby reducing response time and eliminating the need to copy and/or transport files.
- Implement the Student Academic Success Program for first-time, full-time students who fall on academic probation.
- Fully utilize the recruitment module of Banner.
- Improve the quality and timing of implementation of the existing recruitment plans.
- Measure the effectiveness of current recruiting and retention activities in order to have a basis for continuous improvement.
- Develop a faculty advisor training model.
ACADEMIC PLANNING

Program Review Summary

The major project of the year in this area was a General Administration mandate to review all approved degree programs to assign CIP codes, which will replace API codes in all program planning and review after a year of transition. Various other tasks were accomplished as a part of the same mandate: all undergraduate licensure programs were listed as separate programs, some curricula formerly offered as concentrations were reformulated as separate programs, and some unused program categories were removed from the Inventory. Some proposals are still undergoing review at the state level. A new listing of all approved programs will be available in summer 1998.

Program review activities in the departments are reported under the unit headings in the Academic Programs Section. The cycle of program review carried out for the UNC General Administration in past years has now been placed on a two year rotation, so report submissions have been delayed until 1998-99. GA actions on programs during 1997-98 are outlined below.

Authorizations to Plan New Programs

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Previous Planning Authorizations Reconfirmed

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Authorization to Establish New Programs

Master’s level

| 0701 Computer and Information Sciences |
ACADEMIC PROGRAMS

Programs, Program/Department Reviews, Improvements, and Awards and Achievements

College of Arts and Sciences

New programs:

Broadcasting, Cinema & Theater implemented a new BFA in Theater Education during Fall 1997. Communication Sciences and Disorders established a new program concentration in Spring 1998 with a 3 year grant from the US Department of Education, in Speech-Language Pathology for Adolescents with Language Disorders. The Philosophy Department's prelaw concentration is now in place and is attracting majors. The Art Department developed a sequence of upper-level computer-based courses that constitute a concentration in computer art.

An Art Department initiative will involve collaboration between UNCG and a local developer of business campuses. Implementation will be in two phases: (1) development and presentation of designs for a $50,000 commission during the Fall '98 semester, and (2) fabrication and installation of the juried work at the Piedmont Center in the Spring '99 semester.

Through a new program co-sponsored by the Graduate School, Art faculty select a promising MFA candidate for a one-month residency at the Vermont Studio School. This residency provides students the opportunity to develop a body of work and make contacts with professional artists and critics.

Changes in existing programs/discontinuations--During the 1997-98 year, College departments developed 72 new and 21 experimental courses.

An articulation agreement with the Honors Program delineates the requirements for a student to graduate with "Honors in Anthropology."

Broadcasting/Cinema substantially revised their undergraduate curriculum. Effective Fall 1998, the general Media Studies major will be discontinued and replaced with a Media Studies major with four concentrations. The Design and Technical Production faculty substantially changed the distribution of courses and requirements in the BFA Design and Technical Theater degree.

Chemistry added MAT 293 as a requirement for the B.S. degree in Chemistry.

The reorganization of the Department of Communication will bring significant changes. Communication Studies revised its entire graduate curriculum to bring it into strategic alignment with the Department's Mission Statement and core values. On July 1, 1998, Education of Deaf Children will become the Department of Specialized Education Services in the School of Education and Communication Sciences and Disorders will become a department in the School of Health and Human Performance.

The Graduate Faculty in English revised the array of courses in Rhetoric and Composition and initiated a similar review of courses in literature, theory, and language study. Geography continued its expansion of the GIS lab along with specific laboratory sections in cartography and remote sensing that
began in the fall. History created an undergraduate concentration in Public History and revised the M.A. track in Public History. Philosophy increased the number of credit hours above the 200 level from 12 to 18. Political Science developed a non-profit management concentration within the MPA program, which took effect Fall 1997. Sociology created concentrations in Criminology in both the B.A. and M.A. programs.

Women's Studies had its first full time director selected from UNCG tenured faculty. A free-standing major in Women's Studies was established in 1997-98.

Program/department reviews:

African American Studies has begun a program review to be completed by February 1999. Anthropology conducted a limited, in-house review of selected aspects of their program. Because of this review, the faculty reached agreement on the format for and content of specific assessment procedures in addition to planning a capstone course "Contemporary Issues in Anthropological Theory." Classical Studies, History, and Mathematical Sciences also underwent program reviews.

The request to reorganize Broadcasting/Cinema as a separate Media Studies Department was denied. The full department review of Broadcasting, Cinema, and Theater was reactivated under the apparatus of the upcoming NAST reaccreditation review.

Philosophy concluded a department review in Fall 1997.

Improvements based on student learning assessment:

During the 1997-98 year, College departments either began or continued already established programs assessing student learning outcomes.

One result of Chemistry's assessment process was to increase the mathematics requirement for their B.S. students by adding MAT 293 as a requirement.

As a result of exit interviews, the English Undergraduate Studies Committee determined that courses required for the major were not satisfactorily preparing graduates to meet two of the Department's "Basic Knowledge Goals" which involved research and critical approaches. As a result, the department added three semester hours to the major in order to require all majors to take a course in critical theory, ENG 303.

As a result of a survey sent to Geography alumni and graduating seniors, the department is also pursuing several suggestions including the development of a basic computer-geography course and a new course in environmental planning and encouraging faculty to add more basic physical geography writing experiences, math and statistics to their courses when possible.

As a result of exit interviews, Philosophy faculty decided to plan their course schedule a year ahead, rather than semester by semester and share them with students. They have also added PHI 311 to the fall schedule.

Political Science has created a new position, Undergraduate Program Director, to work with outcome assessment, student recruitment and retention, and career counseling.
Awards and achievements:

Three Anthropology undergraduate students received Student Excellence Awards.

Two Biology majors were awarded scholarships in the Glaxo Wellcome Women in Science Program. Eric Bolin, a senior Biology major, won the First Place Derieux Award for Excellence in Undergraduate Research at the 1998 Annual Meeting of the Collegiate Academy of the North Carolina of the North Carolina Academy of Science.

In the Fall the MFA Writing Program sponsored "Sleeping Beauty: Creative Writing at UNCG, An Exhibit, Jackson Library." This exhibition featured books and manuscripts by alumni, faculty and visiting faculty.

In February the English Department sponsored its annual symposium, "Fries with That? What Do We Do with the Liberal Arts?" The symposium featured speakers from the Corporation of Public Broadcasting, the Mellon Foundation, Duke University, and the University of Michigan.

The English Department continued to sponsor three journals: The Greensboro Review; English: Literature in Transition, 1880-1920; and Victorians Institute Journal.

A further increase in laboratory equipment in cartography, remote sensing and GIS was made possible by College funds, combined with grants from the National Science Foundation and several private companies through Drs. Patton and Stine. This has resulted in the expansion of teaching and research technology in GIS and remote sensing.

Instructional Technology grants from the College allowed the History Department to purchase new desktop computers, VCRs and monitors for four classrooms as well as a mobile classroom projection system for McIver.

Romance Languages' study abroad program in Spain has contributed substantially to the attainment of UNCG's study abroad goal of 200 students. Approximately 50 students from the department participated in study abroad this year, 25% of the University's target figure.

The International Poetry Review continues to attract international attention, including this year a citation of the journal in a major Sicilian newspaper, Agrigento, and favorable mention of the Brazil issue in a major Brazilian paper.

The 25th anniversary of Women's Studies at UNCG was celebrated with a reunion/awards dinner at which previous directors attended and spoke. The crowning moment was The Friends of Women's Studies' announcement of the successful completion of the fundraising drive to endow an excellence professorship in Women's Studies.

Bryan School of Business and Economics

New programs:

The proposal for a Master's program in Information Technology and Management was approved May 24, 1997. A full class of 35 students is expected for fall 1998. Nine new courses were developed since last May and two new courses were taught in spring 1997 semester.
Changes in existing programs/discontinuations:

Administrative control of the International Business Studies program was moved to the Bryan School and it has been submitted to GA for approval as a freestanding program. An admission requirement of 2.50 GPA has been added, and study abroad is now required. The number of majors is now up to 80.

The Bachelor of Science in Information Systems and Operations Management was changed from a track to a program area (CIP 52.1201). It has two concentrations: Information Systems and Office Systems Management. The B.S. in Business Administration concentrations will now offer four concentrations: Human Resources, Marketing, Small Business, and Business Studies. The Master of Science in Information Technology and Management was changed to a program area. A new undergraduate concentration, Operations and Systems Management, was developed by the ISOM faculty. The concentrations in Operations Management and Office Systems Administration were eliminated.

Economics 300, International Economy, was formally approved as a required course for all BS majors in the Bryan School beginning with new students in the fall 1998 semester. A proposal for an additional common body of knowledge course, MGT 301 Introduction to International Business, to be housed in the Department of Business Administration, was approved. The Department of Business Administration has developed a new course, BUS 220: Field Experience in Business, based on an early internship experience. This course is now offered in an experimental mode and will be one of the first distance learning initiatives for the Department.

The faculty of the Bryan School voted to implement a foreign language requirement for all Bryan School undergraduates. The exact nature of that requirement will be determined during the coming year.

At the graduate level, an Introduction to International Business course was added to the required MBA curriculum.

Program/department reviews:

The Department of Accounting and the Department of Economics are undergoing departmental reviews this year. These departments conducted internal reviews and prepared reports that were shared with other departments in the Bryan School, the Dean, the Provost, and the Associate Provost for Graduate Studies. External reviewers from Clemson University and Miami of Ohio visited the Accounting Department, and reviewers from The University of Delaware and Florida State University visited the Department of Economics.

Improvements based on student learning assessment:

The BS degree programs were revised to include required international courses (MGT 301 Introduction to International Business and ECO 300 International Economy) and a foreign language requirement as a result of reviews of the learning objectives by the Undergraduate Programs Committee. The MBA program was revised to include an Introduction to International Business course as a result of a review of the learning objectives.

An internship program was developed for accounting graduate students as a result of learning
outcome assessments by the Accounting Advisory Board.

Awards and Achievements:

In the Department of ISOM, sixteen seniors with grade point averages of 3.5 or higher were elected to membership in Upsilon Pi Epsilon, the national computer science honorary. In addition, twelve students in ISM classes won awards for research papers submitted to the Student Paper Competition sponsored by the American Production and Inventory Control Society.

Beta Gamma Sigma inducted 32 students.

School of Education

New programs:

A cohort of students participating in the MSA program in the Department of Educational Leadership and Cultural Foundations (ELC) was started in Randolph County.

Changes in existing programs / discontinuations:

The Department of Curriculum and Instruction has begun revisions of its Masters of Education programs in keeping with the Excellent School Act of 1997 and subsequent administrative interpretations of legislative intent. The revisions will be completed in 1998-99.

Changes in the Master of School Administration degree program were formally approved by the School of Education Curriculum Committee and Faculty Assembly.

The Department of Library and Information Studies (LIS) changed the specialization requirements for the 077 licensure program to increase the number of technology-based courses in the program, and add LIS 672 Instructional Development in response to the 1996 NCATE/State Department program review.

Program / department reviews:

The Department of Curriculum and Instruction has been engaged in program reviews throughout the year involving the Option II program, Professional Development School Program, and the Secondary Education Program. Two external reviewers visited the UNCG campus and spoke with faculty, students, and public school partners.

The Department of Educational Leadership and Cultural Foundations (ELC) developed and/or reviewed several department policies, including the academic load policy and the admissions policy.

Improvements based on student learning assessment:

The Department of Educational Leadership and Cultural Foundations (ELC) faculty continue to use student evaluation of their courses to inform future course development.

Awards and achievements:
The Counseling Program in the Department of Counseling and Educational Development (CED) was ranked seventh in the nation in the annual survey conducted by U.S. News and World Report. Two doctoral students received grant funding for their dissertation studies from the American Educational Research Association (AERA) Dissertation Grants Program. A CED faculty member received the Outstanding Professional Contribution to Knowledge Award of the American College Counseling Association, March 1998. Dr. Nicholas Vacc was appointed Joe Rosenthal Excellence Professorship.

One faculty member from the Department of Educational Research Methodology was named a 1997-98 Fellow at the Center for Advanced Study in Behavioral Sciences, Stanford University and received the award for Career Contributions to the Field of Educational Measurement, granted by the National Council on Measurement in Education.

School of Health and Human Performance

New programs:

Through the articulation agreement process, the Department of Public Health Education (PHE) has now developed '2+UNCG' agreements with 209 health-related A.A.S. programs in 33 North Carolina community colleges. These agreements allow graduates of these two-year programs to transfer directly into the Department's Community Health Education major program.

The Department of Leisure Studies (LES) has begun development of two interdisciplinary programs, Hospitality Management and Environmental Studies.

Changes in existing programs/discontinuations:

The undergraduate curriculum in Community Health Education in the Department of Public Health Education (PHE) was completely revised. Revisions incorporated input from students, alumni, community health agency professionals, competencies established by national professional organizations, and standards for accreditation by the Joint Committee for Program Approval of the Society for Public Health Education and the Association for the Advancement of Health Education. Revision of the graduate curriculum in Community Health Education initiated two years ago was completed this year.

The Department of Leisure Studies (LES) revised the MS degree program, increasing 600-level coursework, changing admissions requirements, and developing a Graduate Student Handbook. A departmental name change for Leisure Studies to Recreation, Parks, and Tourism was effective July 1, 1998.

Program/department reviews:

As a result of the department review, the faculty of the Department of Dance (DCE) will pursue accreditation from the National Association of School of Dance (NASD). The department will conduct their NASD Self-Study during the 1998-99 academic year and the NASD review team will visit campus in the Fall of 1999.

The Department of Public Health Education department review has led the faculty to seek accreditation for the master's degree concentration in community health education and to formally request a name change in the master's degree from MEd to MPH. In addition, the review process facilitated decisions to revise the undergraduate curriculum in Community Health Education and to
examine the potential of an off-campus B.S. program.

**Improvements based on student learning assessment:**

In the Department of Dance (DCE), several improvements have been made in courses, including redesigned scoring rubrics and criteria (such as use of weight, rhythmic accuracy, alignment, etc.) for student evaluation of videotaped class material. An additional weekly class meeting was added for DCE 251 and DCE 100 (section for dance majors). The first group of candidates in the revised MFA program each produced their own concert.

Leisure Studies (LES) instituted new course LES 251 - Professional Preparation in Leisure Studies, to improve students marketability and preparedness for work in recreation, park, and tourism services.

The Department of Public Health Education's revised undergraduate program now emphasizes 'communication' and 'technology'. Student written work and presentations were examined. Following a Department session with the Director of the University's Writing Center and the Associate Dean of the College of Arts and Sciences, faculty members tested a variety of writing improvement approaches with their classes and then recommended the inclusion of certain writing skill development activities into the curriculum. There was also general agreement that faculty needed to take more responsibility for teaching writing. An emphasis on speaking skills came about in a similar manner. In the MPH curriculum revisions, the input of recent graduates supported the inclusion of internship as a required part of the curriculum.

**Awards and achievements:**

The Department of Dance was again rated as one of the top ten undergraduate dance programs by the trade magazine *Dance Teacher Now*, currently the only national rating of dance programs. Sherone Price's African American Dance class was selected to perform at the festival celebrating the inauguration of President Molly Broad. Ragen Carlile has been appointed Support Services Coordinator at the American Dance Festival. Jeannine Eason has received an administrative internship at the American Dance Festival. Three students were selected through audition to dance with a professional dance company, Theater West Virginia, this summer; another student was selected through audition as a dancer for the outdoor drama *Unto These Hills* in Cherokee, North Carolina; a fifth was selected through audition to perform at Paramount's *Carowinds* this summer.

Two students from the Department of Exercise and Sport Science received excellence awards at the 1998 Honors Convocation. Danielle Wise also served as the Senior Marshall in 1997-98, and received the Maria Leonard Senior Book Award. Summer Phinney received the first Ellen Griffin Scholarship for academic and athletic achievements and was named to the All Scholar Golf Team by the National Golf Coaches Association in 1997-98. Chris Kovacs received the graduate student Berlin Writing Award. Wayland Tseh received the Stout Research Fellowship in Spring, 1998.

In the Department of Leisure Studies, Anne Clinard was a presenter at the Research Institute (refereed) of the 1998 American Therapeutic Recreation Association Annual Conference. Lyn Gaston received a $7,500 foundation grant from the Community Foundation of Greater Greensboro. Susan Hayes received the 1997 Outstanding Professional Award from the North Carolina Recreation and Park Society, Therapeutic Recreation Division and served as Chair of the North Carolina Recreation and Park Society - Therapeutic Recreation Division Conference Planning Committee.
Marjorie Sam Varn received the 1997 Student of the Year Award from the North Carolina Recreation Therapy Association. She was also a recipient of $7,500 foundation grant from the Community Foundation of Greater Greensboro.
School of Human Environmental Sciences

International programming:

Student exchange programs continue in Human Development and Family Studies (HDF) with Egerton University in Njoro, Kenya; in Social Work (SWK) with Jordonhill College of Strathclyde University in Glasgow, Scotland; in Housing and Interior Design (HID) with the University of Oulu in Oulu, Finland and with Melbourne Institute of Technology in Australia. In each of these programs students from the department spent time in the exchange program indicated, and students and faculty from Glasgow as well as faculty from Oulu came to UNCG for an exchange program. This year for the first time a student from Food, Nutrition and Food Service Management (FNS) spent the 1997-98 year studying in the Human Nutrition and Biomedical Sciences program at the University of Ulster in Coleraine, Northern Ireland, and a FNS faculty member visited Coleraine to strengthen the new relationship between the respective programs. It is anticipated that during the coming year a student from the University of Ulster will come to UNCG to study nutrition. Faculty in Textile Products Design and Marketing (TDM) traveled to Malaysia, China, and Hong Kong to contact international undergraduate and graduate students. Another faculty member will visit Korea next year. Two faculty (one in TDM and an adjunct TDM faculty member in Business) are planning a joint student study tour of Mexico in Spring 1999. They are working with the NC Department of Commerce and several textile and apparel firms represented on our TDM industry advisory board. Both faculty will do on-site survey work this spring in anticipation of the 1999 tour. An undergraduate student in TDM completed a six-month internship in Brazil. A fourth year HID student was selected by Rotary International to be a 1997-98 Rotary Ambassador and Scholar; she has been studying this year at the Glasgow School of Art in Scotland.

Department specific programs:

HID faculty are exploring the feasibility of adding an undergraduate option of Historic Preservation for the B.S. degree in addition to Interior Design. At the graduate level, concentration in digital design, in lighting, and/or furniture design are being explored.

The Birth-Kindergarten (B-K) teacher certification option in HDF now includes 116 undergraduate students and 31 A certification students.

Articulation agreements have been completed between HDF programs and 13 community colleges, and invitations are currently being sent to 33 additional community colleges with AAS programs in early childhood.

Changes in existing programs/discontinuations:

The name of the Department of Food, Nutrition, and Food Service Management was changed to Nutrition and Foodservice Systems, to be effective July 1, 1998.

Some new courses and a series of changes in required courses, pre-requisite courses, and course curricula have been approved and implemented in the Dietetics program to meet the new competencies of The American Dietetic Association. Major changes in the Restaurant and Institution Management (RIM) program courses were made as well. The revised FNS 403, changed from Experimental Food Study to Food Science and Safety, will provide students with certification from the National Restaurant Association. The Nutrition Science major has been altered to provide students with greater flexibility in
selecting advanced courses in nutrition.

In the Department of Housing and Interior Design (HID), course revisions to expand content, redesign sequenced courses to include more minority and women designers and their works, and to incorporate and use digital technology, design and graphics have occurred this year. Through a distance design studio with Eva Maddox Associates in Chicago, students at UNCG worked with designers and students in Chicago to design specific spaces using the computer and simultaneous video/audio technology. The faculty plan to introduce digital design technology in the First-Year Design Graphics course beginning in Fall, 1998.

A new undergraduate degree option in Family Studies has been developed in the Department of Human Development and Family Studies (HDF).

The name of the Department of Clothing and Textiles was changed to Textile Products Design and Marketing (TDM) effective with the 1997-98 academic year. At the undergraduate level, there are two program concentrations: Textile Products Design and Textile Products Marketing. TDM offers two master's degrees, Textile Products Marketing and Textile Science, and one doctorate, Textile Products Marketing. In preparation for the American Apparel Manufacturers Association (AAMA) review, the design curriculum and supporting areas from within and external to the program were examined. Courses have been revised, new ones added, and different disciplinary courses outside of the Textile Products Design program were selected to strengthen the program and improve the competencies outlined by AAMA. Renovations of the design program facilities (several classrooms and labs) were accomplished in the Fall 97 semester. Industrial sewing and pressing equipment was installed and calibrated by an Advisory Board member who is on staff at Textile Technology Clothing Corporation. Hardware in the CAD Laboratory was partially updated to serve the needs of both the design and marketing programs. Updating of software is expected in the coming year.

Program/department reviews:

The Department of Nutrition and Foodservice Systems began planning for the five-year Department Program Review that will occur during 1998-99.

During the 1996-97 year the Department of Housing and Interior Design was asked to prepare a review of the M.S. in Interior Design by General Administration which had targeted it for low enrollment/low graduation rates. An external review of the graduate interior design program was conducted during 1997-98 by the Chair of the Interior Design Program at Marymount University in Arlington, Virginia.

The Department of Human Development and Family Studies conducted a 5-year review of programs, culminating in a site visit by two external reviewers in February, 1998. The external reviewers applauded the teaching, advising, grantsmanship, publications, and professional leadership aspects. The department ranks in the top five programs nationally in faculty publications, citations, and external funding. External reviewers cited as unique and laudable the mentoring program for pre-tenure faculty; the frequent contact and collaboration between faculty advisors and graduate students; and the faculty-graduate student liaison committee.

The Department of Textile Products Design and Marketing conducted a 5-year review of programs, culminating in a site visit by two external reviewers in October 1997. The overall program review was quite positive. The reviewers complimented the faculty on their ability to work as a team and
recognized significant accomplishments in curriculum revisions, renovation of facilities, AAMA accreditation visit, and awards to faculty and the department. The department advisory board was perceived to be a model nationally. The reviewers made recommendations in the areas of undergraduate education goals, graduate education and research, internationalization of programs, outreach, moderate investments and strategic planning.

Awards and achievements:

In Nutrition and Foodservice Systems (FNS), Dr. Jim Fleet has received major external funding for his research and has assumed leadership for the graduate program. Dr. Carla Miller has submitted a major grant proposal and developed a working relationship with Moses Cone Memorial Hospital and other health groups for the recruitment of elderly subjects into her research project. For the third consecutive year, FNS organized and led a community nutrition and health fair for the public. Dr. George Loo spent the Fall semester on research leave with in the chemical Carcinogenesis Section of the UNC Lineberger Comprehensive Cancer Center at Chapel Hill.

In the Department of Housing and Interior Design, David Matthews was nominated to participate in the Carolina Colloquy for University Teaching Excellence at UNC-Wilmington in the summer of 1998. Tom Lambeth completed the 1997-98 academic year as Chair-Elect of the UNCG Faculty Senate, and will serve as Chair of the Faculty Senate in 1998-99.

Faculty in the Department of Human Development and Family Studies received external grant awards totaling $430,629 to support their research. Among the major awards, Peggye Dilworth-Anderson and Vira Kivett were funded by the National Institute on Aging to continue their four-year study of caregiving to Black elderly; Gary Lange was funded by the Department of Education to continue his study of mastery behaviors and scholastic competence of at-risk children; and Carol MacKinnon-Lewis was funded by the William T. Grant Foundation to continue her three-year study of early adolescent transitions. External funding ranked fourth in the country for HDFS departments. Deborah Cassidy received the 1997-98 Board of Governors Outstanding Teaching Award in the School of Human Environmental Sciences. Vira Kivett began a Fulbright Fellowship in Canterbury, England in April of 1998. Two graduate students won major awards this year: Deborah Farmer was the recipient of the George and Beatrice Fisher Dissertation Award, and Francesca Adler was the HES Outstanding Graduate Teaching Assistant.

Elisabeth Hurd received the 1997-98 Mary Frances Stone Outstanding Teaching Award. John Rife received an award from the National Institute of Mental Health and National Social Work Bachelor Program Directors Association for development of an exemplary curriculum model which will be published in a refereed journal. Bob Wineburg was awarded a substantial grant by the Lilly Foundation to continue his research.

School of Music

Changes in existing programs/discontinuations:

Minor changes were made in the M.M. in Music Theory degree.

Program/department reviews:

The School of Music conducted its first "department/division" review during 1997-98.
Awards and Achievements:

The School's masters degree programs were ranked among the top 30 in the country by U.S. News and World Report.

Construction of UNCG's new $25.7 million music building was, by year's end, on schedule; the quality of construction reportedly rivaled the best seen at UNCG in at least 10 years. Critical new acoustical "clouds" over the Aycock Auditorium stage were installed and deemed a distinct success.

An all-time high of 444 majors enrolled in the School. School of Music students continued to do extremely well in performance competitions, especially those administered by the National Association of Teachers of Singing and the Metropolitan Opera Company; three of the four District Met winners were UNCG students. Other graduates received lucrative fellowships at prestigious graduate schools and were selected for teaching positions in several well-respected colleges and universities. The School's 1997 production of Francis Poulenc's Dialogue of the Carmelites won the National Opera Association's 1996-97 Opera Production Competition. UNCG has won the Award three of the last four years. The UNCG Trumpet Ensemble placed second in the National Trumpet Competition, the most prestigious event of its kind in the world. The School's Colloquia Series mounted numerous stellar events featuring master classes by Carter Brey, principal cello of the New York Philharmonic, Richard Stoltzman, one of the world's leading concert clarinetists, Libby Larsen, an internationally recognized composer, and Phillip Brunelle, former Director of the Minnesota Opera. The UNCG Wind Ensemble received the most prestigious invitation in "banddom," an unsolicited request to appear on the program of the American Bandmasters' Association's 1999 Annual Meeting in Florida. Cullen Strawn, a December 1998 music graduate, was granted a 1998-99 Fulbright Award, the School's seventh in recent years. Two highly enthusiastic reviews of the School's 1997 Focus on Piano Literature were featured in national magazines. One student won the North Carolina Music Teachers Association's Collegiate Artist Woodwind Competition while five others will be studying in Europe or Israel this summer. A new faculty-student string ensemble, the Gate City Camerata, debuted during the Fall Semester. Several new faculty and students began utilizing the "Vivace" system, a state-of-the-art technological "accompanist" for instrumentalists and vocalists. The UNCG Opera Theater performed before over 3500 public school students in the region.

Dr. Richard Cox was awarded the Board of Governors Excellence in Teaching Award and Dr. Kelly Burke was selected as the Outstanding Teacher in the School of Music.

School of Nursing

New programs:

The School of Nursing and the Bryan School of Business and Economics were approved to plan a combined MSN/MBA program. The plan to establish the combined degree program was approved by the UNCG Graduate Studies Committee and forwarded to General Administration for final approval.

Changes in existing programs/discontinuations:

At the undergraduate level, the RN-BSN curriculum was revised to better meet the needs of RN students and healthcare employers. Upon approval from the UCC, the revised curriculum will begin in Summer, 1998, in the Outreach setting. A post baccalaureate certificate in Case Management also was approved to prepare nurses to work in the managed care environment. Additionally, an educational
technology course for nurses was added as a 500-level elective.

In the Masters program the Gerontological Nurse Practitioner concentration was revised to be a combined Adult Nurse Practitioner/Gerontological Nurse Practitioner concentration. This change was made in response to practice needs identified by our graduates in practice. A certificate program for international nurse anesthetists also was developed to meet the growing needs for continuing education of nurse anesthetists around the world.

**Teacher Education**

**The Teachers Academy:**

In a time of transition, members of the Teachers Academy responded to internal needs for restructuring, to changes from General Administration regarding degree programs, and to mandates from the state regarding licensure. The most significant changes were:

- restructuring of the Teachers Academy
- planning for revisions to M.Ed. programs
- developing technology portfolios
- extending collaboration with area schools through the Triad Partnership

**Restructuring:**

The Teachers Academy was created in 1993 to provide an identifiable agency for the numerous faculty and staff involved in teacher education. An ad hoc committee of the Academy conducted an evaluation last spring.

The following members of the Teachers Academy served on the Management Cabinet: Dave Armstrong, Brenda Cox, Jill Green, Toni Knight, Steve Lucas, Tom Martinek, Sam Miller, Dave Strahan. Sue Renn, Guilford County Teacher on Special Assignment agreed to represent the public schools. Members focused on two primary initiatives: drafting a Plan of Governance and discussing procedures for addressing mandated revisions in M.Ed. programs.

The Management Cabinet drafted a Plan of Governance which was shared with Program Coordinators. At its May 13 meeting, the Management Cabinet reviewed all questions and comments. The Plan of Governance is undergoing further review.

**M.Ed. Revisions:**

The Excellent Schools Act of 1997 mandated revisions to all master s degrees leading to G-level licensure. Procedures in keeping with this legislation include:

- All current master s degree programs that lead to licensure (M.Ed., M.A., M.M., M.S.B.E., M.S. degrees) must be revised to meet the ESA requirements.

- After 9/1/2000, no more G licenses will be issued. Students should not be admitted to such programs after Spring 1999.
• General Administration anticipates a pay differential between teachers with an M.A.T. (initial licensure) and those who only have the initial licensure. The ESA already mandates a pay differential between teachers with an Advanced Master's and those with an M.A.T.

• All notifications of intent to request authorization to establish either Advanced Master's and or Master's of Arts in Teaching programs as well as all requests for authorization to establish such programs must be reviewed and approved by the Dean of Education.

Technology Assessments:

During the 1997-98 academic year, the North Carolina Department of Public Instruction (NCDPI) continued to pilot procedures for assessing preservice teachers' technology competencies. The UNCG Teachers Academy assisted in this endeavor. 178 preservice teachers completed the Essential Technology Skills Inventory during fall and spring administrations.

The Technology Committee of the Teachers Academy coordinated efforts to develop and assess Technology Portfolios in preparation for this 1999 licensure requirement.

Triad Ustep Partnership:

During the spring and summer of 1997, a writing team from UNCG and two public school districts (Guilford County and Rockingham County) prepared a comprehensive proposal for a Triad University School Teacher Education Partnership (USTEP). Partnership Council. USTEP issued a Request for Funding and approved proposals from 13 partnership groups. The purposes of the Triad U/STEP Partnership are to enhance the professional preparation of teachers, principals, university faculty, and counselors and to foster school improvement.

SDPI Review:

The 1996 report of the NCDPI visitation team cited weaknesses related to the following programs at UNCG: Foreign Languages, Media Coordinator, Second Language Studies, Instructional Technology Specialist, Art, Music, Dance/Theatre Arts, Curriculum Instructional Specialist. Initial program reviews were continued for Classical Latin, English as a Second Language, and the Birth-Kindergarten Program. In January of 1997, the university submitted Rejoinders to these citations. On April 15 and 16, 1998, a team of reviewers from NCDPI visited our campus to review progress toward addressing the concerns. Preliminary comments indicated that our weaknesses have been addressed and our initial programs would be approved.

Student teaching in Spain and Portugal:

In addition to placing preservice teachers in internships in our locality, the Teachers Academy obtained agreements with two international schools and placed student teachers there. During the Spring Semester, UNCG placed two Elementary Education student teachers in The American School in Lisbon, Portugal and three Elementary Education student teachers in The American School in Madrid, Spain.

North Carolina Teaching Fellows Program:

The Teaching Fellows Program, a selective scholarship program which provides planned activities and support for future teachers, initiated a greater emphasis on student service involvement. All 127 Teaching Fellows were required to participate in at least one sponsored service activity in the
spring. The Multiple Sclerosis Walk was particularly successful. Also, in a pilot program which may become a requirement for all junior and senior Teaching Fellows next year, 17 Fellows assisted Initial Licensure Teachers in Guilford county in creating teaching portfolios. Freshmen Teaching Fellows in common sections of the English composition initiated a new project, setting up a pen pal program with UNCG alumni who had retired from the teaching profession.

Accreditation Activities

College of Arts and Sciences

Theater faculty began development of the NAST Self-Study in Fall 1997. The department will host a NAST evaluation team early in October 1998 with conclusion of the review expected in Spring 1999. Communication Sciences and Disorders underwent reaccreditation of both the graduate programs in speech-language pathology and audiology by the Council on Academic Accreditation of the American Speech-Language-Hearing Association. Since the reviewers noted no areas of non-compliance with the standards, reaccreditation is expected. Mathematical Sciences' B.S. in Computer Science is being reviewed for reaccreditation by the Computer Science Accreditation Board. The results of the review will be available in Summer 1998.

Political Science is planning for reaccreditation from the National Association of Schools of Public Administration and Affairs in 1999-2000. They will be submitting a self-study in September 1999.

Bryan School of Business and Economics

A reaccreditation visit by the American Assembly of Collegiate Schools of Business (AACSB) will take place in 1999-2000. The gathering of data in preparation for this visit is underway.

School of Education

Based on the follow-up report submitted to the Council for Accreditation of Counseling and Related Educational Programs (CACREP) last spring, the Marriage and Family Counseling/Therapy Specialization (MS/EdS) in the Department of Counseling and Educational Development received full accreditation.

Initial planning was begun for the accreditation process of programs in the Department of Library and Information Studies by the American Library Association including a review of the Committee on Accreditation Visiting Team report by the LIS Advisory Committee, revising the LIS committee structure to deal with specific recommendations of the visiting team report, and initiation of the self-study process.

School of Health and Human Performance

The Department of Dance is preparing for a review by the National Association of Schools of Dance (NASD) in Fall, 1999. The Department of Leisure Studies was granted continuing accreditation through October 2001 by the National Recreation and Park Association/American Association for Leisure and Recreation Council on Accreditation.

Based upon the Department Graduate Program Committee's review of materials from the Council on Education for Public Health and information on accredited programs at other universities, the
Department of Public Health Education has submitted an application for accreditation to the Council. An extensive self-study for accreditation was initiated this year and will continue during Fall, 1998. The Department will seek program approval for the undergraduate curriculum in Community Health Education next year from the Joint Committee for Program Approval sponsored by the Society for Public Health Education and the Association for the Advancement of Health Education. That curriculum's complete revision during the year by faculty included attention to the health education competencies as specified in seven areas of professional responsibilities by the Society for Public Health Education and the Association for the Advancement of Health Education.

School of Human Environmental Sciences

In the Department of Nutrition and Foodservice Systems, the five year review for the approved American Dietetic Association Didactic Program in Dietetics (DPD/Plan V) has been initiated. The process will be completed and the formal report will be submitted to the American Dietetic Association by July 1, 1998.

The Department of Housing and Interior Design began preparations for the Fall 1999 site visit by FIDER for the renewal of interior design accreditation of the undergraduate program. A large part of the preparation involves the collection of student course/design work over three years as evidence of the program compliance with FIDER standards and guidelines. The preparation of the Program Evaluation Report will begin in Fall 1998.

The Birth-Kindergarten undergraduate licensure program in the Department of Human Development and Family Studies was reviewed by the North Carolina State Department of Public Instruction (SDPI), culminating with a site visit in April, 1998. The response to the program was extremely positive, cited no weaknesses, and identified the program as an exemplary interdisciplinary program.

The B.S. program in the Department of Social Work completed the reaffirmation of accreditation process with the Council of Social Work Education. In June 1997 notification was received that the B.S. program had been reaffirmed for the full eight year period through 2005. This year the Council requested an interim report on post-reaffirmation activities and program changes. This report was submitted to the Council on April 15, 1998. In October of 1996 the Joint Master of Social Work program, a collaborative effort with the Department of Sociology and Social Work at NCA&TSU, received acceptance into candidacy by the Accreditation Commission of CSWE. The initial accreditation self-study document will be completed during the coming summer and fall of 1998 and will be submitted to CSWE in December of 1998. The site visit for initial accreditation is to take place in the Fall of 1999 and with the granting of initial accreditation expected to occur by February of 2000.

An accreditation site visit by the American Apparel Manufacturers Association was held during the Spring 1998 semester in the Department of Textile Products Design and Marketing. The department received indication from the AAMA Education Committee that the program met the competency requirements. The review committee identified curriculum areas that need improvement and indicated that the necessary equipment to support the program was in place.
COOPERATIVE PROGRAMS

Interdisciplinary

College of Arts and Sciences

Most Departments reported involvement in one or more of the College’s interdepartmental Special Programs in Liberal Studies, Freshman Seminars, Master of Arts in Liberal Studies, Honors, African American Studies, or Women’s Studies.

Mary Kay Sandford (Anthropology) and Grace Kissling (Mathematical Sciences) received a grant from the National Science Foundation to engage ten students in innovative research. The project targets women, minorities and disabled students.

The Art Department completed a cooperative venture with the Weatherspoon Art Gallery including the co-sponsorship of Follow Your Heart to the Art Gallery Crawl, featuring the Weatherspoon, McIver and EUC Galleries.

Representatives of Political Science, Biology, Sociology, Geography, Public Health Education and Curriculum and Instruction make up a committee to establish an Environmental Studies Program.

Broadcasting/Cinema & Theater and the School of Music co-sponsored productions of Tommy and The Marriage of Figaro. Lectures by Gail Wyatt of UCLA were co-sponsored by the Psychology Department, African American Studies Program, Honors Program, Women’s Studies Program, Human Development and Family Studies Department, and Bennett College.

The African American Studies Program, in cooperation with the Office of Minority Affairs, Religious Studies Department, Women’s Studies Program, Center for Study of Social Issues and the Office of the Provost, sponsored CACE, The Conference on African American Culture and Experience, 1997-98. This conference began with an open forum at a Town Hall Meeting that included a distinguished panel of scholars and community activists. There were monthly lunchtime discussions of race-related issues. Dr. Julianne Malveaux concluded the conference with a keynote address.

Bryan School of Business and Economics

Pierre Balthazard in the Department of ISOM worked with several faculty in other departments on the development of Web-related instructional activities. He also served as a member of a master’s thesis committee for a student in HPER. Martha McEnally served as Faculty Associate in the Gerontology Program and as Adjunct Faculty in Clothing and Textiles.

Bill Tullar is a member of the Russian Studies Committee.

In April 1996, Nick Williamson, Nancy Cassill and Helmut Hergeth co-authored Fundamental Problems in the Fiber-Textile-Apparel-Retailer Complex based on the work of the Nobel Prize winning researcher, Stigler. As a result of this effort, a conference was held at the College of Textiles at N. C. State University in June 1998.
School of Education

The Department of Curriculum and Instruction (CUI) continues to participate in the Interdisciplinary Undergraduate B-K program with the Department of Human Development and Family Studies and the Interdisciplinary Studies in Preschool Education and Development (ISPED) program with HDFS. CUI also offers a masters degree in Education Computing Technology with The Department of Library and Information Studies (LIS). A major interdisciplinary initiative was begun early in 1997 with a planning initiative for the University/School Teacher Education Partnership. CUI plays a major role in this partnership with other teacher education programs and educator education programs in the University as well as with Guilford County and other surrounding school districts.

School of Health and Human Performance

In the Department of Exercise and Sport Science, Jan Harris has been active in developing and continuing to work with HHP 110 - Bridging Differences Through Community Relationships. Bill Karper, Kathy Williams and Diane Gill are affiliated with Gerontology. HHP faculty have been active in the Center for the Study of Social Issues, particularly through the GIFTTS project, and the Institute for Health, Science, and Society. Leisure Studies faculty are serving on the Planning Committee for the interdisciplinary program in Hospitality Management.

School of Human Environmental Sciences

Faculty in the School of Business and Economics, Biology, Anthropology, Public Health Education, and others hold adjunct faculty and/or adjunct graduate faculty appointments in departments in HES. HES departments share equipment and research facilities with faculty and students in Biology, Exercise and Sports Science, and Chemistry. HES faculty serve on Graduate Advisory Committees in other departments, including Biology, Exercise and Sports Science, and Public Health Education. Faculty from a variety of UNCG departments serve on the committees of doctoral and/or master’s students in the School (including the above departments plus Chemistry, Geography, Mathematics, Political Science, Business). A jointly administered Master of Education program (Interdisciplinary Preschool Education and Development) in HDF with Curriculum and Instruction in the School of Education leads to two add-on certifications for students. Several faculty in HDF participate in the Interdisciplinary Birth through Kindergarten Committee, along with representatives from Education, Exercise and Sports Science, Nursing, Social Work, and Psychology.

School of Music

The School continued its long-standing collaboration with the Department of Broadcasting/Cinema and Theater in producing Mozart’s opera The Marriage of Figaro, Benjamin Britten’s opera Albert Herring, and the musical Tommy.

With other Colleges/Universities

College of Arts and Sciences

Several departments reported faculty research collaborations with other institutions: Biology (50 collaborations involving 16 faculty members, this is an increase over last year); Chemistry (5 collaborations involving 5 faculty members); Classical Studies (1 collaboration involving 1 faculty
member); Communication Studies (2 collaborations involving 4 faculty members); English (1 collaboration involving 1 faculty member); Physics and Astronomy (2 collaborations involving 2 faculty members); Psychology (13 collaborations involving 10 faculty members); and, Sociology (6 collaborations involving various faculty members). Pat Wasserboehr (Art) organized the North Carolina Juried Student Exhibition, which included submissions by students from 10 of the 16 UNC campuses. Jeffrey Soles (Classical Studies) continues his excavations in Crete, which are conducted under the auspices of the American School of Classical Studies in Athens. Students from five universities around the world take part.

The African American Studies Program is working with East Carolina University to obtain a grant for the production of a play based on the Tuskegee Syphilis Experiment.

**Bryan School of Business and Economics**

Pierre Balthazard in ISOM and Bill Tullar in BADM worked on web-related instructional activities in a distance learning project involving UNCG MBA students and graduate students at Fachhochschule in Worms, Germany. Nur Gryskiewicz was a Visiting Scholar at Harvard Business School. She attended research seminars and classes observing case method of teaching by faculty. Martha McEnally was a Visiting Research Fellow at the Open University in Milton Keynes, U.K.

Steve Lucas and Bud Miles served as co-directors for a national marketing education research conference sponsored jointly with faculty from the University of Houston and the University of West Florida. They also serve as consultants to small business owners through the auspices of the North Carolina Small Business and Technology Development Center at N.C. A&T State University and the Small Business program at the Bryan School. Bonnie Yarbrough is negotiating a cooperative effort with the Business Communications course at N. C. A&T for a joint class project.

**School of Education**

The Collegium for the Advancement of Schools, Schooling, and Education in conjunction with Ohio University Southern Campus, worked with the Appalachian Region Leadership Initiative to conduct leadership training for superintendents, principals, and teacher leaders in the 29-county Appalachian Region of Ohio.

An ELC faculty member worked with faculty members from seven other universities in the NC state system to coordinate the MSA program efforts throughout the state.

LIS has continued its Distance Education program with the Graduate Centers of UNC-Charlotte and UNC-Asheville. During this year, the first Asheville cohort will complete their course of study. In January 1998, the LIS faculty voted to start a new cohort in Asheville in the Fall of 1998.

**School of Health and Human Performance**

In Dance, Ann Dils serves on a doctoral committee at NYU and is directing an independent study at Teacher’s College, Columbia University. Sue Stinson is directing a dissertation for a student at the Theater Academy, Helsinki. Faculty in HHP participated in the Unihoods Projects and meetings with faculty at NC A&T State University and staff/families from the Salvation Army Boys and Girls Clubs.

In Leisure Studies, Leandra A. Bedini is Principal Investigator of a federally funded grant that is now in its fourth year and is conducted in cooperation with North Carolina A&T State University to
prepare minority personnel in Therapeutic Recreation. Stuart J. Schleien is serving as a research consultant on TEACCH Center Autism grant project at The University of North Carolina at Chapel Hill.

**School of Human Environmental Sciences**

A faculty member in FNS serves on the Scientific Advisory Board of Directors for the UNC Institute of Nutrition. FNS and HDF continue relationships with Food and Nutrition and Child Development Extension faculty located at NCSU who have adjunct appointments in FNS or HDF. Faculty in FNS continue to collaborate in research with faculty at NC A&T State University, Bowman Gray School of Medicine, University of California at Davis, Ohio State University, Medical College of Georgia, Craft Technologies, Inc., Tufts University, Sam Houston State University, North Carolina State University, UNC-Chapel Hill, Oregon State University, University of Georgia, and USDA Russell Research Center. Faculty in HDF collaborate in research with faculty at Tartu University in Estonia, Oulu University in Finland, the Federal Universities of Brazil and Rio Grande do Sul, and the Institute of Ethnology and Anthropology of the Russian Academy of Sciences, as well as many more in the state and nation. Several faculty in the HDF graduate program participate as Mentor Faculty in the Carolina Consortium on Human Development, a shared effort among UNCG, UNC-Chapel Hill, and Duke University. Faculty in HDF are also members of the North Carolina Family Study Group centered at UNC-Chapel Hill; the Advisory Committee for the Alzheimer Disease Research Center at the University of Southern California; and the Birth-Kindergarten Higher Education Consortium that coordinates programs in 14 universities. The Joint MSW program is collaborative with NC A&T State University. Faculty in SWK, HDF and HID have worked with the Community College system to better coordinate the credit transfer and program requirements for transfer between the Community College and University systems.

**School of Nursing**

The university maintains cooperative agreements with Raleigh School of Nurse Anesthesia and North Carolina Baptist Hospital School of Nurse Anesthesia. Students are admitted to the university as graduate students and if admitted to the school of anesthesia allowed to major in the MSN concentration of nurse anesthesia.
NON-DEGREE PROGRAMS AND PUBLIC SERVICE

Non-Degree Programs

College of Arts and Sciences

College departments report a total of 45 contributions, covering a wide range of activities, to non-degree programs.

The Geography Club sponsored 16 speakers at bi-weekly luncheon sessions. The Biology Department sponsored 25 research seminars by faculty from other institutions. This year’s Kendon Smith Lectures were organized by Arthur Anastopoulos, Psychology, on the topic of *Attention Deficit/Hyperactivity Disorder: A Theoretical Examination*. "Intrinsic Value" was the focus of the 20th Philosophy Department symposium.

In Fall 1998, the English Department will forward to the appropriate College and University committees a proposal for a Postbaccalaureate Certificate in Technical Writing. Romance Languages sponsored a Spanish conversation group (Alice Hill, organizer) and French conversation group (Jean-Paul Koenig, organizer). The Kaffestunde meetings were sponsored by the Department of German and Russian. Alice Hill also led Villa Castellana in its first year as a Spanish residence hall program that offers cultural and educational programming.

Robert Griffith, Political Science, was faculty coordinator of the Model United Nations Club which participated in the national model session in N.Y.C. Lee Bernick was Coordinator of the Academic Research Data Archive. Susan Dietrich, Communication Sciences and Disorders, conducted the 1st Annual Southeastern Workshop for the Stuttering Foundation of America.

Bryan School of Business and Economics

The ISOM Department continues to provide service to information technology professionals through two organizations: TISEC and TTEC. Seven half-day programs were provided this past year.

The Accounting Department, in conjunction with the Center for Applied Research, conducted a one-day continuing professional education seminar for certified public accountants. This was the ninth annual offering of this program, and approximately 150 CPAs from North Carolina attended.

In September 1997 the Department of Accounting received permission from the Internal Revenue Service to begin operating a Student Tax Clinic in which graduate accounting students provide free assistance to low and moderate income taxpayers who are being audited by the IRS. The students help taxpayers prepare for the audit and accompany the taxpayers to the audit. UNCG is the only university in North Carolina to offer an IRS sponsored Student Tax Clinic.

Don Jud produces the Triad Business Index. He provided the Triad Economic Forecast for the Piedmont Triad Economic Conference in January 1998.

School of Education

The LIS Department sponsored an annual Spring Children’s Literature Conference attended by more
than 100 school and public librarians, classroom teachers, reading specialists, and others.

The CED Department offers three post-master’s certificates to counseling professionals seeking to update or expand their skills.

The Center for Education Studies and Development coordinated and organized a PRAXIS II specialty area exam workshop for Guilford County teachers and UNCG Education students in the areas of math, science, English, foreign language, social studies and elementary math. The Center also coordinated and organized the 8th annual Children's Festival sponsored by the School of Education and The North Carolina Teaching Fellows.

School of Health and Human Performance

School of Health and Human Performance—Piney Lake Recreation Center—provides a comprehensive open recreation program for the students, faculty and staff of The University of North Carolina at Greensboro. It helps to serve the educational and research needs of the University as a site for outdoor classrooms and laboratories. It is a 40-acre field campus used by students, faculty and staff for daily outdoor recreation from April through Mid-September. Piney Lake serves over 9,500 from the University community (students, faculty, staff and guests) on an individual basis during the open recreation season (April 1 - September 30) and 93 groups have used Piney Lake with over 6,99 people (year-round). The Piney Lake Day Camp had over 100 campers in each of five 2-week sessions and 12 staff members over a 10-week period. Specific activities this past year included the following:

Public and Community Services to NC Citizens, Schools and Agencies/Performance Indicators

College of Arts and Sciences

Community workshops, seminars, lectures—Arts and Sciences departments reported a total of 103 contributions in this category.

The History Department sponsored 16 speakers this year, Classical Studies sponsored ten, Psychology reports seven, and Communication Studies ten. Among its Visiting Artist activities last year, the Art Department sponsored a well-publicized demonstration by Nigerian wood-carver Lamidi Fakeye.

The Women's Studies Program co-sponsored with Continual Learning the North Carolina Women's Writers Conference in the fall, and a Women in Film series in the spring.

Graduate students in Communication Sciences and Disorders gave community awareness presentations in area malls and libraries on stuttering.

Public school related activities—School visits and talks by individual faculty, projects with public school partners, special events on campus, and performances for public school audiences are included in the total of 193 entries from the College in this category.

Art Department continues its partnership with Parkview Elementary School, and student majors in the department assist the Weatherspoon with Artsmart and with Weatherspoon tours.

English Department MFA students are teaching creative writing to elementary and high school students in selected Guilford County schools. The North Carolina Theater for Young People presented a total of 98 performances (on and off campus) to public school students this year.

Public concerts/creative activities--The 51 separate events included in this category contributed significantly to the vitality of UNCG’s campus during the past year.

The UNCG Theater celebrated its 75th Anniversary Season by offering an exciting variety of productions throughout the year, beginning with a musical revue that combined the talents of faculty, staff, alumni, and students; proceeds supported the Middleton Scholarship. UNCG Summer Theater, NCTYP campus productions, and Workshop Theater performances also pleased audiences this year. The eighth annual Carolina Film and Video Festival, directed this year by MFA student Killian Heilsberg-McElrath, attracted nearly 300 entries; 42 films and videos were shown during the festival.

Eighteen performances of "Let My People Go," based on research by Loren Schweninger (History Department) and produced by the Touring Theater Ensemble of North Carolina, were given across the state; UNCG Cinema filmed the production. The Visiting Writers Series in the English Department sponsored ten public readings this past year. In addition, seven public readings were scheduled through the St. Mary’s House Series.

Nursing/public health services--College departments report 13 entries in this category, including a variety of contributions to area hospitals, clinics, and agencies. The Psychology Clinic, directed by Susan Keane, provided services to 233 clients last year.

Consulting and applied research--A total of 72 entries were reported in this category.

In Biology, Herb Hendrickson was elected Chair of the Guilford County Advisory Board on Environmental Quality; Parke Rublee serves on the Board as well and was co-chair of the Guilford County Task Force on Water Quality and Toxic Substances; John Lepri was appointed to the Summerfield Long-Range Planning Committee.

Anthony DeCasper, Psychology, provided testimony to the U.S. Senate Committee on Labor and Human Resources on "Policy Implications of Brain Development." In Mathematical Sciences, Paul Duvall, Sue Lea, and David Ludwig served as consultants to government agencies. Marianna Newton, Communication Sciences and Disorders, designed and implemented TACO (Technology Assisted Communication for Oldsters) at Greensboro Manor.

"Will Read for Food," held in October 1997, raised funds for the Greensboro Food Bank: Fred Chappell, Stewart Dischell, and Lee Zacharias, all from the English Department, read poetry and fiction to benefit hunger relief. The event was organized by Hope Hodgkins and Michael Parker. Hephzibah Roskelly served as a member of the North Carolina Humanities Council Advisory Board. John Jezorek, Chemistry, continues to be very active in the Audubon Society and its Streamlife Study. He is also a member of the City of Greensboro stream team.

Bryan School of Business and Economics
Community workshops, seminars, lectures—Three ISOM faculty members, Professors Balthazard, Herschel, and Koh, developed and presented a full-day seminar for business associates entitled "Winning with the Web." This program was attended by approximately 50 people. The Center for Global Business Education and Research in the Bryan School sponsored the Great Decisions Forum, a series of five programs open to the public about America's role in global society.

Chang Koh serves as a Board Member of the Piedmont Triad Council for International Visitors. Kwasi Amoako-Gyampah is a Board member for the United Way Family Services Committee. He also serves as a Board Member for Reading Connections. Vidya Gargeya serves as a Senior Examiner for the N.C. Quality Leadership Award and served as a judge for the Southwestern Regional Team Effectiveness Showcase Competition. Gerald Hershey served as a member of the Greensboro Technology Center Task Force.


Chris Ruhm made several presentations during the year, including one to the UNCG Excellence Foundation/University Board of Visitors on October 22 and one to the UNCG Board of Trustees on February 12. He also made a presentation on policy-making in Washington to the Political Science 334 (The American Presidency) students. Eloise Hassell made a presentation to the Forsyth County Bar Association on the N.C. Arbitration Program. Ken McLeod presented a workshop on Managing Change at Sara Lee Knit Products in Winston Salem. He serves as Career Management/Outplacement Counselor for the Piedmont Triad Job Network.

The week of January 5, Dean Weeks, Don Jud, Stu Allen, Riad Ajami, and Tony Wingler appeared on WFMY to discuss the state of the economy. Holly Buttner appeared on WFMY for three days in May 1997 to discuss entrepreneurship. She also made presentations to Bryan School alumnae and to a group at UNC-CH on the subject of entrepreneurship from her book, Women Entrepreneurs: Moving Beyond the Glass Ceiling. Don Jud appeared on several radio and TV interviews throughout the year to discuss the economy and economic forecasts for the region.

The Center for Global Business Education and Research made arrangements for week-long visitation by professors from Quintana Roo, Mexico, to visit vocational training facilities of Guilford Technical Community College and on site on-the-job training at N.C. companies. They also met with faculty and administrators from the School of Education, Department of Romance Languages, and Department of Tourism and Leisure Studies.

The Center for Global Business Education and Research organized and hosted the Governor’s Global Forum. This office also serves as the administrative office for the Triad Chapter of the N.C. World Trade Association. They assisted in organizing a workshop with Guilford Mills for the Secretary of Commerce of Mexico. Ece Kutay in the Center serves as Secretariat for the North Carolina Global Partnership and maintains the North Carolina Global Gateway.
Public school related activities--Stu Allen made two presentations about the Federal Reserve and current monetary policy to Chris Ricci's AP U.S. History class at Dudley Senior High School. Cheryl Caddell worked several days throughout the year with various public high schools in North Carolina to help prepare students for marketing competition, role-plays, interviewing skills, and public speaking. She is a consultant for the state officers of DECA. Don Jud is a Junior Achievement Classroom Volunteer at Western High School. Steve Lucas is a member of Forsyth JobReady Partnership (Winston Salem/Forsyth County Schools). Bud Miles presented a "Pathways to Success" workshop for the Guilford County Schools at Western Guilford High School.

Nursing/public health services--Bud Miles is a member of the Laboratory Outreach Management Board of The Moses H. Cone Memorial Hospital.

Consulting and applied research--Andy Brod is acting as a liaison between the Bryan School and the accounting and consulting firm of BDO Seidman. BDO is exploring an affiliation with the Bryan School for purposes of professional consulting and executive education, in conjunction with its important furniture industry practice, which is based in High Point. He is also serving as a consultant to local environmentalists who are negotiating with local builders/developers to draft tree-preservation ordinances in Greensboro.

Don Jud compiles the Triad Business Index each month. It is published and distributed on the World Wide Web by the Greensboro City Planning Department and receives wide coverage in the regional media. Steve Layson provided the War Memorial Commission with a report on the economic benefits of the Greensboro Coliseum Complex.

School of Education

Community workshops, seminars, lectures--ELC faculty continue to offer a number of workshops and consultations for public schools.

  LIS faculty provided public service in the form of lectures, workshops, and consultation to the following agencies: Florida Library Association, School of Library Science (Chapel Hill), Greensboro Public Library, NC Special Library Association, and NC Library Association. ERM sponsored a workshop and research colloquium on Optimal Test Design given by Professor Vim van der Linden. CED faculty provide public service in the form of lectures, workshops, and consultation to the following agencies: Greensboro Area AHEC, North Carolina Children's Home Society, Mental Health Association, North Carolina Public Radio, and West Market Street United Methodist Church.

Public school related activities--The Collegium for the Advancement of Schools, Schooling, and Education offered several public school related activities including Master of School Administration Program Recruitment, Presentations at the North Carolina Year-Round Education Annual Conference, and an Educational Leadership Academy for North Carolina Child Nutrition Supervisors and Directors.

  CUI faculty provided service to many Guilford County Schools and organizations, Greensboro Children's Museum, the North Carolina Middle School Association, and Rockingham County Schools. CED faculty provided services through consultations with Brooks Global Studies Extended Year School Parent-Teacher Association and Westover High School in Cumberland County, NC. LIS faculty provided services through consultations with Piedmont Triad Education Consortium on technology, the Department of Sociology at UNCG on peer review of faculty teaching, and individual instructors at UNCG for Topclass server. Faculty also provided supervision of LIS practicum students in N.C. public
schools: Piedmont, Charlotte, and Asheville areas.

Public concerts/creative activities--Two faculty members of the CED Department completed an instructional videotape for training counseling supervisors, funded by the Association for Counselor Education and Supervision (ACES).

Consulting and applied research--The Collegium for the Advancement of Schools, Schooling, and Education provides numerous non-paid consulting services to Triad area administrators.

LIS faculty have provided consulting services for the Greensboro Public Library, Replacements Unlimited, and The UNCG Department of Sociology. CED faculty have provided consulting services for the following organizations: Guilford Technical Community College Committee for Drug and Alcohol Technologies Program, Greensboro Alzheimer's Day Treatment Program, and Twin Lakes Center. Applied research includes a faculty research project on career development of ninth-grade and eleventh-grade rural females in Person County.

CUI has awarded U/STEP grants to the following schools: UNCG Rockingham County Schools, McMichael High School, Jackson Middle School, Guilford Middle School, Western Guilford High School, Jamestown Elementary School, Jamestown Middle School, Guilford County Schools, Union Hill Elementary School, McLeansville Middle School, and Archer Elementary School. CUI faculty consult with these schools.

School of Health and Human Performance

Community workshops, seminars, lectures--Jill Green and Sue Stinson developed the Dance Connections program in June-July 1997 in collaboration with City Arts and the Salvation Army Boys and Girls Clubs with funding by the Community Foundation of Greensboro. The program served 25 young people from community centers and Boys and Girls Clubs, providing them with dance experience under the guidance of a UNCG teacher-mentor. Sue Stinson and Jill Green contributed 60 hours each to activities related to the GIFTTS Project. This contribution provided funding for the Dance Connections Program for Summer 1998.

In the Department of Exercise and Sport Science, Regina Hopewell made several presentations on health and wellness to community groups. Dan Gould is very active in community presentations and media interviews related to sport psychology and youth sports. Karen Poole served in Girls and Women's Sports Day and taught 3-5 year olds in a Red Cross program. Dick Swanson is Chair of the Board of Directors of Piedmont Interfaith Council and active in other community groups. Sally Robinson coordinated YES!PE and led UNCG Fencing at Children's Festival, UNCG Unity Week, NCAHPERD, Girls and Women's Sports Day at NC A & T, Youth Ministry retreat, Southwest Middle School, Mineral Springs Middle School. Bill Karper gave several presentations to community groups on exercise and health.

In Leisure Studies, Julia A. Hamilton worked with the North Carolina Association of Festivals and Events on revision of their certification program. Nancy Gladwell and James Sellers made a presentation to staff members at the Greensboro Area Convention and Visitors Bureau, August, 1997. Mike Lazorchick, Director of Piney Lake, is the team manager for the Greensboro Soccer Club 83 (men's classic soccer team) and the Twister 85 (women's classic soccer team).

Public school related activities--John Gamble presented a workshop at Bethany School. Jan Van Dyke
held master/audition classes at Eastern Guilford High School and Weaver Center. Jill Green held two
guest classes at Weaver Center, one at Eastern Alamance High School, and three at Very Special Arts
Festival. The Department held High School Dance Day for approximately 125 students from a number
of area high schools.

Tom Martinek has been operating Project Effort for several years as an after-school activity program
for undeserved youth. The program is partially funded through GIFTTS and community grants, and
involves several instructors and mentors. Karen King served as Convention Manager for the November,
1997 annual meeting in Greensboro of the North Carolina Association for Health, Physical Education,
Recreation and Dance, an organization comprised mostly of school personnel.

Public concerts/creative activities---Through its performance program the Department of Dance
produced 45 performances of 18 concerts and similar events. Additional public performances including
choreography and/or performance by full-time faculty, John Gamble, Jan Van Dyke, Eluza Santos, and
Rich McCullough; 49 performances of 22 concerts at 18 venues, including Green Hill Gallery in
Greensboro, the North Carolina Correctional Institute for Women, Duke University, Appalachian State
University, Wake Forest University, Elon College, Southeastern Center for Contemporary Art,
University of North Carolina at Charlotte, and others. The Piedmont Opera and Washington Ballet
performed choreography by UNCG faculty.

Nursing/public health services-- In Exercise and Sport Science, Regina Hopewell made general
presentations on involving nutrition and health/wellness information and activities. Bill Karper also
focuses on health-related exercise, and particularly with older adults. Tanya Judd served as
facilitator/instructor for A Healthy Start classes for 20 girls.

Consulting and applied research--In Exercise and Sport Science, Dan Gould is very active as a sport
psychology consultant at the national and international level as well as in the community. This year, he
made media presentations on his work at the Nagano Olympics to the community. Regina Hopewell, in
her role as Director of the Fitness Assessment Lab, supervises fitness assessments and develops exercise
prescriptions for persons refereed from Campus Recreation and the community. In addition, she
consults with the Center for Creative Leadership on exercise programs.

In Leisure Studies, Stuart J. Schleien performs ongoing consultation with twelve agencies (schools,
residential facilities, recreation agencies, and advocacy agencies) to help facilitate sustainable systems
change for inclusive programming serving people with and without disabilities. Leandra A. Bedini
served as research consultant with North Carolina Baptist Hospitals, N.C. and as marketing consultant
with YMCA, Greensboro, NC. James R. Seller served as Design Consultant with Madison-Mayodan
Recreation Commission, Nathaniel Greene Elementary School, Pilot Elementary School, Canterbury
School, and Guilford Day School. David Matthew Zuefle served as consultant to Greensboro
Montessori School on Environmental Education Curriculum.

In Public Health Education, Dan Bibeau was a consultant to wellness Councils of America, helping
them establish program standards and reviewing company applications for awards; Paige Hall Smith
continues as a consultant on evaluation to the North Carolina Violence Task Force; Kay Lovelace
continued as an evaluation consultant to the UNCCH project on Tri-State Public Health Leadership
Development; Karen King was a subcontract consultant to Research Triangle institute's large CDC-
funded project on Evaluation of School Health Programs.

School of Human Environmental Sciences

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Community workshops, seminars, lectures--In the Department of Nutrition and Foodservice Systems, Claudia Green was an active participant in several state groups: NC Food Safety Coalition, NC 5-A-Day for Better Health Coalition, and NC NET Advisory Council. She also presented invited seminars to the NC Department of Prisons Food Service employees, the NC Child Nutrition Directors, and the Hendersonville County School Food Service employees. Jo Leimenstoll, Housing and Interior Design, gave an invited presentation to the Greensboro Historical Museum Guild.

In Human Development and Family Studies, faculty are professionally represented at the national level in a number of activities. Eleven faculty served as manuscript reviewers for major journals in the field. Five faculty members serve on the editorial boards of 10 journals, and two faculty were on review panels of federal agencies.

Faculty in Social Work served on advisory boards, provided consulting and training for regional, state and local agencies, including NC State Division of Aging, United Services for Older Adults, Guilford County Schools, several county departments of social services, NC Division of Social Services, Triad Health Project, Homeless shelters in Greensboro and Charlotte, Black Child Development Institute, Task Force to Reduce Family Violence, North Carolina Low-Income Housing Coalition, and Family and Children’s Services.

The Fall Symposium in Textile Products Design and Marketing provided an opportunity for people in the community and industry to learn about the current textile and apparel related industries and political issues. This year the focus was on Product Development. In the Spring, the seminar series featured ten industry specialists addressing key issues in textile product firms.

Public school related activities--In FNS, Claudia Green served as chairperson, Curriculum Development Committee, for the Guilford County Schools Tech-Prep Program for Culinary Services. She delivered food safety training workshops to school food program employees in Halifax and Haywood counties and in Asheville City schools. She developed a Child Nutrition Leadership Internship in collaboration with Guilford County Schools. She collaborated with the Guilford County Health Department to introduce nutrition education into a summer food program. Two faculty served as research mentors to three middle school teachers for the NSF funded The Nature of Science and Mathematics project.

In HDF, faculty participated in numerous task forces, committees, and boards that relate to public schools. Examples are: Advisory Committee for Teacher Education and Compensation Helps; work with the Guilford County Public School System in development of intervention programs for counselors, teachers, and parents; Community School Advisory Council of the Guilford County Public Schools; and Kindergarten Advisory Board for the Guilford County Schools. Faculty in Social Work have worked with the Guilford County Schools in providing training of school Social Workers.

Public concerts/creative activities--In HID, Tom Lambeth donated one of his paintings to the Greensboro Artist’s League fund-raising auction. Faculty and student studios in HID have developed design proposals for the old Woolworth building, for Walnut Cove Colored School, for the children’s gallery at the Greenhill Center for NC art, and have designed and built play structures for the Greensboro Children’s Museum.

School of Music

Community workshops, seminars and lectures--The School of Music faculty gave innumerable presentations to community groups in churches, retirement/nursing homes. They hosted various Music
Educators National Conference events and served as clinicians in a variety of settings.

Public school related activities--School of Music faculty made scores of appearances in public schools throughout the state.

Public concerts/creative activities--The School of Music presented over 250 concerts and recitals on campus. In addition, music faculty released six new CDs, premiered several new compositions, and performed hundreds of times in various venues off campus. Several faculty performed in the Greensboro Symphony Orchestra, one as Concertmaster, another as a Principal. Professor Robert Gutter continued his musical directorships of the Fayetteville Symphony Orchestra and the Philharmonia of Greensboro.

Consulting and applied research--Prof. Michael Burns continued as woodwind editor for the *North Carolina Music Educator*. Dr. Edward Bach continued as a clinician for United Musical Instruments while Dr. Kelly Burke was named artist/clinician for the Buffet Corporation.

School of Nursing

Faculty and students in the community health courses and the gerontological nurse practitioner program provide wellness clinics at Gateway Plaza, Village Green Retirement Community and Alonzo Towers. These clinics provide many elderly with health care that they could not afford otherwise. Faculty and students also conduct health fairs and work at the Greensboro Urban Ministry clinic for the Homeless.

The faculty and students of the Gerontological Nurse Practitioner Program sponsored three Community Health Fairs. They were conducted on March 19, 20 and 21 at Dorothy Bardolph Center in Greensboro, Morehead Court (High Point - facility for low income seniors), and Iglesia Bautista Hispana (Kernersville - public health clinic for low income Spanish speaking population).
CENTERS/INSTITUTES

College of Arts and Sciences

The University Speech and Hearing Center

The Center provided services to approximately 235 children and adults in their on-campus center and 740 children and adolescents in off-campus sites; there were 2320 client visits to the Center for evaluation and therapy, an increase of 160 clients from the previous year; and off-campus evaluations increased by 418 to a total of 1,207. New initiatives include Learning to Hear Project, funded by a grant received by Denise Tucker from the Kate B. Reynolds Charitable Trust, and the New Master’s Level Program Track in Speech-Language Pathology for Adolescents with Language Disorders, which is funded by a grant from the U.S. Department of Education.

Summer Institute

The History Department continues to participate in the Summer Institute jointly with the Museum of Early Southern Decorative Arts at Old Salem.

Bryan School of Business and Economics

The Center for Global Business Education and Research - Riad Ajami, Director, and Frank Land, Associate Director.

Two Experience Germany trips, one week educational and cross-cultural experiences, were conducted for a total of 39 participants. Four students participated in the organization and presentation of an international marketing symposium at Instituto Tecnologico y de Estudios Superiores de Monterrey (ITESM) in Mexico. An ongoing relationship was established with International Business Congress at ITESM. A formal agreement is being put together to involve UNCG students in the organization and presentation of the International Business Congress in Monterrey. One Bryan School faculty member visited a partner school in Great Britain, and one British faculty member came to the Bryan School. The Center sponsored and conducted the Governor’s Global Forum. Trips were made to Taiwan, Pakistan, and Mexico for recruiting of students. A home page was set up for Bryan School international programs which gives information about study abroad and the International Business Studies Program. The Director and Associate Director are actively negotiating to add France, Spain and Mexico to the opportunities for short-term education experiences for students. A student exchange agreement was signed with Granada, Spain. Negotiations continue with Gothenburg and Lyon. Discussions were conducted with the European offices of the International Trade Division of the NC Department of Commerce to establish internships for Bryan School exchange students studying in Germany. Internship possibilities also are being discussed with officers of Rheinland Pfalz Landesbank. The Director, together with members of the Romance Language Department, is working on a Department of Education grant for faculty and student development in language and international business. The Center funded enrollment of eight faculty members in the Faculty Development International Business in Mexico program conducted by Texas A&M. The Center provided funding for faculty to attend meetings and conferences of organizations such as the NC World Trade Association and the NC World Trade Center. The Center supported fourteen students in study abroad.
The Center for Applied Research - John Redmond, Director

The fourteenth offering of the Program for Management Development was well received, with thirty men and women from a variety of area firms participating. Several other specialized programs were offered to local and regional businesses. North Carolina Directory of Trade and Professional Associations was compiled and made available to libraries, businesses, and other interested agencies. The faculty of the Bryan School share professional contacts with other like-minded researchers through the Center's working paper series at other universities and private research organizations across the nation.

School of Education

The Collegium for the Advancement of Schools, Schooling, and Education, Dr. Larry Coble, Director

The Collegium oversees the Center for Educational Studies and Development, the Center for Educational Research and Evaluation, the Information Technologies Education Center, and the Center for School Accountability. Some of the years activities include: Consulting services to the National Head Start Advisor, Title I Principals Institute for Leadership Development in Columbus Ohio, and Greene County Career Center Program Planning (Ohio). Activities in conjunction with the Center for Creative Leadership include: Education Associates Program (Philadelphia, PA), and Department of Defense School Superintendents Leadership Training (Washington, DC).

Center for Educational Studies and Development, Jane Shoemaker, Director

Services and activities provided for the community by the Center included psychoeducational evaluations of children, youth, and adults (21 clients), a review course for professionals preparing to take the National Board for Certified Counselors examination (22 clients), the Piedmont Young Writer’s Conference on April 4, 1998 (485 students from 12 school districts and four private schools attended) and professional development workshops (67 clients).

The Center coordinated and organized a PRAXIS II specialty exam workshop for Guilford County teachers and UNCG Education Students in the areas of Math, Science, English, Foreign Language, Social Studies, and Elementary Math. One hundred three (103) people participated in this workshop.

Reading Together USA, Dr. Treana Adkins-Bowling, Director

Training sessions were provided to teach school-based coordinators how to use the materials and how to train tutors for their roles in the program. On-site consultations were provided for the all schools who participated in the Reading Together USA program. Additional on-site visits were made by a research assistant for data collection.

Center for Educational Research and Evaluation, Dr. Richard M Jaeger, Director

Since its inception in 1980, the Center for Educational Research and Evaluation has sought to improve public and higher education in North Carolina and the nation by applying the technical research and evaluation skills of faculty and graduate students to a variety of practical educational problems. Funded projects for the 1997-98 year included Reading Together ($20,000) and Evaluation of Paideia ($200,000).
Southeastern Regional Vision for Education (SERVE), Donald C. Holznagel, Director

In December of 1997, The Center for School Accountability/SERVE began the third year of its five year commitment for the operation of the Regional Educational Laboratory and the Eisenhower Consortium for Mathematics and Science Education. The combined funding is approximately $7,000,000 for FY ’97 alone.

Piedmont Triad Horizons Education Consortium, Dr. Frances Jones, Director

Activities—The consortium consists of fifteen school districts, eight community colleges, and nine four year institutions of higher education organized to advance the agenda of public education in the Piedmont Triad area.

School of Human Environmental Sciences

The School has two official Board of Governors approved centers: the Family Research Center (currently under the administrative supervision of HDFS; the acting director is Dr. David Demo), and the HES Center for Research (currently under the administrative supervision of the Interim Associate Dean, Dr. Kay Pasley). No changes in administrative structure, operating procedures or new initiatives were undertaken during 1997-98. The three Centers that support the Child Care Education Program (CCEP) continue to operate under the administrative supervision of the HDFS Department Chair, Dr. David Demo.

School of Music

Summer Music Camp Dr. John Locke, Director—The Camp posted a record enrollment of almost 1700, continuing as the largest university-sponsored camp in the nation.

Community Music School Dr. James Prodan, Director—The School continued to provide both class and individual instruction for pre-college and post-college populations.

Carolina Band Festival and Conductors Conference Dr. John Locke, Director—The Festival continued its outstanding Carolina Honors Bands. The event featured James Croft, Director of Bands at Florida State University, Leslie Hicken, Director of Bands at Furman University, and Frank Wickes, Director of Bands at Louisiana State University.

Focus on Piano Literature Dr. John Salmon, Director—The Focus on Johannes Brahms was a singular success.

Jembe Institute Dr. Eric Charry, Director—The second Jembe (African drumming) Institute drew 80 participants from throughout the country and was a decided success.
ACADEMIC SUPPORT UNITS

Graduate School and Research Services

Graduate Enrollment Management

Recruitment- A Graduate Enrollment Task Force was established to analyze the current status of graduate student recruitment and make recommendations to the Graduate School for improving our recruitment strategies. The Task Force, composed of graduate faculty from each academic unit, graduate students, and support staff, met regularly during the academic year. Mr. Thomas Jackson, a national expert on graduate recruitment came to UNCG to offer a graduate recruitment workshop for all graduate programs, and to meet with the Task Force. The Task Force report was due by May 15.

Minority Recruiting--The Dean or Assistant to the Dean visited Davidson College, Salem College, and Winthrop University during their graduate or career fair days. The Graduate School continues to follow the guidelines originally constructed for the Consent Decree, including recruitment visits to Bennett College, Elizabeth City State University, Fayetteville State University, Johnson C. Smith University, NC A&T State University, NC Central University, Shaw University, and Winston-Salem State University. In addition, Graduate School staff participated in a Graduate Education workshop hosted by the UNCG Black Alumni Council.

The Graduate School also used the GRE Minority Locator Service to mail out information and applications to black students who met certain guidelines. Approximately 175 application forms were sent out to prospective applicants through this service during the 1997-98 academic year.

Assistantships, Scholarships, Fellowships and Traineeships

Assistantship Awards--For a complete list of Assistantship awards, see Appendix H.

Scholarships, Fellowships and Traineeships--Greensboro Graduate Scholars provides a $3000 add-on to assistantship for three years for doctoral students, $2000 for two years to master's candidates. In 1997-98, twelve doctoral and ten master's students continued in the program; five doctoral and ten master's students began study.

Four doctoral and two master's students received Excellence, Hayes, or Hester stipends for $14,000; one doctoral student received a $14,000 Alumni Fellowship. Minority Presence Grants of $4,000 (or $4,500 if summer study was projected) went to seven African-American doctoral students and three African-American master's students who are North Carolina residents. Patricia Roberts Harris Fellowships were awarded to one doctoral student, as stipulated in the grant proposal, and two MFA students received this fellowship.

Graduate Programs

New Programs:
   Post-Baccalaureate Certificate in Nursing began FA97.
   Post-Baccalaureate Certificate in Gerontology began FA97.
   Master's in Social Work, the first cohort enrolled FA97.
   M.S. degree track in Information Technology and Management was approved by General
Administration and authorized to begin admitting for SP 98. 
Post-Baccalaureate Certificate in Nursing Case Management approved FA 97, for FA 98 start. 
M.S. in Computer Science for FA 98 start. 

Discontinued Programs: 
M.Ed. in Special Education, Gifted and Talented 
M.S. and M.Ed. In Home Economics Education 

During the 1997-98 academic year, the Graduate School established a Genetic Counseling Planning Committee to construct this new master of science degree implemented after fall 2000. 

Gerontology--Under the administration of the Graduate School, the post-baccalaureate certificate program in Gerontology began its first year of operation with Dr. Sandra Powers of the Department of Curriculum and Instruction as the Director. Eleven students were admitted to the program in 1997-98. Three new Gerontology core courses were taught in the fall, and two were repeated during the spring. Over 2,200 brochures were mailed throughout the Triad in May of 1997, with follow-up mailing in December 1997 and April 1998, resulting in 541 contacts and 111 prospects. UNCG hosted the November 1997 meeting of the state advisory committee for the Institute on Aging, and sponsoring the opening reception at the Association for Gerontology in Higher Education annual meeting held in Winston-Salem in February 1998. In addition, a proposal for funding in excess of $400,00 was submitted to the Institute on Aging. Requests emphasized program development needs and staff support. In addition, the University Gerontology Committee will begin the planning for the authorized MS degree in Gerontology during the 1998-99 academic year, with an anticipated start date of the 2000-01 academic year. 

Degrees Conferred--Although tallies are unofficial at the time of writing the annual report, during 1997-98, 795 graduate degrees and one Certificate of Advanced Study were conferred. The distribution of degrees awarded in this twelve-month period is provided in Appendix E. 

The conferring of 79 doctoral degrees brought the all-time total of doctorates to 1,732. 

Graduate Studies Committee: 

In 1997-98, the GSC: 
• revised the Charge, Policies and Practices of the Graduate Studies Committee 
• approved an exemption to the transfer credit policy for students in the communication sciences and disorders program, allowing them to take up to one half of their program as transfer credit. 
• revised the Continuous Enrollment Policy. 
• endorsed Request for Authorization to establish the combined M.S.N./M.B.A. 
• approved Post-Baccalaureate Certificate in nursing case management. 
• approved program revisions for the M.Ed. in science education, the M.A. in sociology, the M.P.H., the M.S.N., the Post-Master’s Certificate in gerontological nursing, the M.A. in communication studies, the M.A. in history, and the instructional technology specialist--computers G-licensure program. 
• approved 184 course/curriculum revisions. 
• approved 66 new/amended course proposals and acted on one student appeal. 

Graduate Faculty
Of the 615 full-time members of the teaching faculty, 85% held the rank of Member (387) or Associate Member (135) on the graduate faculty. In addition, there were 111 Adjunct Members. A total of 88 graduate faculty applications were processed during the academic year.

Meetings of the graduate faculty were held in November and April. In the November meeting the Dean of the Graduate School reported on the state of graduate education and research, followed by open discussion. The April meeting consisted of roundtable discussions on the following topics: (1) case studies of admissions problems (2) case studies of general graduate school problem situations, and (3) distance learning at the graduate level.

During the 1997-98 academic year, the Faculty Senate approved the creation of the Research Policy Committee in the 1998-99 academic year, to assist the Associate Provost for Research research policy and improve the research climate at the University. The committee is composed of faculty from each academic unit, faculty senators, and administrative staff, with a faculty member as Chair. In addition, the existing Research Grants and Policy Committee of the Faculty Senate will be renamed the Research Grants Committee and take over responsibility for recommendations about the Summer Faculty Fellowships.

Office of Research Services: Contract and Grant Activity--A table showing the breakdown between federal, state, foundation, and other sources for proposal submission and awards (for years 1996-98) is provided in Appendix E.

University Centers and Institutes--The Graduate School has administrative responsibility for the all-university centers and institutes devoted to research. The overall mission of these centers is to facilitate faculty and graduate student research on important issues that face the Triad, North Carolina, the region, and nation.

The Center for the Study of Social Issues (CSSI)

The Center for the Study of Social Issues (CSSI) was created in 1996 to address social issues relevant to the region, state and country, while building on the social science research strengths of the UNCG faculty. During the 1997-98 academic year, the executive and advisory boards of CSSI were in full operation. The Guilford Initiative for Training and Treatment Services (GIFTTS), which continues to be the largest contract, expanded to 1.2 million this year with funding provided by North Carolina Department of Human Resources, Division of Mental Health, Developmental Disabilities, and Substance Abuse Services. The Department of Health and Human Services Public Health for have awarded additional funds in the amount of $153,000. This is part of a five year 8 million dollar grant for new children s mental health program in North Carolina. This has enabled CSSI and GIFTTS to expand its staff to 24 people, including graduate and undergraduate students. The additional funds helped to support a presentation on UNCG campus by nationally renowned Dr. Robert Friedman on system of care services for children. In the amount of $200,000 over two years, the Environmental Protection Agency has funded the West Macedonia Redevelopment Project with many activities through CSSI. During the 1997-98 academic year, Dr. Domini Castellino, postdoctoral fellow, assisted CSSI Director Dr. Carol MacKinnon-Lewis with scholarly research. Also, an Associate Director of CSSI was appointed to facilitate collaborative research and grant activity with faculty and community fellows.

The Institute for Health, Science and Society (IHSS)

During its first year of existence, the Institute for Health, Science and Society has been involved in
positioning the Institute strategically to begin making significant contributions to the University and the community through programs of research and evaluation of health and health care issues while beginning to generate external funding. The space allocated to the Institute in the Park building was rearranged and expanded to accommodate staff needs, allowing more efficient and private work spaces
for the Wellness Council staff, and one additional full-time staff person who will be hired for the ACCESS II project.

During the past year the Institute has initiated or participated in a total of 39 separate activities in seven categories: capacity building, community-based collaborative programs, campus-based collaborative projects, curriculum planning, survey research, worksite health promotion, and publications. With this broad range of activities the IHSS has achieved visibility in the community and on campus, demonstrated competence and gained the respect of agencies and providers, and begun generating external funding to support our activities. Efforts in capacity building are directed at improving the infrastructure for health research on campus and to making research proposals from UNCG and MCHS investigators more competitive for external funding. On campus the Institute has directly supported faculty pilot research activities and participated in planning for the Genetic Counseling Master’s degree program and the proposed Gerontology Master’s degree.

Survey activity of the Institute has occurred in three categories: faculty support, community collaboration, and internal planning and development. Data from a survey of residents of the twelve-county Piedmont Triad is being used to develop geographic information system (GIS) capability to map health variables, in conjunction with the Department of Geography. Wellness Council activities have focused on three objectives: 1) providing support and services to members; 2) recruiting new members; 3) promoting worksite wellness activities. During 1997-98 the membership of the Council has grown from 124 to 200. A Worksite Health Promotion post-graduate certificate program is being planned for January, 1999. Publications of the Institute include *Guilford County Health Trends, 1991-1997* (in progress), *Piedmont Triad Health Atlas* (in progress), *The Wellness Council of North Carolina 1998 Membership Directory and Resource Guide* (published February 1998), and websites for the Institute and the Wellness Council.

**Information Technologies Education Center (ITEC)**

Between January 1997 and June 1998, the Information Technologies Education Center developed the university’s first fully online course, sponsored an academic learning technologies conference, and worked with four school systems to fund, design and implement specialized training in TechTools learning technologies. Workshops reached 152 teachers and administrators from more than 80 schools. ITEC also provided the sole infrastructure support for the NSF-funded statewide Technology Tools project, as well as the UNCG TechTools professional development site. The funding terms for establishing TechTools professional development sites include initial NSF funding (to each of ten sites across North Carolina, of which UNCG is one) to provide 32 (6-hour) days of training to area science and mathematics teachers, after which each site is required to support continued training independent of NSF funding. ITEC provided the vehicle for meeting these requirements which were over and above UNCG’s overall cost-sharing obligations.

The opportunity to institute one of the ten TechTools training sites in addition to designing the program, developing instructional content, training site instructors, and coordinating statewide efforts, has been a principal key to the TechTools project’s success. The National Science Foundation recognizes the importance of using federal monies for the good of the public and to leaving a permanent mark on the educational landscape.

**Undergraduate Education and Special Academic Initiatives**
Undergraduate Education

The unit of Undergraduate Education and Special Academic Initiatives (UESAI) was created at the beginning of the 1997-98 year with the restructuring of an existing associate provost position in the Office of the Provost. The creation of this position, whose duties include some formerly connected with the office (academic program inventory and review; accreditation activities, including institutional effectiveness) and major new duties in general education, coordination and expansion of living/learning communities and honors programs, and other initiatives to enhance the undergraduate experience, demonstrates UNCG commitment to the strategic planning goals to provide exemplary learning environments and build a strong sense of university community.

General Education Program--(All University Liberal Education Requirements/AULER)--In October, 1997, the Provost and the leadership of the Faculty Senate named an AULER Commission, with membership which included a representative from each academic unit, the Dean of Arts and Sciences, and resource faculty representing Jackson Library and the College, with the Associate Provost for UESAI providing staff support. This Commission was charged to produce a Conceptual Framework for a review of AULER, to include a philosophical statement, learning goals, areas of study, and assessment guidelines. The Commission met every two weeks from December until May, sponsored forums in each unit and at the Faculty Senate, and produced the Conceptual Framework, which was distributed to the General Faculty on May 7, 1998.

Interdisciplinary Programs--The Associate Provost provides additional support to the interdisciplinary academic programs which are housed in the College of Arts and Sciences but include faculty from other units, in particular, Women’s Studies and African-American Studies. In 1997-98 that support included providing funding support for CACE and a few other special projects and participation in the Women in Science Initiative, a Women’s Studies committee charged to review and reduce barriers that might discourage females science students. The group carried out two projects 1) a transcribed focus group session to gather input from currently enrolled female science majors and 2) additional funding support provided to science departments to support distinguished female scholars invited to present distinguished research seminars if they also agree to meet with female students in two additional informal sessions.

Undergraduate Curriculum Committee--UESAI provides staff support for the Undergraduate Curriculum Committee, the faculty review body for new proposals and changes in undergraduate courses, minors and degree programs. Major changes approved by the UCC in 1997-98 are noted under the appropriate academic unit. Other UCC activities for the 1997-98 year included endorsement of the Seven Principles for Good Practice in Undergraduate Education, encouragement of increasing the number of hours of upper level credit required in baccalaureate programs, and preparation for its major role in the AULER review in 1998-99.

Undergraduate Studies Council--A new standing university committee was named in 1997 to serve as advisory committee to the Associate Provost. The Undergraduate Studies Council was charged to consider possible ways to improve the quality of the undergraduate experience. USC membership included representatives from all academic units, Enrollment Services, and Student Affairs; the directors of all living/learning communities and other special academic initiatives; and two students. Several of the committees and informal work groups reporting to UESAI, including the Undergraduate Research Assistantship (URA) Selection Committee, were incorporated in the USC. Particular accomplishments of the USC during the 1997-98 year included a review of UNS 101 and the
development of guidelines allowing more flexible versions of that course to be offered for specific groups in the future, enhancement of the URA to ensure greater student self-direction and reflection, and a study of possible USC projects in keeping with the 1998 Strategic Plan. Initiatives that will be continued next year include a study of the issue of academic integrity, including the advisability of increasing student responsibility for maintaining standards, and a review of ways to nurture a sense of community among non-traditional students, including ACES, transfers, and part-timers.

Undergraduate Research Assistantships--The Undergraduate Research Assistantship program was transferred to the Associate Provost UESAI in January 1998. This competitive program provides support ($750 a semester) for approximately 70 juniors and seniors a year to perform research under the close supervision of faculty. Chart 1 shows 1997-98 recipients. The URA Selection Committee was expanded in spring 1998 and charged by the USC to review program guidelines and materials with the goals of increasing its visibility, its availability to students, and the opportunities for student synthesis and public presentation it offered. In keeping with the committee report, guidelines were revised, a brochure developed, and a poster show planned as a culminating event beginning in 1999.

Special Academic Initiatives

The Associate Provost for UESAI serves as a coordinator and advocate for UNCG living/learning communities (Residential College, Strong College, Grogan College, Teaching Fellows), honor student communities (Honors Program, Reynolds Scholars), interdisciplinary courses and programs (Freshman Seminars, Women's Studies, African-American Studies, Gerontology), pre-professional programs (Pre-Medicine, Pre-Dental, Pre-Law), and international programs. These programs, along with other activities and special projects that are not offered exclusively by faculty from any one academic unit, are included in the category of Special Academic Initiatives.

The creation of the Undergraduate Studies Council (USC), whose membership includes the directors of all the units above except the pre-professional programs, has allowed more coordination and shared goals in these initiatives than has been possible in the past. The directors/senior fellows of Residential College, Strong, College, Grogan College, Teaching Fellows, Reynolds Scholars, and the Honors Program have met regularly as a special committee of the USC to explain unique challenges and work through solutions of shared problems. One special task of that group was a study of workloads and compensation for faculty participants in the various programs.

Living/Learning Communities--Nurturing of established living/learning communities and the development of the pilot project in Grogan Residence Hall was a major focus of UESAI. Enrollments and faculty support for the three programs are shown in Chart 2, which also includes other special programs. In addition to funding all academic support for Grogan and sharing activity and equipment support for that program with Residence Life, UESAI also provided supplementary funding to the other program for a few special projects, including computer equipment, student conference support, and incidental entertainment costs.

The experimental program of Freshmen Learning Communities in Grogan Residence Hall completed a successful year. The program, renamed Grogan College, served approximately ninety freshmen in its first year through common classes, residence hall study groups, activities sponsored by the Faculty Fellows of the seven learning communities (lc's). The Faculty Fellows meet as a body regularly through the year to evaluate the program and coordinate its activities. Also important to the success of the program has been the extent to which units across campus have worked together: The College and the Schools, Student Affairs, (a joint sponsor of the program), Residence Life, Student
Academic Services, Admissions and the Registrar’s Office have all played major roles. Evaluation of student benefits from the Grogan experience is being conducted by a graduate student who plans to incorporate her findings in her doctoral dissertation.

A Senior Fellow of Grogan College position was developed and filled as of January 1998 to coordinate planning, recruitment, and joint activities for the program. Recommendations for altering some identified problems will be followed as plans are carried out for a full-scale operation in 1998-99 that will fill Grogan Hall with 280 freshmen in 15 LCs, ensure courses or other formal meetings led by Faculty Fellows for their groups in the fall semester, and add sophomore mentors for each group to ensure continuity and student leadership. Extensive recruitment activities (extensive telephone calls) have ensured full enrollment for 1998-99.

Residential College in Mary Foust Residence Hall, the University’s oldest living learning community, enjoyed a productive year of strong enrollment in the program and in the classes. A new Office Assistant supported the work of the Director and Assistant Director and produced the first newsletter. Challenges continued in the areas of availability of faculty for RC courses and constraints on students’ freedom to take RC courses. Students were actively involved in campus life, several studied abroad, and 48 made the Dean’s List.

Cornelia Strong College also had a very productive year, its fourth, and can now be judged to have achieved the vision of those who established it, to create a community of students, faculty, and staff united by camaraderie, good will, and seriousness about academics. Strong College continues its strong ties to the Honors Program and to Student Government: both the 1997-98 and 1998-99 SGA Presidents are members of Strong College. Such activities as the weekly teas and lunches, the Literary Society, and special events through the year were particularly successful this year. Strong-L, the interactive chat group, was more active than ever.

Villa Castellana, the Spanish House, was inaugurated in 1997-98 in Coit Residence Hall. All Spanish students are invited to take part in Villa Castellana activities, which include programs by native speakers, meeting with campus guests, and social activities. In 1998-99 the program will become part of the offerings in the International House, Phillips Hawkins Residence Hall.

Non-residential Learning Communities--The Honors Program continues to grow in student quality and involvement. The SAT scores of entering freshmen averaged 1219, 29 points above the previous year. In addition to such regular events as weekly Honors coffees and speakers series, an Honors Banquet was held to honor the eight thesis completers. Other innovations were a special Step Ahead for entering freshmen and the creation of an Honors Program Handbook, an Honors Web Page, and an Honors List Serve.

The Teaching Fellows Program, a selective scholarship program which provides planned activities and support for future teachers, initiated a greater emphasis on student service involvement. All 127 Teaching Fellows were required to participate in at least one sponsored service activity in the spring. The Multiple Sclerosis Walk was particularly successful. Also, in a pilot program which may become a requirement for all junior and senior Teaching Fellows next year, 17 Fellows assisted Initial Licensure Teachers in Guilford county in creating teaching portfolios. Freshmen Teaching Fellows are registered for common sections of AULER courses, and the English composition classes initiated a new project, setting up a pen pal program with UNCG alumni who had retired from the teaching profession.

Groundwork was laid to inaugurate a campus program with similarities to the Teaching Fellows Program.
program for recipients of Reynolds Scholarships, the University's most prestigious scholarship. Guidelines and recruitment materials were developed in keeping with the terms of an endowment from the Z. Smith Reynolds Foundation. Beginning in 1998-99 the Reynolds stipends will increase to $5,000 a year and added funding will support a summer service project, study abroad, and an internship during the student's four-year college career. A Faculty Coordinator was named to serve as director of the program and mentor to the group. Ten Reynolds Scholars of the class of 2002 were selected following campus interviews.

Chart 2: Living Learning Communities

<table>
<thead>
<tr>
<th>Honors Program</th>
<th>Enrollment (F 97)</th>
<th>Faculty/course support</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>238 all classes</td>
<td>24 faculty taught courses</td>
</tr>
<tr>
<td></td>
<td>(81 first time)</td>
<td>11 faculty presentations at Coffees</td>
</tr>
<tr>
<td></td>
<td>8 seniors completed theses</td>
<td>13 course sections each semester</td>
</tr>
<tr>
<td>Residential College</td>
<td>120 freshmen/sophs</td>
<td>27 faculty involved during year</td>
</tr>
<tr>
<td></td>
<td></td>
<td>19 course sections each semester</td>
</tr>
<tr>
<td>Strong College</td>
<td>240 all classes</td>
<td>24 Faculty Fellows</td>
</tr>
<tr>
<td></td>
<td></td>
<td>No courses</td>
</tr>
<tr>
<td>Grogan College</td>
<td>92 freshmen</td>
<td>15 faculty involved during year</td>
</tr>
<tr>
<td>Villa Castellana</td>
<td>12 (all classes) living in Coit Hall; 30 total involved</td>
<td>8 faculty involved during year</td>
</tr>
<tr>
<td>Teaching Fellows</td>
<td>127 all classes; 36 freshmen</td>
<td>faculty support from School of Ed, AULER sections faculty</td>
</tr>
</tbody>
</table>

Institutional Effectiveness

The Associate Provost visited the dean of each academic unit during the fall semester to offer her perspective on the importance of 1) maintaining records of specific improvements made in the curriculum and its delivery as a result of that unit's assessment plan and 2) updating these records annually. She serves as the co-chair of the campus Institutional Effectiveness Committee and thus participates in the design of campus-wide assessment instruments, including the sophomore, senior, and alumni surveys.

Services

Conference on African-American Culture and Experience (CACE)-- The Conference on African-American Culture and Experience sponsored a year-long series of activities in conjunction with President Clinton's call for a national dialogue on race relations. In addition to brown-bag lunches held throughout the year on various related topics, CACE sponsored a Town Meeting on Race on November 2, 1997. The annual CACE event featured economist and syndicated columnist Dr. Julianne Malveaux, who spoke on April 30, 1998, to a capacity crowd in the Alexander Room, EUC.
Instructional Agreements--Instructional Agreements approved by the Provost's Office during 1997-98 are listed in Appendix E.

Teaching Excellence Awards--1998 recipients of Board of Governor's and Alumni Teaching Excellence Awards are listed in Faculty Research and Teaching Grants. The selection process, headed by Committee Chair Dr. Denise Baker, Associate Professor of English, followed revised procedures recommended by 1996-97 Committee. Changes included placing all senior faculty nominated under consideration for both the Board of Governor's and Senior Alumni awards. In another change, finalists were honored at a January luncheon hosted by the Chancellor.

Task Force for Outreach to New North Carolinians--The Task Force for Outreach to New North Carolinians, chaired by the Associate Provost, was a special initiative during 1997-98. The Task Force was created and charged by Chancellor Sullivan to explore ways that UNCG could meet the needs of immigrants into the Triad whose native language is not English and work in partnership with local school systems and service agencies to acculturate them into society and assure them the benefits of higher education. Membership of the Task Force includes both UNCG faculty and staff and adjunct members from the Guilford County Public Schools, Lutheran Family Services, the Glenwood Library Multicultural Center, and Americorps ACCESS. Accomplishments during 1997-98 included the preparation of a grant proposal seeking founding for a research and coordination institute on campus, the development of proposals for enhancing campus support for students, expanding UNCG programs in English as a Second Language, working in partnership with schools and agencies, and creating special events to bring New North Carolinians to campus. The first such event, Family Day at the Weatherspoon, is scheduled for June 27, 1998.

Division of Continual Learning

Enrollment Information - Credit Activities

Summer School--Summer Session is the University's main academic program during the summer months. As a self-supporting program, all courses are offered contingent on adequate enrollment. Summer School offers over 500 courses each summer. In 1997, credit hours decreased 2.70% from 1996 and unduplicated headcount decreased 2.32%. In 1997, 27 rising high school juniors and seniors took UNCG credit courses on the UNCG campus during second session summer school under Fast Forward.

Extension Credit Courses

Extension instruction may be given either on or off the campus; however, as the UNC system moves toward a funding model for extension instruction, extension will be defined as off campus instruction. Instructional costs of these courses currently are met from student fees or other outside sources, and this may change with the advent of extension activity funding.

After approval by the appropriate dean of courses offered for UNCG credit through Extension, DCL processes teaching assignments and payroll. Assistance is offered to faculty in program planning, budgeting, and promotion. The office also acts as an arm of the Registrar's Office for Extension students, registering students, and processing drop/adds, petitions, and grade sheets.

The Master of Arts in Liberal Studies (MALS) is an interdisciplinary graduate program designed for unique freedom and flexibility of study. The MALS program offered its first course in a distance
Fast Forward--The Fast Forward program provides UNCG credit courses to high school students taught by high school teachers who qualify as UNCG Adjunct Faculty and receive summer training and ongoing mentoring from UNCG faculty. Courses at the 100 level in English, history, mathematics, and western civilization are offered. Students, who pay UNCG tuition but not fees, receive UNCG credit and high school credit. 430 students from thirteen high schools in 5 counties participated in the 1997/98 school year.

Community College Extension Programs--Alamance Community College continues its contract extension program with UNCG. The contract with Randolph Community College expired after 1997, when eight courses were taught. At Alamance Community College (during Summer 1997-Spring 1998), UNCG faculty taught 160 sections of 91 courses and generated 10,039 student credit hours.

Off-Campus Extension Courses (Summer 1997-Spring 1998)--Continuing Education coordinates a number of undergraduate and graduate off-campus courses each year ranging from nursing clinicals to courses offered through the Study Abroad Program and Humanities Institute. Exclusive of the community college extension courses and MALS, 40 courses were offered, 22 undergraduate, and 18 graduate, with 330 students enrolled.

On-Campus Extension Courses (Summer 1997-Spring 1998)--Continuing Education also coordinates 40 undergraduate and graduate on-campus courses, most of which are concentrated in the summer sessions, with 435 students enrolled. These figures include 33 Section 83’ courses with enrollment of 273 offered outside the regular summer budget in order to accommodate student need for courses where enrollment is typically low (e.g., music performance, languages, etc.). In these courses, faculty are compensated based upon enrollment in the class.

Other Extension Courses/Programs

The Extension credit division is an administrative support unit for several on-going programs:
- Department of Classical Studies anthropological dig in Crete.
- English Composition courses designed for adult students admitted to UNCG through the ACES office.
- The School of Education and the Greensboro Area Math and Science Education Center summer program for public school teachers.
- The School of Human Environmental Sciences, Department of Human Development and Family Studies undergraduate and graduate courses in Early Childhood Leadership Through Mentoring offered to directors of and teachers in child care centers.
- Humanities Institute courses in English, history, art, and drama in England, Scotland, Ireland, Greece, Wales, and other countries.
- The School of Nursing, BSNO anesthesiology internships at Baptist Hospital in Winston-Salem and the Raleigh School of Nurse Anesthesia.
COURSES offered through the Study Abroad Program sponsored and managed by the Office of International Programs.
The “Old Salem Dig” provides students with archaeological and historical research experience on-site at Old Salem.
Summer Institute for Theatre Education (third year).  
Doing Business, a Spanish program (fourth year).  

**Enrollment Information - Non-Credit Activities**

This unit developed and delivered a variety of courses, workshops, camps and other instructional activities for which degree credit is not granted. The unit also serves as the University's intermediary with the external community and arranges for the use of lodging, meals, classroom space and other facilities when requested by outside groups.

The **Emeritus Society**, which offers non-credit courses in the liberal arts for the senior adult population of the Triad area, enrolled 618 participants in FY 97-98, its sixth year of operation.

**Continuing Education Visitor-Dance And Physical Education** for ages 18 and up, offers, in cooperation with the Departments of Dance and Exercise and Sport Science, summer courses in golf, dance, tennis, aerobics, swimming, weight training, and physical fitness, enrolled 33 participants during FY 97-98, nineteenth year of operation. The **Visiting Auditor Program**, which opens lecture courses to auditors from the community on a space available basis, enrolled 167 participants in FY 97-98, its twenty-first year of operation.

**Community Music School** registrations and payroll are handled through the Division of Continual Learning at the request of the School of Music. It offers private lessons in piano, guitar, trombone, saxophone, and voice taught by graduate/undergraduate students, with 90 participants during FY 97-98. **Financial Strategies for Successful Retirement**, which is offered by a community financial organization, Integrated Financial Services, to address retirement planning issues, enrolled 140 participants for FY 97-98. **Primum Inc. Travel Agent Training**, a certification program for individuals seeking entry-level positions in the travel industry, was offered for the first time in FY 97-98 with 33 enrolled. **SAT Test Prep** offered to coincide with various SAT test dates, enrolled 52 participants in FY 97-98, fourth year of operation. **Graduate Test Prep**, offered in conjunction with Cambridge Education Services, provides year-round, semester-long series of test preparation courses for the GRE, GMAT, and LSAT. It enrolled 108 participants in FY 97-98.

**Conferences and Workshops**

The Division of Continual Learning coordinates summer conference activity for University-sponsored and non-University sponsored groups requesting use of facilities and services during the summer and acts as liaison with all campus service providers; i.e., Residence Life, ARA, Campus Police, Parking Services. It recruits groups to UNCG, consults with organizations on program planning and assists groups with off-campus services as required. 1997-98 highlights include of two major department conferences: **Attention/Deficit Hyperactivity Disorder - Psychology Department** (200 people) and **Law, Ethics, and Justice: Beyond the Adversarial Process - Sociology Department** (150 people). Conferences and workshops served 3,717 people during the summer of 1997 and brought gross revenues of $349,139.39 to the University in FY 97-98. In addition, screens and handles requests for meeting spaces at UNCG for community groups, civic organizations, churches, etc. This unit also serves as the appointed liaison for the Weatherspoon Art Gallery and the Student Health Services for external groups. It served 7,129 people during FY 97-98, an increase of 38% over FY 96-97.
Summer Camps

The All-Arts and Sciences Camp, which explores creatively the lives of significant artists and scientists from around the world and throughout history and provides early experience of life on a college campus, expanded to Winthrop University in 1994, The College of William and Mary in 1995 and to the University of Maryland at College Park and Wake Forest University in 1997. Enrollment during the summer of 1997 totaled 1671 children, with 470 at UNCG, 285 at Winthrop, 359 at The College of William & Mary, 370 at Wake Forest and 187 at The University of Maryland at College Park. Wake Forest and University of Maryland at College Park were new dates in 1997.

The Summer Getaway (to London), a one week trip to a selected European capital (London, England in 1997), is marketed to All-Arts & Sciences Campers. Twenty-two campers and four parents participated in 1997.

Major Program Initiatives

Distance Learning Programs--Curriculum specialists in Distance Learning and Professional Development (DLPD) have taken an active roll in the various distance learning committees on campus that are working to prepare the University to both receive and send courses via the telelearning network. They are considering all media for the development of distance format courses: CD-ROM, Internet/World Wide Web, 2-way interactive video, audiotape and videotape supplemented with e-mail.

During the 1997-98 academic year, DCL coordinated the delivery of three distance format classes. In Fall 1997, CCI 502X, History of Latin Literature, and CSD 600X, Professional Issues and Ethics in Speech Pathology were offered to a total of 15 students at a distance. In both courses, the campus-based lectures were videotaped, copied and distributed to students at their homes across the state. With the assistance of personnel from Instructional and Research Computing, listservs and threaded discussion groups were established for the classes—this e-mail and electronic discussion forum served as the interactive component of the courses.

In Spring 1998, only CSD 552X, Communication and Aging, was offered in the distance format to seven (7) distance students. The videotape model supplemented with e-mail, threaded discussion and listserv for the interactive component was used in the course. Several of the students in this course had completed the CSD 600X from the fall semester.

General Administration has approved a plan for an inter-institutional consortium to deliver in distance format a graduate degree in Communications Sciences and Disorders beginning in Fall 1998. The participating schools are UNCG, NCCU, UNC-CH, ASU and WCU; the program was designed to help speech pathology personnel currently working in the public school systems earn their graduate degrees. In Fall 1998, the consortium will officially launch this program. General Administration has also authorized the development of the Master of Arts in Liberal Studies for delivery in Eden, North Carolina (authorization for a Triad cohort of this program is still pending) and the establishment of the Bachelor of Science in Public Health Education (Community Health concentration) in Wake County beginning in Fall 1998.

Professional Development Programs and CEU Activity (Non-Credit Programs)--Several major Professional Development programs are at various stages of delivery or planning: Language and Culture for Business Program, Center for Creative Leadership Continuing Education Unit Program, Certificate Program for International Nurse Anesthetists, Worksite Health Promotion (Wellness) Program, and
Cross-cultural Management. These programs offer CEU’s (Continuing Education Units) in lieu of academic credit. The Language and Culture for Business Program is the most fully realized of these programs; it is currently being marketed to the corporate community. It is a program designed to educate corporate employees in how to conduct business with international customers or clients.

In Fall 1997, DCL delivered Spanish Language and Culture for Business to twelve employees of Konica Corporation, USA, on-site over a period of six weeks. DCL has since developed programs in Spanish Language and Culture for Health Care Professionals (Pharmacists), Doing Business Abroad—A Turkish Perspective, and Doing Business Abroad—An Indian Perspective and is negotiating with corporations for delivery later this year.

There have been several major CEU workshops this past year, including areas: Alzheimer’s Conferences (enrollment: 238); SERVE In-Service Training for Teachers (enrollment: 10); Musikgarten Workshop (enrollment: 30); Attention Deficit and Hyperactivity Disorder Workshop (enrollment: 193); and Law and Ethics (enrollment: 14). In cooperation with the UNCG School of Nursing, the Division of Continual Learning is sponsoring a non-credit certificate program to train four international nurses in nurse anesthesia. Depending upon the applicant pool, this program is scheduled to begin in Fall 1998. A program in Cross-cultural Management Training is in the planning stages.

Enrollment Services

Banner—The offices of Enrollment Services completed the second year of implementation of the SCT Banner project. A number of tasks have been completed or are in process, including those in the modules of Recruitment, Admissions, Financial Aid, Transfer Articulation, Residence Life, Schedule, Registration, Academic History, Accounts Receivable, and Revenue Analysis. For the first time in the institution's history, in spring 1998 students can access their academic, admissions, and financial aid information via telephone voice response and the Web.

Changes in academic regulations approved by the Faculty Senate included two significant revisions to the Academic Good Standing Policy. One such revision excluded part-time and summer school students from suspension on the basis of the percentage of classes passed during a given term. Another change to the Academic Good Standing Policy allows new freshmen and transfers, who are not in good standing following their first term of enrollment, to be placed on probation with extensive, required intervention rather than being suspended automatically.

A Learning Assistance Center was created to provide free tutoring, academic skills assessment, learning styles assessment, academic skills workshops, and learning assistance materials to all UNCG students. Fifteen peer mentor groups were formed to assist entering freshmen with the transition to college.

A series of publications were developed to promote student success (Getting the Most Out of Your Reading, Preparing for Tests and Test-Taking: Simple Strategies That Work, Improving Your Memory, Improving Your Time Management Skills, Freshman Guide to Course Selection, A Guide to Academic Support Services, UNCG UNS 101).

With input from the Marketing Group, six marketing messages were identified for the University. These messages permeate all recruiting publications, advertisements, speeches to prospective students, campus tour presentations, phone contacts, and the like. In addition to consistent messages, all
publications have a consistent design. Enrollment Services is in the process of completing three new recruiting videos. Target audiences include traditional undergraduates, ACES students, and students interested in the arts. It has also conducted an Enrollment Capacity Survey to provide information for planning in Academic Affairs for enrollment growth over the next five years.

Among the multitude of initiatives outlined in the original Enrollment Management Plan, most have been completed, some are in progress, several were not funded, and a few have not been implemented. Documentation exists on the status of each initiative. Inclusion of this voluminous documentation seemed inappropriate for an annual report but is available for review upon request.

Student Academic Services

The Student Academic Services Web Page was enhanced to include GPA calculators for Academic Good Standing, term GPA needed to achieve a specific cumulative GPA, and a cumulative GPA calculation based on semester hours completed.

A number of intervention strategies were implemented to target high-risk populations:

- New freshmen with high school GPAs of 3.0 or less were sent flyers introducing them to campus resources and emphasizing the Academic Good Standing Policy.
- New freshmen with high school GPAs of 2.5 or less were invited to Student Academic Services for an individual conference.
- All new transfers were mailed a flyer reviewing policies, programs and resources.
- Freshmen on academic warning were sent flyers on policies, workshops, and resources.
- Students on academic probation were invited for individual sessions to develop action plans, set goals, review the Academic Good Standing Policy, and improve study skills. Four academic skills workshops were presented specifically for this cohort.
- Three workshops were presented for the Freshman Year Experience Program.

An Advising Council has been formed to assess and improve the quality of advising at UNCG.

Office of the Registrar

Aggressive marketing and recruitment efforts for former students and Express students were initiated by the Registrar's Office. The Transfer Articulation function was moved to the Registrar's Office. Statements of credit are produced for each transfer applicant.

The University Registrar's Website was expanded to include an Express application and uncGenie, the student registration system, with links to the Undergraduate Bulletin and the Schedule of Courses. The catalog master and 95,000 academic records were converted from POISE to Banner. Students, faculty, and staff were trained to use the new registration system.

Financial Aid

As of April 17, the Financial Aid Office had packaged 1746 freshman awards (542 more than last year at this time) and 4227 total student awards (as compared to only 2887 in 1997 and 630 in 1996) using the Banner system.

The Financial Aid Office has engaged in two new outreach activities: 1) the Early Awareness
Program, a combined effort by General Administration, the North Carolina State Education Assistance Authority, and high school guidance counselors to better inform high school students of higher education opportunities; 2) the UNC Summer Guidance Counselor Internship Program, a program designed to increase the counselors' knowledge of financial aid by having them intern in a financial aid office during the summer.

An extensive review of the University's scholarship program has been conducted with the goal of creating a more balanced scholarship program. Recommendations for shifting senior scholarships to freshmen will be made in May 1998.
Admissions

The Office of Admissions hosted 11,682 campus visitors this year during of seven formal visitation days for campus tours offered daily.

The Office of Admissions implemented a comprehensive series of recruitment contacts. From the initial point of inquiry to enrollment, a student may receive as many as thirty-two contacts from the University. Twenty-three student callers, employed by the Office of Admissions Telecounseling Program, called prospective students from October through the end of April.

Each assistant director in Admissions has been assigned a territory for cultivation, several special projects, and a liaison relationship with one academic school or college. Four teams were formed to improve critical processes in the Office of Admissions: Inquiry Response Time, Application Flow, Phone, and Contact Plans. Four teams were formed in ACES to improve critical processes: Initial Inquiry, Application Flow and Status Check, Contact Plans, and Orientation and Registration. The ACES Office has developed its first marketing plan complete with a calendar of individual student contacts and an advertising schedule.

Special Support Services

Special Support Services, which received grant funding for a five-year period beginning September 1, 1997, provided tutoring for 108 students.

International Programs

Programs/Services--At the request of the Provost, the Office of International Programs (OIP), in January, 1993, devised a Ten-Year Plan for the development of international programs at UNCG. That plan presented a series of numerical and other goals related to the services which the office provides. Achievements are described here in terms of the performance goals of the Ten-Year Plan.

Study Abroad. For 1997-98, the Ten-Year Plan called for the placement in overseas sites of 115 UNCG students, and the recruitment of an additional 137 for placement overseas in 1998-99. We have exceeded both goals. During 1997-98, 215 UNCG students were placed overseas. In exchange for these students, UNCG welcomed 68 international exchange students, the vast majority of whom were with us for the entire year. With 215 students, OIP has now met--two years ahead of schedule--its ten year goal of having 200 students on study abroad by the year 2000 (200 by 2000!). To celebrate this important achievement, OIP gave on April 30, 1998, a reception attended by 400 people and featuring special guests Chancellor Emeritus William E. Moran, community and alumni supporters Mike Weaver and Elizabeth King, and Professor Roch Smith, who headed the 1990 Ad Hoc Committee on International Programs. In commemoration of the event, OIP awarded special travel grants of $200 each to five students chosen at random.

By May 1, 1998, 131 UNCG students had been recruited for Study Abroad for Summer, 1998, Fall, 1998, and the full Academic Year 1998-99. Of these, 69 were for full-year and Fall Semester exchange programs; 40 for Summer programs; 17 for the Fall in Spain program; and 5 for miscellaneous programs. In Fall, 1998, we expect to recruit 70 more students for Spring Semester’98 programs (particularly
UNCG's Spanish language program in Costa Rica and the Polish program in Wroclaw, Poland); and two new exchange programs, with Vöjö, Sweden, and Mannheim, Germany. This will bring the total recruited for 1998-99 programs to at least 201.

As planned, we are achieving increases in student participation mainly through the forging of direct, bilateral relationships with university partners overseas. The great and increasing majority of students we send overseas are the result of such bilateral linkage programs.

**International Linkages.** An important activity for OIP has been the development of international linkages with overseas universities for the purpose of student and faculty exchange. The Ten-Year Plan set as a goal the signing of one new linkage agreement during 1997-98, leading to a cumulative total of fifteen. In fact, we entered the year with twenty-two official agreements, and we signed an additional four during 1997-98 to bring the total to twenty-six. For a complete list of the linkage partners, see Appendix A.

**Faculty Exchange.** The Ten-Year Plan called for the long-term (more than one month) placement abroad of eleven UNCG faculty during 1997-98. In fact, 14 had long-term assignments overseas. In addition, OIP sponsored 68 UNCG faculty members on short-term assignments overseas. Twenty-two of these traveled with support from the Kohler Fund; 35 went abroad to international conferences on support from the International Travel Fund; and eleven went overseas on support from other OIP sources. Faculty from every School and the College were supported.

In return, we have welcomed many Exchange Professors and Visiting Scholars from overseas. Nine were at UNCG for long-term assignments, and an additional 26 visited campus for short periods. Of the 26, 18 were from UNCG’s linkage partners overseas. For a list of the faculty who were abroad on long-term and short-term assignments and exchange professors and visiting scholars, see the Appendix A.

**Grants Program.** UNCG is fortunate to have one of the nation’s largest endowments (approximately $3 million) specifically designed to support international programs; and OIP, with the assistance of the Committee on Discretionary Funds for International Programs, administers an extensive program of support for students and faculty engaged in international work.

During 1997-98, the Endowment provided over $135,000 in travel grants: $100,000 to students and $35,000 to faculty. In addition OIP distributed a further $15,000, from the International Travel Fund, to 35 faculty members going to international conferences. New features of the faculty Kohler Fund program this year included the opening of two new categories of support: for the development of international courses and programs on the UNCG campus; and for the support of initiatives to internationalize extracurricular programs for students on the UNCG campus.

**New Activities—** During 1997-98, OIP conducted several new initiatives.

**INTERLINK Language Center.** Largely through the initiative of the OIP, the nationally-known INTERLINK Intensive English Language Program came to UNCG in January, 1997. The program provides English classes for international students who hope to matriculate at an American university. Its invitation to UNCG is part of the University’s strategy to attract more degree-seeking international students to campus. From an original 22 students enrolled in January, 1997, the program expanded to almost 50 students by January, 1998. With the Asian economic crisis, however, INTERLINK numbers dropped to approximately 30 by the end of Academic Year 1997-98. Nonetheless, the program has been a great success in helping with UNCG’s recruitment efforts: since its inception in 1997, twelve INTERLINK students (approximately 25% of all enrollees) have since enrolled as degree-seeking UNCG students. In
January, 1998, the Provost hosted a dinner in honor of INTERLINK's first year at the University.

International Student Recruitment. In Spring, 1997, the Provost asked OIP to produce a five-year "Unit Plan" aimed at attracting and retaining more degree-seeking international students. The goal is a degree-seeking international student population of 300 by the year 2000-2001. To accomplish this objective, OIP sponsored several members of the UNCG faculty and staff in recruitment trips abroad. Countries visited in 1997-98 included Mexico, Colombia, Malaysia, Hong Kong, Egypt, and Saudi Arabia. OIP also produced and distributed a new international student Viewbook, an international student Enrollment Handbook, and a promotional video designed for foreign student recruitment. OIP continued to participate in the American Universities Consortium (comprised of INTERLINK and its five sponsoring campuses), and to act as a liaison between potential overseas applicants and UNCG. In February, 1998, Martha Trigonis joined the OIP staff as a full-time international student advisor and director of the foreign student recruitment effort. UNCG should have close to 170 degree-seeking international students in 1998-98, up from the 150 enrolled this year.

Baden-Württemberg Exchange Project. Throughout 1997-98, OIP has been working closely with UNC General Administration and other UNC institutions in the expansion of a state-to-state student exchange program involving the UNC system and the nine universities in the German state of Baden-Württemberg. An agreement between UNC and the Ministry of Science and Research of Baden-Württemberg was signed on June 10, 1996, and the first exchanges (twelve students each way) took place in 1996-97. By 1997-98, 32 UNC students were participating in the program, and in exchange UNC institutions played host to 22 full-year German exchange students. UNCG is the UNC System's designated lead institution for this new effort.

UNC-EP. Because of the success of the Baden-Württemberg exchange program, the UNC Board of Governors in January, 1997, created a new mechanism to enable more state-to-state exchanges. Involving all campuses of the UNC System, the mechanism is called the University of North Carolina Exchange Program (UNC-EP). Although the full program was expected to start in 1997-98, funding for it did not materialize. Instead, GA made a grant to OIP in the amount of $25,000, with the understanding that the money would be used to support the existing Baden-Württemberg exchange, and to plan for future development of the UNC-EP. By Spring, 1998, GA informed UNCG that it had funding for 1998-99. In anticipation of those funds, the UNC-EP is now expanding beyond the German program, and looks forward to new programs this coming year in Mexico, Finland, and Australia. In addition the UNC-EP will manage a UNC Consortium program of cooperation with the Washington-based International Student Exchange Program. OIP is designated the Central Administrative Unit for the new exchange program.

Improving the International Climate for Students on the UNCG Campus. The Office has embarked on several initiatives to make the campus more supportive of international students and programs. Among these are: the creation of a new International House as part of the refurbished Phillips-Hawkins Dormitory (to open in 1998-99); the revitalization of the International Student Association; the opening of a new category for Kohler Fund support of international student activities on the UNCG campus; and the conduct of several new social and cultural events with an international flavor.

Walter Clinton Jackson Library

Circulation Department
The Department continued its tradition of outstanding service to the University and extended outreach efforts to the Piedmont Triad Region. Jackson Library makes the resources and services of a research library available to the larger community through special arrangements. Faculty and/or students from the Greater Greensboro Consortium, Greensboro public and private schools, and area high schools, community colleges, colleges, and universities borrow books through these arrangements. In addition, hundreds of employees of large corporations and small businesses, visiting scholars, staff from non-profit agencies, and other members of the community borrow through referrals, courtesy cards, or membership in Friends of the Library.

Within the Library, staff members from the Current Periodicals/Reserves Division and the Serials, Circulation, and Catalog departments, led by Mary Jane Conger, collaborated to redesign processes, procedures, and workflow for circulating unbound issues of periodicals through the online system rather than by requiring users to fill out charge cards. The massive task of barcoding thousands of individual issues of periodicals and entering issue-specific information into the database proceeded more rapidly than anticipated, and the Library began circulating journal issues online at the beginning of the fall semester. Patrons appreciate not filling out manual charges; staff time required for training and data collection has been reduced; and data gathered through the system can reflect more accurately usage patterns to assist in collection management decision making. This well-conceived and well-executed project resulted in obvious benefits for users and staff alike.

The Library began offering extended hours and services in December in response to a request from the Student Government Association. Providing nine additional hours on Friday and Saturday evenings and Sunday mornings required altering the schedules of permanent staff members and hiring and training new employees to ensure that all public service areas maintained high-quality service standards. Data gathered from head counts conducted January through March show that more than 3,100 people took advantage of the extended hours, of whom 1,945 were using library resources and services such as the stacks, reference, and current periodicals or reserves and 1,192 were using SuperLab.

**Electronic Information Resources**—The expansion and redesign of the Library’s Web site, which had received more than 2.5 million hits by the end of March; the extensive instruction and training programs; the addition of new or expanded services such as access to NC LIVE, electronic journals, and full-text databases; and the installation of upgraded equipment to benefit users and staff alike are notable achievements during 1997-98.

Significant projects this year include the installation of two state-of-art in-house computers for access to databases; the movement, installation, and configuration of over one hundred PCs; the implementation of a new software program to make the Library’s Web pages more useful and more user-friendly; the conversion of the Reference Department’s dedicated database machines to a more flexible Web-based configuration; and the writing of programs that allowed a 500% increase in the number of databases remotely accessible through the Web.

Despite the technical demands of implementing these numerous electronic initiatives, EIR has continued to strengthen its direct support for the people who use electronic information. The unit maintained a nationally recognized, award-winning Web site — *News and Newspapers Online*, which was recently featured in a *Los Angeles Times* article; ably supported ever-increasing staff computing needs; effectively managed the Electronic CITI; and answered almost two thousand questions about the use of information technology. In addition, the Unit implemented and trained faculty in the use of three table of contents notification services and offered more than 100 classes and workshops for students, faculty, staff, and the community.
Government Documents/Microforms—Digital initiatives from the Federal Government and the Library have had a significant impact on service and heightened accessibility to resources, enriching scholarship and research. The Division’s Web pages are used an average of 11,000 times a month.

For several years, the Government Publications Office has been moving from a print to a digital publishing environment, and increasingly, government document catalog records simply list a Web address as the primary and often the only source of publications. Library users clearly benefit from the new environment. Soon they will be able to move from conducting a database search to checking a catalog record describing the relevant publication to reading the full-text publication itself on a PC. The number and quality of North Carolina documents distributed electronically are increasing as well. With new Web access to the State’s electronic resources, UNCG Web sites have garnered several awards: the Real Estate Library Pure Gold Award, Design World Bronze Voyager Award, and the Elite Web Site Award.

Providing access to federal and state information in easy-to-find and use electronic format does affect other Division services: circulation, microform usage, and reference questions continue the downward trend noted in last year’s report. The ease of access and growing availability of full-text documents available online have reduced the number of service contacts but increased the complexity of these contacts as patrons grapple with a variety of search protocols and a wealth of choices among information resources. Community groups eager to master these electronic government resources to increase the efficiency of locating essential information continue to request workshops. This year, Bob Gaines offered six hours of instruction in Government and Legal Resources on the Web for the Greensboro/Guilford County Paralegal Association.

Reference Department—Users can now access all networked databases from a single database page. In addition, many stand-alone CD ROM products formerly available only from designated computers in the Department may be accessed from any Library computer with a CD ROM drive. Both of these efforts have made access to heavily used databases more widely available. While some access and printing problems still occur, the installation of a Library server should alleviate many problems. To improve service for users, the computer area of the Reference Room was completely rearranged to accommodate new computers and provide a more visible assistance point.

Department Faculty maintain a significant instruction schedule to help users master the information literacy skills essential to learning now and equally important to success in future endeavors. The 244 classes taught surpassed the previous record set in 1996, with the most notable increase occurring in graduate classes. The Department also provided several instruction sessions for classes in Social Work and Education and UNCG’s Fast Forward program for high school students and generic sessions on using electronic resources for the entire University community.

The Library’s Web pages increasingly serve as critical adjuncts to learning and teaching. Several Web pages for individual classes were designed for Business, Textile Products Design and Marketing, Nursing, Communication Sciences and Disorders, and History. Initiatives in library instruction for distance learning were implemented in Communication Sciences and Disorders and Nursing classes, and the Virtual Reference Desk (VRD) was expanded and updated. Handouts such as Financial Aid and Company and Industry Information were entered on the Web to ensure that the VRD provides information about sources in the Library as well as links to other Web sites.

Interlibrary Loan statistics continue to rise, with the most dramatic increase (more than 36%) evident in photocopying articles for faculty. Steady growth in the availability of full-text articles online has not
reduced the number of requests for journal articles through ILL. Availability of electronic information resources has vastly expanded resources for student and faculty research. Overall, borrowing increased 12% during the first nine months of the year. Increased efficiency of ILL services was effected by upgrading equipment and installing new software, including a new program for tracking usage statistics and invoices.

Music Listening Center

Thanks to upgraded network capabilities in the Brown Building and the installation of new equipment, Music students and faculty may now access library catalogs, databases, and the Internet. A new materials security system was installed at the end of the last academic year, following a two-day strippathon in which Library and MLC staff members processed half of the circulating score collections. Since then, the entire collection has been processed.

MLC staff members are working closely with Music faculty on two other projects. The first project consists of profiling describing the level and scope of materials suitable for the School’s curriculum, programs, and research interests in preparation for establishing an approval plan. Once the approval plan is in effect, music scores which match this profile will be automatically delivered to the Library, building the collection quickly and effectively and reducing clerical effort. The second project consists of identifying lesser-used materials, back-runs of serials especially, which will be housed in remote storage.

Collection Management--During 1997-98, serials cancellations plus new expansion and equity funds greatly improved the budget situation and allowed for significant initiatives in providing electronic resources.

The serials cancellation project, completed last summer, focused on expensive journals with particular emphasis on the sciences, and resulted in the cancellation of numerous subscriptions with costs totaling almost $109,000. To provide essential and even expanded access to current periodical literature and to compensate for the cancellation of expensive paper subscriptions, the Library now provides ISI Journal Tracker and CARL Reveal notification services. ISI Journal Tracker, including Library-subsidized document delivery, was made available in December to the six science departments most affected by the cancellations, while the CARL Reveal notification service was made available to all members of the campus community in January. The ISI service promises delivery of almost any article in the world to faculty within 48 hours. The CARL Reveal service will e-mail to registered users selected tables of contents from 17,000 journals as soon as they are available.

Among the new electronic resources provided at the request of or in support of various academic programs on campus were MathSciNet (MAT), Medline via Community of Science (Office of Research Services), Gartner Group (ISM), Nutrition Abstracts (FNS), and Religion Index (REL). By the end of the fiscal year, both JSTOR and Project Muse will have been purchased and made available. JSTOR provides cover-to-cover full-text, permanently-archived versions of core journals in a multitude of disciplines beginning with each journal’s first issue. Project Muse provides online access to all journals published by Johns Hopkins University Press.

The Collection Management Committee with strong faculty support made plans for a remote storage shelving facility in Ferguson. The CMC and the Remote Storage Selection Working Group developed criteria, priorities, and procedures for selection of materials for remote storage, including the CMC’s document Priorities and Procedures: Selection of Materials for Remote Storage.
Acquisition Department--Several initiatives reflect the Department's commitment to make the Library an easier-to-use and more effective place: clarifying information about on-order books in online catalog displays by strategically masking information which may be confusing to users, researching and experimenting with an online book request program for faculty, and coordinating video acquisition procedures with the Teaching Learning Center. In addition, adjustments were made to existing approval plans with book vendors so that UNCG's needs may be better met. Initial profiling efforts for establishing new approval plans for the School of Music and the Bryan School are underway. Procedures for scrutinizing vendor licenses for databases were refined.

Serials Department--To eliminate dual circulation systems, one manual and one online, in the Current Periodicals/Reserves Division, staff revised workflow and assisted in barcoding each incoming periodical and entering the issue-specific information essential for checking out unbound periodicals through JA CLIN Plus. To increase the amount and currency of information available for collection management activities, data regarding costs, payments, and subscription terms are now maintained on an Excel spreadsheet and will soon be migrated to an Access database. To secure missing issues of journals and reduce costs, the Binding Assistant began using Backserv, a listserv for locating surplus back issues. The Serials office and adjoining newspaper stack areas were renovated so that all staff members could be reunited adjacent to current periodical shelving.

Catalog Department--The trend of declining print acquisitions continues with a 14% decrease evident at the end of March, but the Department's staff has been involved in one-time projects and ongoing efforts throughout the Library.

The Department is involved in making information about the University's unique and special collections available to scholars worldwide. Stepped-up efforts to describe more fully materials in University Archives and in the Cello Music Collections continued, and records for individual titles in large microform and historical sets such as the Slavery Source Materials and the papers of the Trinity College Historical Society were created.

Staff members have also cataloged the non-print materials acquired to integrate new formats into existing collections, entered selected electronic journals and Web sites in the online catalog and created online records for materials acquired by both the Teaching Learning Center and the Music Listening Center.

Special Collections/University Archives--With faculty and staff from the MFA Creative Writing Program, staff planned and hosted a celebration of creative writing, including a major exhibit of manuscripts and books, a publication of student reminiscences, hand-printed keepsakes, and an opening reception. They also mounted a generic campus records retention and disposition schedule on the Web, reorganized the Reading Room and office work area to better meet the needs of researchers, answered over 800 reference questions for numerous and diverse offices, agencies, and individuals, and taught classes, gave tours, or made presentations to 30 groups (a 50% increase over last year).

The Division's Cello Music Collections Web site received the Internet Cello Society Award based on its content, relevance, creativity, and design.

Two major program initiatives deserve special mention, the Creative Writing Collection and the Women Veterans Project. The planning and development of a Creative Writing Collection grew out of the fall celebration of creative writing. Publications and manuscripts of writers represented in the exhibit were pulled together into a separate collection and the Division began a major effort to collect additional
The Women Veterans History Project was conceived in conversations with the Class of 1950 Gift Committee about the impact of WWII women veterans on the student body of this campus. The Project seeks to provide research materials, including oral histories, for scholars working on the World War II era--particularly materials describing the contributions made by women in the military.

**Systems Office**—Systems and Electronic Information Resources worked closely together to replace terminals with PC's in a distributed computing environment. JACLIN Plus was enhanced through a Windows/Web-based interface, and PC-based support for many staff functions grew with dramatic speed and with a major impact on how work is performed. The implementation of Banner, the new campus-wide student information system, has had a significant impact on the library staff, programs, and operations which require access to and use of patron data.

This year's initiatives include implementing Banner's Student Information and General Person File as the databases from which the Library's patron data files are built and against which borrowing privileges are verified. This implementation addressed access and security issues, instructions and documentation to support Library functions, and training for Library staff members.

Preparations for the migration to a major online system upgrade continue, with consultations about essential hardware, software (some still in the testing stage), and licenses underway. A new central processing unit was purchased. The flexible and powerful Web2 Jaclin Plus online catalog is expected to be available next year. One of the outstanding features of the new generation catalog is the ability to perform simultaneous searches of multiple databases: the catalog, the Internet, and databases containing citations, abstracts, and full-text journal articles.

**Conservation/Bindery**—Last year's decision not to enclose all paperback acquisitions in protective binders has permitted Division staff to concentrate on repairing materials, including a large number of damaged music scores identified when these materials were made ready for the MLC security system. The backlog is at its lowest point since 1980, and the amount of student employment required has decreased.

**Friends of the Library**—Michey Spillane was the guest speaker at the annual dinner meeting in March 1998. In September, the Friends book sale yielded $1,500, with $1,110 being deposited to the Friends of the Library account. The book sale is an annual event, so donations of books suitable for next year's sale are encouraged. In October a buffet dinner was held in the Lobby of Jackson Library for members of the FOL Board of Directors and Library department heads. Guests visited Special Collections/University Archives and the Electronic CITI (Center for Information Technology and Instruction) during the social hour.

**Weatherspoon Art Gallery**

The *Artist/Author* exhibition, installed in Gallery 7, provided the opportunity to organize a well-attended panel around contemporary artists' books. Participants were drawn from studio art, English, and the special collections division of Jackson Library. Two exhibitions organized over the past year--*From a Curator’s Point of View: Selections from the Permanent Collections* and *Saul Baizerman’s Lifelong Project: The City and the People (1920-1953)*--had substantive publications.
As the permanent collection continues to expand, its management, conservation, and documentation remain important considerations. New photography equipment (i.e., camera, easel, copystand, lights, etc.), enables gallery staff to photograph smaller, as well as larger, more cumbersome works in-house. Development of a new collections management system for the Weatherspoon--one that will provide the Office of Business Affairs with the information on insurance values and at the same time function more effectively as a comprehensive collections management system is underway.

Over the past year, three exhibitions were organized in tandem with the Falk Visiting Artist Program. Two other exhibitions, Saul Baizerman’s Lifetime Project: The City and the People (1920-1953) and Exploring the Elements: Selections from the Weatherspoon Collection, highlighted the permanent collections, and our annual Art on Paper show graced Gallery 7 from November to January.

ArtSmart program (initiated with the Wiley School) expanded to the Peeler Open School and, through a North Carolina Arts Council grant, added a writing component to the curriculum.

In November by action of the UNCG Board of Trustees, the museum named Gallery 1 the Louise D. and Herbert S. Falk Sr. Gallery. During their lifetime, the Falks were avid supporters of the museum, its programs, and its collections. Also approved is the naming of Gallery 2 as the Leah Louise Tannenbaum Gallery, to be dedicated on September 26. Toward the museum’s goal to raise $2.2 million for its acquisitions endowment, so far, about $1.6 million has been received in the form of gifts and pledges. A second "Spring for Art" fundraiser brought in $49,000.
Race and Gender Multicultural Assessment and Training

The Bryan School Race and Gender Committee recommended that the School undertake a diversity audit to assess the climate in the Bryan School with respect to multiculturalism. Visions, Inc. of Cambridge, MA which had conducted similar workshops for UNCG in past years was selected to conduct evaluative focus groups and subsequent training. On March 18-19 fifteen focus groups were conducted for 92 faculty, staff, and students. Faculty/staff groups included diversity with respect to race, gender, sexual orientation, and class (administrators, tenured faculty, non-tenured faculty, staff, non-US-born individuals). Similarly diverse student focus groups were formed. Feedback from the focus groups was evaluated by the Visions facilitators, and a report was made to all who wished to participate on the morning of May 18. The next two and one-half days were an intensive training session for twenty-one administrators, faculty, and staff with representation from all key categories. On May 22 workshop participants met to determine the next steps to improve sensitivity across the School.

Instructional Grants

The Faculty and Instructional Development Grants Review Committee awarded instructional and professional development grants in three areas: the Advancement of Curriculum and Teaching (ACT) Grants, the Computer Technology Education Program (CTEP) Grants, and the Faculty and Instructional Development Mini-Grants. Under the ACT/CTEP Program, grants were awarded, totalling $36,024. Mini-Grants were awarded for a total of $3,618. For a list of the faculty receiving awards see Faculty Research and Teaching Grants.

University Teaching and Learning Center

Classroom Technical Support--The installation and maintenance of classroom presentation equipment has increased as additional funds have become available to the campus. In 1996-97 the Classroom Technical Support (CTS) division was responsible for seven new installations or upgrades of equipment. In 1997-98 this number grew to 13 rooms. Two of these installations, Eberhart 250 and 284, required the staff to supervise extensive work by outside contractors and accounts for almost a third of the staff hours for installations.

CTS is also responsible for the training of the faculty, teaching assistants, and staff who use multimedia facilities. This training is done for groups as well as on an individual basis. Every new multimedia facility added to the campus increases the need for training as well as continued support. CTS answers all calls for classroom technical assistance. Increasingly, this support involves the support of computer systems for classroom instruction as well as the presentation devices. Our 502 calls were received for special training and emergency responses.

The repair of instructional equipment continues to be a major function of the CTS division which repaired 389 units during 1997-98, primarily VCRs and TVs, and some audio equipment.

CTS Projects 1997-98:
Bryan School of Business and Economics-Installed video projectors, videotape recorders, and computers in rooms 104 and 105.

Human Environmental Sciences-Installed televisions and videotape recorders in Stone 357 and 352.

Arts and Sciences-Installed video projectors, visual presentation equipment, videotape recorders, videodisk player, sound system, and computers in Eberhart 250 and 284 and televisions and videotape recorders in McIver 222, 225, 226, 228, and 338.

School of Education-Installed projection television with scan converter and computer in Curry 251.

TLC - Installed new video projector in McNutt 11 for use by a large number of classes.

Creative Services--The Creative Services division supports the faculty and administration with media production assistance in photography, graphic design, and video. Demand for services in the area of digital imaging, 35mm slide scanning, flatbed scanning, and production of digital slides increased significantly as the faculty embraced the use of computer technology for presentations. The staff of Creative Services has also assumed more consulting responsibility in helping faculty solve graphics software problems related to the use of computers for presentations. In summary, Creative Services is experiencing a transition from a graphic design/photography shop to a digital imaging center. Additional staff and state-of-the-art computer, imaging, and presentation equipment will be required to meet the expected requirements from faculty.

The Creative Services Division works with CTS in producing video programs for instruction, research and public information. In 97-98, CSD traveled to Winston-Salem, NC and Reidsville, NC for video recording of special projects for SERVE. These tapes will become part of an edited production featuring innovative programs in the public schools. CSD also produced video walk through tapes of exhibitions at the Weatherspoon Art Gallery, a series of video interviews featuring prominent scholars in the area of career counseling, and a video highlighting the techniques for teaching Counselor Supervision, and a video that will be used in recruiting students for the graduate programs in Painting and Sculpture. Video production is currently shifting from a tape-based linear editing process to a non-linear digital environment. The TLC TV Studio will require major equipment upgrades in order to make the transition to the digital TV production.

Instructional Development Activities-- In addition to consultation services, TLC offers a wide variety of workshops, seminars, video conferences, and informal luncheons are offered as a means of conveying information and providing a forum for discussions.

Brown Bag Lunches:

Web Pages  The Good, the Bad and the Ugly  
Teaching Goals Inventory  
Creating an Active Learning Environment  Student Led Activities  
How Well are your Students Learning - Easy to Use Assessment Tools

New Faculty Events:

New Faculty Orientation Day  
Re-Stocking Your UNCG Survival Kit

90
What is Reasonable Accommodation?

TLTR Activities:

Introduction to the Teaching, Learning and Technology Roundtable
Creative Uses of Technology in Teaching and Learning
From Teaching to Learning
Extending the Classroom Walls Electronically
Ubiquitous Computing
Using Technology to Enhance UNCG’s Vision for Teaching and Learning

Workshops:

Introduction to Creating Web Pages (Offered 24 times)
Introduction to TopClass (Offered 13 times)
A Demonstration of Video/Data Projectors
Humanities and Technology Workshop (4-day workshop for Faculty in the Humanities)
Multimedia and Interactive Multimedia in Teaching and Learning (ERIC Conference)

Video Conferences:

The New Public University: How Do We Compete in a Changing Environment?
From Faculty-Centered to Student-Centered Learning; NSF’s Systemic Chemistry Curriculum Reform Projects
The World Wide Web: Gateway to Effective Learning
TIAA/CREF Video Conference: The Art of Investing
How to be an OSCAR Winning Teacher
Putting Your Course On-line: A How-to for Faculty
Evaluating Teaching Performance
The Learning Revolution in Higher Education
Am I a Crook? Copyright Issues on the Internet
Using the Web to Enhance the Classroom

Departmental Presentations:

Introduction to Creating Web Pages
Introduction to TopClass
The Seven Principles of Good Practice in Undergraduate Education
Peer Review
The Teaching Portfolio

Media Services--The Media Services Division is responsible for the purchase, processing, and circulation of audiovisual equipment and materials. In addition, this division staffs the UTLC information desk, oversees the duplication of foreign language audio tapes, optically scores student tests, and collects data from machine readable forms.

Bookings for feature video tapes were stable with 34,741 bookings in 1996-97 and 34,747 in 1997-98. Bookings for instructional video tapes were stable with 5335 bookings in 1996-97 and 5338 bookings in
Faculty continue to utilize video tapes from the feature collection for their classes. These materials often are the first to reflect cultural changes or to comment on historical events. In 1996-97 there were 97 feature video tapes booked for instruction. This number increased to 132 in 1997-98. This figure does not include those tapes that were picked up by faculty and not pre-booked.

Circulation of equipment shows a marked increase of 533 units over the previous year mostly due to the increase in use of equipment in classroom presentations by students.

Figures for optical mark scanning show a decrease of 4110. Since staffing limits scanning capabilities, faculty with large sets of data have been asked to provide someone to do the scanning.

The Teaching, Learning and Technology Roundtable--Four years ago, The American Association for Higher Education instituted a Teaching, Learning, and Technology Roundtable (TLTR) program to provide a simple common-sense approach and a coherent framework to address issues related to technology and the planning process. The Roundtable process is designed to build better coordination, communication, and collaboration within a university with regard to issues of teaching, learning and technology. After a summer of planning by a faculty committee, UNCG began a TLTR in September, 1997 with an introductory presentation which described to the University community the Roundtable process. The initial charge to the Roundtable was to develop a proposal for a Vision for Teaching and Learning at UNCG and to determine how technology could implement and enhance that vision.

The Director of the UTLC and the Director of the Library have co-directed the Roundtable effort. Eight different working groups have been formed to address different issues related to teaching, learning and technology. John Tagg of Palomar College, Tom Creed of St. John’s University, and David Brown of Wake Forest University have been brought to campus to discuss issues related to creating a learning community and the effective use of technology. During the 1998 spring semester, one of the working groups solicited input from the entire UNCG community and a Faculty Senate Forum to complete a proposal for a Vision for Teaching and Learning at UNCG.

Coordination of University Faculty Development Efforts--In the fall of 1997, the TLC assumed the responsibility for the coordination of all university-wide faculty development efforts including efforts in instructional technology. Faculty can now contact the TLC to request programming and to inquire about programming in all areas of faculty development. The TLC, Instructional and Research Computing, and Client Services collaborate to address the needs of faculty with respect to technology. The TLC has published on its WWW homepage a calendar of faculty development events.

The TopClass Web-based Instruction Project--In collaboration with Computing and Information Systems (CIS), the UTLC installed in April, 1997, the Web course delivery software, TopClass. Financial support for this project was received from General Administration through a grant of $50,000. The software was pilot tested with a small group of faculty in the summer of 1997. Working with the Instructional and Research Computing division of CIS, the UTLC offers faculty training and support for this product.

TopClass provides for course creation, course management, student management, interactive quizzes and assignments, and includes a versatile communication system. Faculty can use this software without the need for training in programming languages and, therefore, easily create Web course materials to enhance traditional format classes and produce distance learning courses. Ease in migration among UNCG’s Web courses enhances student learning and allows students to navigate this technological change in the learning environment with less difficulty.
In the fall of 1997, ten classes enrolling approximately 250 students used TopClass to deliver instruction. In the spring of 1998, 21 classes enrolling approximately 700 students are using TopClass. In fall 1998, 75 to 100 classes enrolling 3000 students will utilize TopClass software, including freshman computer classes. The initial utilization of TopClass at UNCG has been primarily to enhance courses taught in a traditional classroom format, but TopClass can also become a major vehicle for UNCG’s serving distance education courses using the Internet.

Classroom Improvement Projects--In the summer of 1997, TLC staff surveyed all the classrooms at UNCG to determine their general condition, the condition of the furniture and equipment, the capabilities of the rooms to support multimedia and computer enhanced teaching, and the general teaching environment supported by the classrooms. From this information, we are determining needs and developing a strategy for overall classroom improvement. We are working with the Teaching and Learning Spaces Working Group of the TLTR to survey the faculty for classroom improvement suggestions and then plan to propose a long-term classroom enhancement program. As described earlier, a major effort is currently underway by CTS to equip a larger number of classrooms for multimedia and computer enhanced instruction.

Faculty Computer Laboratory--In November of 1997, Computer and Information Systems moved their instructional computing laboratory to McNutt Building. This laboratory was combined with TLC’s Faculty Multimedia Laboratory to form the Faculty Computing Laboratory. The lab contains 12 PC’s, 3 MacIntosh computers, a video/data projector and a laser printer. The lab is shared by Instructional and Research Computing, Client Services and the TLC and used to conduct faculty and staff workshops.

Academic Units

College of Arts and Sciences

Faculty across the College are integrating computer technology into classroom instruction, many attending workshops and special classes to increase proficiency in this area. New courses and methodologies continue to be developed as well.

Both Marianna Newton, Communication Sciences and Disorders, and Dave Wharton, Classical Studies, developed distance learning courses in the past year. Keith Cushman, English, developed and led an Ashby Dialogue on the theater of Tennessee Williams, with participation by faculty and students from both English and Broadcasting/Cinema and Theater. Chris Galli (Chemistry), with the assistance of two undergraduate researchers, developed a nanosecond laser-initiated ultrasonic photoacoustic spectrophotometer. The Composition Program of the English Department sponsored four workshops for teaching assistants and other composition instructors; Karen Meyers, English, held workshops for College faculty involved in Writing Across the Curriculum.

Bryan School of Business and Economics

Several faculty members teach in the School’s Professional Management Development program offered each year through the Center for Applied Research.

ISOM faculty developed an innovative program on tools and techniques related to electronic commerce and business use of the internet, initiated a distance learning project between MBA students and students in Worms, Germany, and developed the content of the new Masters in Information
Technology and Management, including nine new courses.

Steve Layson developed materials for an MBA course that included the use of a local case study – the initial public offering of the Independence Bank of Kernersville. Al Link developed course material and policy documents for ECO 312, Economics Technology.

Dennis Leyden attended the AEA-NCEE-Kazanjian Active Learning Workshop in Chapel Hill in May 1997. Directed by Michael Salami (UNC-CH) and William Walsted (University of Nebraska), the workshop focused on providing participants with the underlying theory and evidence for supporting the need to restructure the way economics classes are taught and to incorporate more active learning techniques.

John Neufeld continued revising the methods used for teaching introductory business statistics ECO 250 and MBA 600. He also used the World Wide Web as a means of communicating with students and providing them with a way of obtaining handouts and data files.


Joe Johnson presented a one-week program on Insurance Rate Development for the Korean Insurance Development Institute.

Brad Kirkman, Kevin Lowe, Bud Miles, Steve Lucas, and Martha McEnally attended a Faculty Development in Business program in Mexico in May 1997. The purpose was to develop competencies in business areas related to Mexico and international business in general to enhance teaching and research in international business.


School of Education

Department of Counseling and Educational Development (CED)—Faculty have attended and participated in meetings of the American Counseling Association, Southern Association for Counselor Education, North Carolina School Counselors Association, International Alliance for Invitational Education Conference, and the North Carolina Association for Counselor Education and Supervision.

Department of Curriculum and Instruction (CUI)—A series of CUI colloquia, provided opportunities for faculty and doctoral students to present research, reports of ongoing work, and presentations from professional meetings.

Department of Educational Leadership and Cultural Foundations (ELC)—The department held a monthly colloquium series for department faculty members and graduate students. Campus visits by two noted
scholars from outside the university were sponsored or co-sponsored by the department.

**Department of Educational Research Methodology (ERM)**—ERM faculty have attended and participated in meetings of the American Educational Research Association (AERA), the North Carolina Association for Research in Education, and the American Evaluation Association.

**Department of Library and Information Studies (LIS)**—The department held their Fall Faculty Meeting in August 1997. Faculty have attended and participated in meetings of the ALISE annual conference, NCSLA - annual meeting, Special Libraries Association Annual Conference. Faculty members revised the content for several LIS courses as well as the revision to license-only School Library Media program.

**School of Health and Human Performance**

**Department of Dance**—Five faculty members (Green, Dils, Santos, Stinson, Van Dyke) attended/participated in 3 conferences during period; Jan Van Dyke took a course in video editing; several faculty took a workshop in SIMEON; Jill Green participated in a week-long seminar on teaching at Western Carolina University; Jill Green attended a 2-day workshop on Service Learning (sponsored by Unihoods); Eluza Santos took a 1-day pre-conference research workshop at CORD.

**Exercise and Sport Science**—Peter Vint received an Instructional Technology grant ($10,000) for 1997-98. Several faculty participated in NC Colloquy meetings as well as programs on campus related to teaching and learning.

**School of Human Environmental Sciences**

The School conducted three 3-hour faculty development sessions for newly appointed faculty during the 1997-98 year. The Faculty Development Committee in the School provided two faculty development programs on teaching techniques and evaluation for faculty in the School. Through HES Foundation funds, new faculty competed for a small amount of funding for pilot research projects: five faculty were awarded a total of $5,080 for their projects. In all departments faculty development also occurs through peer discussions and evaluations of teaching, and/or individual mentoring by senior faculty of junior faculty.

A project still in progress is the development of a few clinical non-tenure track positions in the School. An extensive proposal was approved in the School and presented to the Provost. The approval of this clinical track by the Faculty Senate for use in the School will be among the School’s priority items for the coming year.

Faculty throughout the School participate in professional conferences and workshops as part of their ongoing faculty development. Two faculty had semester research leaves during 1997-98 (George Loo and Vira Kivett). Two more were awarded research leaves, each for a semester, in 1998-99 (Mark Failla and Charles Kim). Several faculty received special fellowships or other support for workshop attendance in the summer and during the academic year, and a few received summer research awards.

Several faculty have been active in campus and state workshops regarding teaching/learning evaluation and activities. One was selected to attend the NC Institute of College and University Teaching New Faculty seminar on Exemplary Teaching. One was selected to participate in the summer Institute on Faculty Development in Race and Gender Diversity. A faculty member in HID attended a national teaching conference in design/architecture during summer of 1997.
SWK faculty planned and implemented a symposium and three workshops using funding from the Blair Family endowed fund in the HES Foundation and resources from AHEC. The topic was Health and Mental Health Needs of Immigrants and Recent Refugees in North Carolina.

School of Music

Faculty attended innumerable professional meetings, participated in many developmental seminars, attended master classes, and continued study with noted artist-teachers.

Affirmative Action

Office of the Provost

From May 1, 1997 through April 30, 1998, the Provost approved a total of 114 searches for full-time, tenure-track faculty, visiting faculty, lecturers, and administrative positions, thirty-seven percent more than the 88 searches approved during this same period of time for 1996-97. Sixty-four percent of these searches had been completed by the time of this report.

Of the 114 searches, tenure-track searches numbered 41, of which 23 had been completed by the time of this report. Thirteen searches were still open, and five had been terminated. The gender breakdown for the completed tenure-track searches was two females and 21 males. Of this total, one minority candidate, an African-American female, had been hired in a tenure-track position. For a breakdown of total minority faculty by department and rank, see Appendix B.

Final statistics for 1996-97 revealed that, of the 109 searches conducted in all divisions, 96 were successful. The University hired 53 females and 46 males, as compared to 57 females and 29 males in the previous year. Total tenure-track searches number 37 (as compared with 40 for 1995-96) of which 27 were successful. Of this number The University hired 17 females and 10 males. Females hired were down from the 23 hired in 1995-96, and the number of males hired was down from the 12 hired in 1995-96. Two female minorities were hired in tenure-track positions: one African-American and one Hispanic. Final statistics on searches conducted for the 1997-98 academic year will not be available until September.

College of Arts and Sciences

Special efforts- Position notices were sent to historically black institutions, ads were posted in publications devoted to minority and women s affairs and in professional organization newsletters, and letters were sent to individuals asking them to recommend qualified minority Ph.D. candidates. Departments also made use of the CIC and other directories of doctoral recipients available in the Provost s Office and sent letters either to recipients themselves or to dissertation advisors. Several departments also report efforts to monitor the progress of minority Ph.D. students for future recruiting purposes.

Results in new appointments--The College and fifteen of its departments conducted twelve tenure-track and fifteen non tenure-track searches this year. Of the 18 searches that have been completed (as of May 12), 5 have been filled by women, 13 by men. Unfortunately, no searches this year have resulted in the hiring of minority candidates. Two tenure-track searches (Biology and Mathematical Sciences) were canceled when negotiations with top candidates failed.
Action Plan Initiatives--Progress Report for Chancellor--After an exceptional recruiting year for minorities last year, with 23.3% of completed searches leading to the hiring of a minority candidate, this year the College was unable to secure any minority appointments. However, seven searches still remain open. The proportion of female new hires also decreased this year, with 27% of the completed searches this year resulting in female hires, as compared with 57% last year. Two tenure-track searches (Biology and Mathematical Sciences) were suspended when top candidates (one a female) accepted offers elsewhere.

The college was quite fortunate to make an exceptional hire of a female full professor as the Julia Morton Professor and Department Head, Dr. Anne Hershey in Biology.

Bryan School of Business and Economics

Special efforts--The Department of Economics was successful in January with the recruitment of an African-American lecturer, James Freeman, who was a student here in the MA in Economics program before going on to complete his Ph.D. Now ABD in a doctoral program at Florida State, he will remain with us for the 1998-99 academic year.

In recruiting for two tenure-track vacancies, the Department of Economics advertised in Job Opportunities for Economists and interviewed a wide cross section of men and women, including Hispanic, Asian, African-American and foreign candidates. Seven candidates (five male and two female, six white and one African-American) were invited for campus visits.

Results in new appointments--The Department of Business Administration hired an African-American male for the 1997-98 academic year. He is finishing his Ph.D. at VPI, but the department is interested in hiring him for 1998-99 if he is available.

School of Education

Special efforts--The School of Education makes special reference to recruiting qualified minority, handicapped, and women candidates in position advertisements. Faculty in the School also make personal contacts to attract minority candidates at conferences, workshops, and contacts with colleagues throughout the United States.

Action Plan Initiatives--Progress Report for Chancellor--The ELC Department's affirmative action plan initiatives for the future will be developed as lines become available to the department.

School of Health and Human Performance

Special efforts--In April 1998, ESS invited an African-American, Dr. Robert Pitter as a colloquium speaker. He consulted with a committee exploring the possibilities of a sport management program in ESS, and might be a potential faculty member. Leisure Studies brought Dr. Bertha Cato, African-American faculty member at the University of Florida, to UNCG to make two presentations to the University community on youth-at-risk initiatives.

In searching for an assistant professor and lecturer, Public Health Education made special efforts to contact minority professionals and others who might identify candidates and seek minority applicants holding offices in professional organizations.

Results in new appointments--The Department of Dance hired Ms. Beverly Stallings, an African-
American woman as lead departmental secretary. In Leisure Studies, Charlsena F. Stone, an African-American, was hired as a lecturer in Therapeutic Recreation concentration and fieldwork coordination.

Action Plan Initiatives--Progress Report for Chancellor--The Department of Exercise and Sport Science will have ongoing searches next year and will make special efforts to attract minority and female candidates.

School of Human Environmental Sciences

Special efforts--Nine faculty searches were conducted in the 1997-98 year, of which three were closed (two will be extended) without being filled, four were filled, and two are pending at this writing.

Departments placed advertisements in minority professional newsletters and other publications available to all races. Mailings were sent to all institutions training and/or employing individuals at the doctoral level in the disciplines of interest, including historically black institutions. Faculty made personal calls to minority individuals and to colleagues at other institutions in order to identify minority individuals for these positions. When a name was found, letters were sent to the person, followed by telephone calls. HDF participates actively, and usually annually, in helping the Graduate School recruit minority postdoctoral fellows and summer research associates.

Attention is given to the recruitment of minority students in the School. The School places an ad annually in two nationally distributed publications seen by minority students. Through the HES Foundation the School provides four scholarships to enhance cultural diversity; these scholarships are offered to new students and are renewable each year for up to four years. Three black students and one Asian student received these scholarships in 1997-98. FNS has an $80,000 five-year grant for scholarships to enhance cultural diversity in the education of undergraduate students in dietetics and nutrition. The department is recruiting historically black and/or native American institutions in North Carolina.

Results in new appointments--One new tenure-track faculty appointment effective in August 1998 was awarded to an individual of color, Ms Deborah Wall, Assistant Professor in SWK.

Action Plan Initiatives--Progress Report for Chancellor--Very few minority faculty are being trained at the doctoral level in TDM and HID. However, in SWK the chances of attracting a minority (black) faculty member are much higher, with moderate chances in some aspects of HDF and low in FNS. One of our strategies will be to work quite hard in attracting minority faculty in HDF in the coming year, and in the other disciplines in future years. One of the possible strategies is to bring minorities to campus as a postdoctoral fellow, for a semester sabbatical, or for a term contract of 2-3 years and mentor them well in the hope that they will be interested in a tenure-track position.

School of Music

Special efforts--As in the past, notices of faculty vacancies were mailed to all known colleges and universities offering graduate degrees in music with significant minority populations. The School of Music continued its contacts with the Center for Black Music Research. Dean Tollefson continued on the Artistic Advisory Committee of the Ben Holt Memorial Series, a major, Chicago-based series for minority artists. In addition, the Dean made specific inquiries of leaders in the music profession regarding qualified women and black candidates.

Results in new appointments--Dr. Mary Ashley Barret was appointed to Assistant Professor of Oboe.
Action Plan Initiatives--Progress Report for Chancellor--Several prominent minority artist-teachers were invited to appear on the School's Colloquia series.
FACULTY ACHIEVEMENTS

Faculty Awards, Honors, Achievements

College of Arts and Sciences

Fred Chappell, English, was named Poet Laureate of North Carolina by Governor Jim Hunt. Chappell's *Farewell, I’m Bound to Leave You* received the Award for Best Novel by the *Dictionary of Literary Biography Yearbook*.

Mark Smith-Soto, Romance Languages, gave the principal address at UNCG’s December commencement of UNCG’s Phi Beta Kappa chapter.

Lisa Tolbert, History, won the Best Essay award from the Southeast Society of Architectural Historians. Heidi Reeder, Communication Studies, won the Article of the Year Award in the Applied Communication Division of the National Communication Association. Tom Kirby-Smith’s (English) *The Origins of Free Verse* was included in "Distinguished Books of 1997" by *Choice*. Deb Bell, Broadcasting/Cinema and Theater, won the 1997 USITT-Southeast Founders Award for Outstanding Teaching.

Kathleen Ahern, German and Russian, has received a Fulbright Scholar award to Russia for Spring Semester 1999. Michael Zimmerman, Philosophy, received an NEH Fellowship for College Teachers and was invited to give a graduate seminar in Sweden.

Jacquelyn White, Psychology, was elected Editor of *Psychology of Women Quarterly*. Jerry Vaughan, Mathematical Sciences, is editor of *Topology and its Applications*. Craig Smith, Communication Studies, is Editor of the *Southern Communication Journal*.

H. L. Goodall, Jr. was named "Distinguished Visiting Scholar" by the School of Interpersonal Communication, Ohio University. Rebecca Adams, Sociology, was recognized as a Woman of Distinction by the UNCG Office of Student Affairs. In the Art Department Michael Ananian won the Open Studio Press 1998 Southern Competition and, for the second time, the John Koch award for best figure painting at the National Academy Museum. A. Doren received an excellence award in Photography Forum’s 17th Annual Photography Contest.

English Department Faculty presented 40 conference papers, including international presentation by Keith Cushman in Egypt, Robert Kelly in Italy, Anne Lockwood in England, and Gail McDonald in Italy. Jeutonne Brewer served as Humanities Scholar for the radio documentaries "We Were Slaves," which will be produced by Smithsonian Productions and distributed by Public Radio International.

In Biology, Parke Rublee was elected an AAAS Fellow. John Lepri was selected to co-host an international symposium to be held in Cracow, Poland, in 2000. Julian Lombardi was co-organizer of an international symposium in Mexico. Neil Stewart was an invited speaker at a symposium in Lucknow, India.

Jim Wren, Broadcasting/Cinema and Theater, was named Chair of Region IV, Kennedy Center American College Theater Festival. David Knight, Chemistry, served as President of the Faculty Athletics Representatives Association and was active on a number of NCAA committees and initiatives.
In Geography, Gordon Bennett was elected vice-president of the N.C. Geographical Society.

**Bryan School of Business and Economics**

Vidya Gargeya, Associate Professor in ISOM, received the 1997 Bryan School Teaching Excellence Award which was presented at the School’s Diploma and Awards Ceremony in May 1997.

Bruce Caldwell was named President-elect of the History of Economic Society. As a result, the international meeting will be held at UNCG in late May 1999. Don Jud was elected Vice President and Program Chair of the American Real Estate Society. Al Link was a U.S. delegate to the OECD Science and Technology Summit in Vienna, May 1997. He also made presentations to the OECD in Vienna (May 1997) and Paris (June 1997).

Chris Ruhm was named the Jefferson-Pilot Excellence Professor. He served as an Outside Expert at the OECD Aging Project Workshop in Paris in July 1997. He was U.S. Representative at the G-7 Experts Meeting on Productive Aging in Maryland in May 1997. He also received a NBER Faculty Fellowship for the Study of Nonprofit Institutions and serves as a research associate of the National Bureau of Economic Research.

Holly Buttner was given a UNCG Woman of Distinction Award May 1997. Cheryl Caddell was the recipient of Educator of the Year Award, presented on April 26, 1998, by the UNCG Greek Leadership Council.

Kevin Lowe was given the Best Paper for 1996 award for his article, Effective Correlates of Transformational and Transactional Leadership: A Meta-Analytic Review of the MLQ Literature in The Leadership Quarterly Fall 1996. The paper was subsequently nominated for the William A. Owens Scholarly Achievement Award for the best publication in a refereed journal in the field of I/O psychology for 1996.

**School of Education**

Faculty in the School of Education received awards and honors in a number of areas. These awards, honors, and achievements by individual faculty are listed in the annual reports for each department.

**School of Health and Human Performance**

In Dance, a review of Jan Van Dyke Dance Group appeared in Dance Magazine, April, 1998; Sue Stinson was nominated for Southern District Scholar of AAHPERD (American Alliance for Health, Physical Education, Recreation, and Dance); Rick McCullough was named Artistic Director of North Carolina Summer Institute on Roanoke Island, Alumni Dance Company. In Exercise and Sport Science, Diane Gill is President-Elect of APA Division 47, 1997-99, and was elected Academy Coordinator and to the Board of NASPE, 1998-2001; Mary Lou Veal is President of NCAHPERD-Physical Education Association, 1997-99; Shirl Hoffman was the Dudley Sargent Lecturer at NAPEHE in 1998; Diane Gill was selected as the NC recipient of the NAGWS Pathfinder Award for 1998.

In Leisure Studies, Leandra A. Bedini received a Certificate of Recognition from American Therapeutic Recreation Association, September, 1997, the Linda Carlisle Grant Award from the Women's Studies Program at UNCG in April, 1998, and the Professional Research Award from the National Therapeutic Recreation Society, October, 1997.
In Public Health Education, Dr. Kathy Conley received the 1996/97 School of Health and Human Performance Award for Outstanding Teaching.

School of Human Environmental Sciences

Mark Failla received the 1997 Outstanding Advisor Award, School of HES, and served as Associate Editor, Proceedings of the Society of Experimental Biology and Medicine (1988-2001). George Loo received the 1997 Board of Governors Outstanding Teaching Award in the School of HES, 1998 Outstanding Advisor Award. Cheryl Lovelady served as Councilor, International Society of Research on Human Milk and Lactation (Elected: 1998-2001). Tom Lambeth was Guest Critic in the Department of Architecture Modern Architecture Program and Nordic Design Program, University of Oulu, Finland. Jo Leimenstoll was selected by the National Trust for Historic Preservation to develop design guidelines for the rehabilitation of affordable housing in the Martin Luther King Historic District in Atlanta and in the South Greensboro Historic District in Greensboro. Vira Kivett received a Fulbright Scholarship to study at the London School of Economics and The University of Kent and was named a Charter Fellow of the Association for Gerontology in Higher Education. Deborah Cassidy received the 1998 Board of Governors Outstanding Teacher Award in the School of HES, and served as accreditation team member for the Cyprus Ministry of Education to evaluate programs in child development and early childhood education. Peggye Dilworth-Anderson was elected Member-at-Large for the Executive Committee of the Behavioral and Social Sciences Section of the Gerontological Society of America. Linda Hestenes and Deborah Carroll won the Standing Ovation Teaching Award from the Office of Disability Services, UNCG. Elisabeth Hurd received the Mary Frances Stone Outstanding Teacher Award in the School, 1998. Nancy Cassill received the University of Tennessee Alumni Award, Century of Leaders, College of Human Ecology, and Betty Feather was recognized as Outstanding Alumna in the College of Consumer Sciences at Purdue University.

School of Music

Dr. Richard Cox received the Board of Governor's Teaching Excellence Award.

Collectively, the School of Music faculty gave international performances/presentations in Canada, Hungary, Israel, Italy, Japan, the Netherlands, Spain, and the Ukraine. In the United States, they appeared in Arizona, California, Colorado, Florida, Georgia, Illinois, Maine, Massachusetts, Michigan, Minnesota, Mississippi, Nevada, New Mexico, New York, North Carolina, Ohio, Oregon, Pennsylvania, South Carolina, Tennessee, Virginia, Washington, West Virginia, Wisconsin, and Washington, DC. They also performed frequently on radio and TV in number of states and were featured several times on National Public Radio. In addition, eight School faculty participated in the Music Teachers National Association's Annual Meeting while several more appeared on the program of the Music Educators National Conference Biennial Meeting. Other faculty gave national presentations at annual meetings of the American Liszt Society, the American Musicological Society, the Association for Technology in Music Instruction, the College Music Society, and the Society for Music Theory.

Robert Gutter continued as Founder and Artistic Director of the International Institute for Conductors in Kiev. Covington Distinguished Professor Benton Hess served as musical director the Wildwood Park for the Performing Arts in Little Rock and the Arkansas Opera Theater. Professor David Holley, tenor, served on the artist-faculty of the Brevard Music Center. Dr. John Locke was presented a "Citation for Excellence" by the National Band Association.

School of Nursing
Virginia Karb received the 1998 Gladys Strawn Bullard Award for faculty for outstanding leadership and service to UNCG; Marilyn Evans received the Eloise R. Lewis Professorship, School of Nursing 1998-2001; Joan Jones received the first NC Central University Distinguished Nursing Alumnus Award; Kay Cowen received the 1998 Teaching Excellence Award from the School of Nursing; Rebecca Saunders received the Excellence in Nursing Education from Sigma Theta Tau Gamma Zeta Chapter.
FACULTY PROFESSIONAL SERVICE

College of Arts and Sciences

In Chemistry, Terry Nile and Mike Farona, Chemistry, were invited to present seminars at several universities.

Porter Aichele, Art, served on the board of directors of both SECCA and the Weatherspoon. Carl Goldstein was a consultant to the National Gallery in London; Billy Lee was a consultant to various art projects and centers in Washington, D.C., in Hungary, and in the United Kingdom.

Bud Goodall, Communication Studies, is a member of the Board of Directors of the American Communication Association. Elizabeth Natalle, also of Communication Studies, co-chaired and wrote the executive report for a conference on women’s lives in Tromso, Norway. Lynn Manhoff, Communication Sciences and Disorders, is President-elect for the North Carolina Association of Supervisors in Speech-Language Pathology and Audiology.

English department faculty members served on the editorial boards of 16 professional journals. Karen Kilcup is Chair of the International 19th Century American Women Writers Research Group; Russ McDonald is a Trustee of the Shakespeare Association of America and served as a consultant for the Corporation for Public Broadcasting and for the Folger Shakespeare Library.

Bryan School of Business and Economics

Bill Collins served as Chair of the NCACPA Accounting and Auditing Committee, of the AAA Professional Examinations Committee, and of the FAR Continuing Education/Faculty Development Committee. Richard Ehrhardt serves on the INFORMS Prize Committee. Vidya Gargeya was appointed Senior Examiner for the N.C. Quality Leadership Award and as Judge, Team Effectiveness Showcase Competition. David Steiger serves as National Science Foundation grants reviewer.

Holly Buttner presented Successful Women Entrepreneurs: Motivations and Success Measures at the Triad Chapter of the national Association for Women Business Owners. She was a reviewer for the Academy of Management Women in Management Division annual meeting (1998), and is a reviewer for the Journal of Managerial Issues. Nur Gryskiewicz presented two workshops at the University of Auckland Executive Programmes in May 1997.

Kevin Lowe was appointed to the International Human Resource Management Committee of the Academy of Management. He was lead presenter of a colloquium on Transformational Leadership and Future Directions in Leadership Research given at the Center for Creative Leadership in December 1997. Steve Lucas is a member of the Small Business Institute Directors Association and their editorial board. He also is a member of the Editorial Advisory Board of the Journal of Small Business Strategy. Martha McEnally was an invited member of a panel at the Southeast Decision Sciences Institute on the topic of The International Experience. Bud Miles was a reviewer for the World Association for Case Method Research & Application (WACRA).

School of Education
Individual faculty reports provide for a detailed description of service activities including service on numerous professional journals and advising boards.

Counseling and Education Development offered the following workshops: Making the grade: Evaluation issues in clinical supervision, Getting published in ACA journals, Assessment issues in counseling cross-racial adoptive and foster families, Assessing immediate suicide risk via the SAD Persons Scale, and Creating inviting schools for the next century.


School of Health and Human Performance

In Dance, Ann Dils is President of CORD (Congress of Research in Dance); Sue Stinson is Chair of daCi (Dance and the Child: international). In ESS, Diane Gill is Associate Editor for Journal of Applied Sport Psychology and Journal of Sport & Exercise Psychology.

School of Human Environmental Sciences

Faculty provide service to their disciplinary organizations through committee memberships and chairships, service on task forces and special boards, as officers, as editors or associate editors of professional journals, or as members of an editorial review board. Some serve on research proposal review panels of government agencies such as USDA, NIH, NIA. Others serve on program review teams at other universities and colleges or serve as peer reviewers for promotion and tenure or special recognition of faculty at other institutions. Some host visiting scientists, public school teachers, and others. Some serve as judges of creative works.

School of Music

Overall, faculty members adjudicated innumerable competitions, served on summer music festival faculties in several states, and participated in UNCG’s Teaching Fellows program. Dr. Greg Carroll served as Co-Chair of the Board of Advisors of the Monroe Institute. Dr. Richard Cox served as Chair of the American Choral Directors Association’s Committee on Research and Publications. Dr. Kay Edwards served as Chair the North Carolina Music Educators Association’s Multi-Cultural Commission. Dr. Deborah Egekvist served a Chair of the North Carolina Chapter of the National Association of Wind and Percussion Instructors. Dr. John Locke served as National Research Chair and President of the Southern Division of the College Band Directors National Association. Dr. Scott Rawls served as President of the North Carolina Viola Society and as President-Elect of the North Carolina American String Teachers Association. Dr. Paul Stewart served the Music Teachers National Association as a member of its Board of Directors, House of Delegates, and Board of Trustees. Dean Arthur Tollefson, piano, chaired the International Society for Music Education’s Commission on the Education of the Professional Musician and the College Music Society’s International Meetings Committee. Dr. Craig Whittaker served as Regional Director of the North American Saxophone Alliance and as President of the North Carolina Chapter of the International Association of Jazz Educators.
Board of Governors Teaching Excellence Award

These awards were established in 1994 by the UNC Board of Governors to underscore the importance of teaching. A faculty member from each of the sixteen UNC universities receives this award; this year each recipient was honored with a $7,500 reward. UNCG’s recipient was:

Richard G. Cox, School of Music

Alumni Teaching Excellence Awards

Each year the University (faculty and students) selects two faculty to be honored for excellence in teaching. The awards of $7,500 for the tenured recipient and $4,500 for the nontenured recipient were presented at the University Excellence Awards Convocation. The recipients were:

Hephzibah C. Roskelly (English)  Ann B. Somers (Biology)
(tenured)  (nontenured)

Teaching Excellence Awards

Each year the Schools and the College of Arts and Sciences select one of their faculty members to be honored with an award of $1,000 for excellence in teaching. The recipients were:

College of Arts and Sciences  Robert O’Hara
Bryan School of Business and Economics  Eloise Hassell
School of Education  Judy Niemeyer and Nancy Vacc
School of Health and Human Performance  Jill Green
School of Human Environmental Sciences  Deborah Cassidy
School of Music  Kelly Burke
School of Nursing  Kay Cowen

Research Excellence Awards

Advised by representatives from the ad hoc Advisory Committee on Research, the Associate Provost for Research, and the Provost, the Chancellor selected two individuals to be honored for excellence in research. The awards were presented to each of the recipients at the University Excellence Awards Convocation. The recipients were:

Bruce J. Caldwell (Economics)  Michael Zimmerman (Philosophy)
$7,500  $4,500
Support for Faculty Research and Teaching

Research Assignments

Twenty Research Assignments were awarded for 1998-99. Of the 20, eleven were for the entire academic year, two were for the fall semester, and seven were for the spring semester.

<table>
<thead>
<tr>
<th>Name</th>
<th>School/Department</th>
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<tbody>
<tr>
<td>Jeffrey T. Adams</td>
<td>German &amp; Russian</td>
</tr>
<tr>
<td>Leandra A. Bedini</td>
<td>Leisure Studies</td>
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<tr>
<td>Jeutonne P. Brewer</td>
<td>English</td>
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<tr>
<td>Robert Calhoon</td>
<td>History</td>
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<tr>
<td>William P. Carroll</td>
<td>Music</td>
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<tr>
<td>Mark L. Failla</td>
<td>Food, Nutrition, &amp; FSM</td>
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<tr>
<td>Mary Ellis Gibson</td>
<td>English</td>
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<td>Vincent C. Henrich</td>
<td>Biology</td>
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<tr>
<td>Christopher Hodgkins</td>
<td>English</td>
</tr>
<tr>
<td>Karen Kilcup</td>
<td>English</td>
</tr>
<tr>
<td>Charles J. Kim</td>
<td>Textile Products Design &amp; Marketing</td>
</tr>
<tr>
<td>Derek Krueger</td>
<td>Religious Studies</td>
</tr>
<tr>
<td>Esther M. Leise</td>
<td>Biology</td>
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<tr>
<td>Russ McDonald</td>
<td>English</td>
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<tr>
<td>David M. Olson</td>
<td>Political Science</td>
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<tr>
<td>Charles D. Orzech</td>
<td>Religious Studies</td>
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<tr>
<td>Michael F. Parker</td>
<td>English</td>
</tr>
<tr>
<td>Mary Lou Veal</td>
<td>Exercise and Sport Science</td>
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<tr>
<td>Nancy Walker</td>
<td>Music</td>
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<tr>
<td>Michael J. Zimmerman</td>
<td>Philosophy</td>
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</table>

Summer Excellence Research Grants

The University provides funds each year to support a limited number of summer research awards. The program was established to assist scholars and creative artists at early stages of their professional careers. Only untenured, tenure-track (assistant professors) faculty are eligible to apply for a Summer Excellence Research Grant. Priority is given to proposals that show significant promise and eventual extramural support. The purpose of the program is to bring scholarly and artistic endeavors more rapidly to completion. Innovative teaching projects that have a clear research component are also eligible for support, but the award is intended to support research and creative activity and may not be used to support classroom instructional duties. The Associate Provost for Research and Dean of the Graduate School makes an announcement of the deadline and procedures for filing applications in the fall approximately four to six weeks before the deadline. Upon the recommendation of the Provost, the Chancellor makes awards in December for the coming summer.

Twenty-five Summer Excellence Research Grants of $4,000 each were awarded to faculty for summer 1998.

<table>
<thead>
<tr>
<th>Name</th>
<th>School/Department</th>
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<tr>
<td>Michael Ananian</td>
<td>Art</td>
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</tbody>
</table>
The Faculty Research Policies and Grants Committee, a committee of the Faculty Senate, is responsible for reviewing grant applications and recommending to the Associate Provost for Research and Dean of the Graduate School the allocation of funding to members of the faculty. Grants are intended primarily to assist faculty members in the initiation of their research programs, especially in the case of younger faculty members who have not yet developed extramural funding support. Secondarily, these grants are intended as an incentive for, and recognition of, the creative work of the faculty in developing extramurally supported programs, where such funding is available. Information on application procedures, factors to be addressed in the proposal, regulations regarding the use of grant funds, and faculty member responsibilities in executing the grant may be obtained from the Office of Research Services. Application dates are announced approximately one month before the spring deadline.

The Faculty Research Policies and Grants Committee made publication subsidy awards for faculty totaling $3,500. In addition, $825.63 was paid in journal pages charges, $90.00 for reprints, and $325 for miscellaneous research expenses.

Twenty-two New Faculty Awards totaling $39,894 were made from overhead receipts funds for the 1997-98 academic year.

<table>
<thead>
<tr>
<th>Name</th>
<th>School/Department</th>
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<tbody>
<tr>
<td>Susan Andreatta</td>
<td>Anthropology</td>
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<tr>
<td>Kathy Bell</td>
<td>Psychology</td>
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<tr>
<td>Ann Dils</td>
<td>Dance</td>
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<tr>
<td>David Dunlap</td>
<td>Communication Studies</td>
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<tr>
<td>Donald Farole</td>
<td>Political Science</td>
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<tr>
<td>Christopher Galli</td>
<td>Chemistry</td>
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<tr>
<td>Veronica Grossi</td>
<td>Romance Languages</td>
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<tr>
<td>Mark Hens</td>
<td>Biology</td>
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<tr>
<td>Virginia Hinton</td>
<td>Communication Studies</td>
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<tr>
<td>Lucinda Kaukas</td>
<td>Housing and Interior Design</td>
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<tr>
<td>Karen Kilcup</td>
<td>English</td>
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<tr>
<td>Thomas Kwapis</td>
<td>Psychology</td>
</tr>
<tr>
<td>Laura Linder</td>
<td>Broadcasting, Cinema &amp; Theatre</td>
</tr>
<tr>
<td>Anne McClanan</td>
<td>Art</td>
</tr>
<tr>
<td>Carla Miller</td>
<td>Food, Nutrition, &amp; FSM</td>
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<tr>
<td>Nancy Myers</td>
<td>English</td>
</tr>
<tr>
<td>Maureen O Rourke</td>
<td>Nursing</td>
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<tr>
<td>Liliana Paredes</td>
<td>Romance Languages</td>
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<tr>
<td>Gregory Raner</td>
<td>Chemistry</td>
</tr>
<tr>
<td>Marie Shoffner</td>
<td>Counseling &amp; Ed. Development</td>
</tr>
<tr>
<td>Roy Stine</td>
<td>Geography</td>
</tr>
<tr>
<td>Peter Vint</td>
<td>Exercise &amp; Sport Science</td>
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<tr>
<td>Saundra Westervelt</td>
<td>Sociology</td>
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<tr>
<td>Kathryn Williams</td>
<td>Classical Studies</td>
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</tbody>
</table>
In spring 1998, twenty-two new regular faculty research grants totaling $67,479 were awarded. Two multi-year awards were renewed totaling $1200.

<table>
<thead>
<tr>
<th>Name</th>
<th>School/Department</th>
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</thead>
<tbody>
<tr>
<td>Matt Barr</td>
<td>Broadcasting, Cinema, &amp; Theatre</td>
</tr>
<tr>
<td>Kathy Bell</td>
<td>Psychology</td>
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<tr>
<td>Julie Brown</td>
<td>Sociology</td>
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<tr>
<td>Susan Calkins</td>
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<tr>
<td>William Crowther</td>
<td>Political Science</td>
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<tr>
<td>Ruth DeHoog</td>
<td>Political Science</td>
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<tr>
<td>Susan Dietrich</td>
<td>Communication</td>
</tr>
<tr>
<td>Michael Frierson / Jan Van Dyke</td>
<td>BCT / Dance</td>
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<tr>
<td>Mary Ellis Gibson</td>
<td>English</td>
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<tr>
<td>Carl Goldstein</td>
<td>Art</td>
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<tr>
<td>Mark Hens</td>
<td>Biology</td>
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<tr>
<td>Jack Humphrey / Saundra Westervelt</td>
<td>Sociology</td>
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<tr>
<td>Karen Kilcup</td>
<td>English</td>
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<tr>
<td>Thomas Kwapis</td>
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<tr>
<td>David MacKenzie</td>
<td>History</td>
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<tr>
<td>Joseph Mountjoy</td>
<td>Anthropology</td>
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<tr>
<td>Nancy Myers</td>
<td>English</td>
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<tr>
<td>Gregory Raner</td>
<td>Chemistry</td>
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<tr>
<td>Walter Salinger</td>
<td>Psychology</td>
</tr>
<tr>
<td>Jeffrey Soles</td>
<td>Classical Studies</td>
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</tbody>
</table>

**ACT/CTEP Grants**
Seventeen grants totalling $36,024 were awarded under the ACT (Advancement of Curriculum and Teaching) and CTEP (Computer Technology Education) Programs. The following faculty received grants:

<table>
<thead>
<tr>
<th>Name</th>
<th>School/Department</th>
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</thead>
<tbody>
<tr>
<td>Kathleen Ahern</td>
<td>German &amp; Russian</td>
</tr>
<tr>
<td>Kelly Burke</td>
<td>School of Music</td>
</tr>
<tr>
<td>E. Chiseri-Strater/H. Roskelty</td>
<td>English</td>
</tr>
<tr>
<td>N. Courts/S. Beeson</td>
<td>Nursing</td>
</tr>
<tr>
<td>Margaret Dick</td>
<td>School of Nursing</td>
</tr>
<tr>
<td>Michael Frierson</td>
<td>Broadcasting/Cinema &amp; Theatre</td>
</tr>
<tr>
<td>C. Fuller/C. Miller</td>
<td>Food, Nutrition, &amp; Food Service Management</td>
</tr>
<tr>
<td>Robert Guttentag</td>
<td>Psychology</td>
</tr>
<tr>
<td>M. Harrison/S. Beeson</td>
<td>Food, Nutrition, &amp; Food Svc. Mgt./Nursing</td>
</tr>
<tr>
<td>Frank Hensley</td>
<td>Biology</td>
</tr>
<tr>
<td>L. Kaukas/D. Matthews</td>
<td>Housing &amp; Interior Design</td>
</tr>
<tr>
<td>Cheryl Logan</td>
<td>Psychology</td>
</tr>
<tr>
<td>C. Matthews/B. Levin</td>
<td>Curriculum &amp; Instruction</td>
</tr>
<tr>
<td>M. Sandford/E. Jackson/G. Bogdan</td>
<td>Anthropology/Mathematical Sciences</td>
</tr>
<tr>
<td>Joe Shively</td>
<td>Music</td>
</tr>
<tr>
<td>W. Tullar/P. Kaiser/P. Balthazard</td>
<td>Business Administration/ISOM</td>
</tr>
<tr>
<td>M. Ziff/S. Temple</td>
<td>Housing and Interior Design</td>
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</tbody>
</table>

**Faculty and Instructional Development Mini-Grants**

During the eighth year of the Faculty and Instructional Mini-Grant Program, thirteen faculty members were awarded grants ranging from $173 to $300 for a total of $3,618.

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Susan Andreatta</td>
<td>Anthropology</td>
</tr>
<tr>
<td>Beth Barba</td>
<td>Nursing</td>
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<tr>
<td>Genevieve Bartol</td>
<td>Nursing</td>
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<tr>
<td>Hazel Brown</td>
<td>Nursing</td>
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<td>Margaret Dick</td>
<td>Nursing</td>
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<tr>
<td>Julia Jacks</td>
<td>Psychology</td>
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<tr>
<td>Lucinda Kaukas</td>
<td>Housing &amp; Interior Design</td>
</tr>
<tr>
<td>Jo Leimenstoll</td>
<td>Housing &amp; Interior Design</td>
</tr>
<tr>
<td>Catherine Matthews</td>
<td>Curriculum &amp; Instruction</td>
</tr>
<tr>
<td>David Matthews</td>
<td>Housing &amp; Interior Design</td>
</tr>
<tr>
<td>Heidi Reeder</td>
<td>Communication Studies</td>
</tr>
<tr>
<td>Mary K. Sandford</td>
<td>Anthropology</td>
</tr>
<tr>
<td>Rebecca Saunders</td>
<td>Nursing</td>
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</table>
ACADEMIC POLICY

EPA Non-Faculty Personnel--A joint study of student support positions was finalized this year, following last year's agreement between the President of the University of North Carolina and the Director of the Office of State Personnel on the definition of instructional and research personnel. A number of EPA (exempt from personnel act) positions in the Office of Admissions and the Office of Financial Aid were determined to be in the SPA realm, and were reclassified as such. Amendments to the EPA Nonfaculty Personnel Policies and EPA Nonfaculty Appeals Guidelines were approved by the UNCG Board of Trustees in April, 1998.

Faculty Participation in Policy Development--The Faculty Senate and the Faculty Senate committees addressed several important issues during the 1997-98 academic year, including (1) post-tenure review policy, (2) academic calendars for two years, (3) change in the membership of the Faculty Grievance Committee, (4) faculty view on budget priorities, (5) establishment of a new committee, Research Policies Committee, (6) development of criteria and procedures for a University Leadership Service Award, (7) revised policies for academic probation and academic suspension, (8) revised policy for academic good standing. In addition, the senators enhanced communication with Intercollegiate Athletics, examined complex issues of parking on campus, discussed the foundations of the liberal arts education with the AULER Commission, and approved the document, "University Evaluation Guidelines for Promotions and Tenure." The Chair and Chair-elect of the Senate worked cooperatively with the administration in implementing the phased retirement program. The Office of the Provost supplied requested salary information to the Faculty Compensation Committee. In support of these activities, the Provost held monthly meetings with the officers of the Faculty Senate as well as two breakfast meetings (each semester) with the officers and the chairs of Senate committees.

Regulations on Academic Freedom, Tenure, and Due Process--The Commission on Faculty Roles, Rewards and Responsibilities (referred to as the 3Rs Commission) conducted an intensive review during 1996-97 and 1997-98 and made several recommendations. The Commission produced two documents. University Promotions and Tenure Guidelines, approved by the General Faculty on April 23, 1997, establishes the broad framework for promotion and tenure at the University. University-Wide Evaluation Guidelines for Promotions and Tenure, adopted January 21, 1998, provides a context for the development of unit-specific P&T evaluation plans. The first two pages of the Promotion and Tenure Form were revised on February 27, 1998. A promotion and tenure handbook, which will serve as a resource to tenure-track faculty, is expected to be in place for the 1998-99 academic year.

Senior Academic and Administrative Officers--Since agreement on the definition of instructional personnel was reached, the University began this year to look at SPA positions which should be considered in the category of senior academic and administrative officers and, therefore, EPA. The Provost and Vice Chancellors were called upon to review SPA positions. A study team was appointed by the University President to review all positions submitted, and Associate Provost Alan Boyette accepted appointment to this group. The group's study is underway at present.

Faculty Workload--Work continued in support of the request by General Administration for data to support their effort to compile a report for the Board of Governors and the Joint Legislative Education Oversight Committee regarding teaching workloads. During this year, the University report for 1996-97 was finalized, departmental summary and detail reports were generated, the UNCG reports were distributed to other campuses, and the reports received from other campuses were distributed to
appropriate departments. In addition, the report was added to the Provost’s Office Web Site. The generation of the report for 1997-98 required making major revisions in the data collection process for the Instructional Analysis (IA) Report produced by the Office of Institutional Research which provides the base data needed for the Faculty Workload Report. Summation of the Fall and Spring data will be completed in June utilizing new and revised rules and policies announced by General Administration in April. Finally, the implementation of the Banner Faculty Workload Module will allow much of the base data needed for Faculty Workload to come from the Banner System and be available in a more timely and accurate manner. The summation of the data and generation of the summary and detail reports will continue to rely upon a separate local system.

**Deans Reviews**--Last year the Provost initiated a formal review process of the deans and the director of the library to help enhance performance and improve the interaction of the academic units with academic and University goals. The process involved the generation of Opscan forms for each faculty member in each unit, collection of the data, and generation of summary and detailed reports for the Provost. Each dean/director is evaluated in leadership, communication, and administration/management. In addition, each unit’s survey instrument was individually designed by a specially appointed committee. Several other units decided this year to conduct a self evaluation in addition to or as a replacement for the centralized evaluation. The process provides not only an effective feedback process for the deans/director, but also an opportunity for faculty to communicate with the Provost regarding academic and leadership issues.

**Other Personnel Items**--In March, 1997 the UNC Board of Governors adopted the recommendations of the UNC to Study Early Retirement to implement a phased retirement plan at every institution where tenure exists (ref. Administrative Memorandum No. 370). UNCG’s Phased Retirement Program, as approved by the Faculty Senate, by the Board of Trustees, and by the UNC Board of Governors, was implemented February 1, 1998 on a trial basis for a period of five years. In May, 1997 the UNC Board of Governors adopted the recommendations of the UNC Committee to Study Post-tenure Review. In June, 1997 General Administration released general guidelines for the development of policies and regulations governing performance reviews of tenure faculty at each institution (ref. Administrative Memorandum No. 371). UNCG’s policy on post-tenure review was approved by the Faculty Senate, by the Board of Trustees, and is awaiting approval by the UNC Board of Governors. Progress continued on making the complete **Handbook for Faculty** available on the campus-wide network.

**Information Technology**--Although the Provost's Office has for several years had various staff assigned to overseeing the desktop systems in the Office, the process was formalized this year though development of a short-range and long-range strategic plan that would help keep the Office up to date. The year included the conversion from the Apple Macintosh platform to the PC. New computers were purchased based on the operational requirements of each regular staff member with particular attention given to each user’s required network connections and peripherals. In addition, new or upgraded software was installed to handle not only basic operational tasks (e.g. word processing, spreadsheets, e-mail, etc.) but on specialized needs (e.g. graphics, database, hardware/software diagnostic tools, developmental tools, etc.). All previous equipment was evaluated and appropriately distributed based on age, capabilities, and needs (generally distributed to other academic and/or University offices, surplused, or reallocated). In addition, there has been a concentrated effort to enhance the Provost Web site to better show the breadth and scope of the support provided by the Office and to better support the distribution of documents describing policies and procedures electronically to the campus. Greater support for the Provost’s Web environment was made possible by moving the site from the ITEC server to the University’s web server. Additional features and capabilities are being added to the Provost’s NT Web Server.
State Appropriations--In 1997-98, the Division of Academic Affairs received an increase from state appropriations through the equity-in-funding adjustment made to UNCG and through other expansion categories. A salary increase package for both EPA and SPA employees was provided.

Equity--$2.9 million was provided in Academic Affairs on an ongoing basis as the equity adjustments. This allocation was distributed as follows: $1 million was provided to address personnel needs and operating support in the Enrollment Services units to provide quality enrollment and student services. The sum of $62,000 was allocated to address international student recruitment and retention, and $100,000 was provided for undergraduate programming and special academic initiatives. The Library received an allocation of $282,000 to establish five new professional librarian positions and operating support. Some $92,000 was provided for additional graduate student tuition waivers. Nearly $428,000 was set aside to establish non-teaching positions so that EPA non-faculty employees currently paid from teaching positions could be shifted to a more appropriate source, thereby freeing up additional teaching positions for deployment in instructional units. $442,000 was provided in operating support dollars for the instructional units in Academic Affairs, thereby increasing these budgets by approximately 28%. Some $325,000 was used to shift co-curricular programming, formerly funded by student fees, to state appropriations. The sum of $60,000 in salary dollars and associated benefit funding was established as an enhancement fund for SPA employees in the Division of Academic Affairs. On a one-time basis, an additional $500,000 was provided in 1997-98 for the purchase of instructional equipment in the academic units.

Expansion--The sum of $139,920 was provided to enhance the library’s materials budget. Some $9,281 were provided to the summer session budget to cover contract marketing expenses and temporary staff. The budget of the Piedmont Triad Horizons Educational Consortium was cut by $50,000, and legislative action mandated that this amount be shifted to the Reading Together program, a student tutorial reading program for second graders conducted as a pilot program with Guilford County Schools. Finally, during the course of the year, the Board of Governors allocated $155,000 for a University/School Teacher Education Partnership program in the School of Education, and $79,288 for the operations of the Speech-Language Pathology Consortium.

Special legislation pertaining only to the 1997-98 fiscal year allowed the State Budget Office to forgive one-half of UNCG’s mandatory reversion, that amount the University must return unspent to State coffers in accordance with its designation as a Special Responsibility Constituent Institution. This provided for a one-time allocation of $120,000 to the Jackson Library to equip the off-site storage facility in the James S. Ferguson Building.

Salary Increases: Salaries for continuing faculty and EPA non-faculty were increased an average of 4%. These funds, as appropriated by the Board of Governors, were used as determined by the Chancellor to award increases to faculty, non-faculty EPA employees, and senior academic and administrative officers on the basis of merit, and to augment vacant positions that the University is seeking to fill. An increase of 4% was awarded to most members of the SPA staff. Those SPA staff members who were at the top of their salary range received a 2% increase in base salary and a one-time payment of 2% of the base salary.

Existing scientific equipment funds totaling $363,380 were used to replace outdated equipment, to update laboratories with new items, and to provide for routine maintenance of specialized equipment.
The majority of these funds continue to be allocated to the College of Arts and Sciences to meet ongoing and start-up needs. The School of Health and Human Performance and the School of Human Environmental Sciences were also awarded funds for scientific equipment.

Fine Arts equipment purchases were again funded this year through an allocation of funds by the Provost from reserves. An allocation was provided to the College for the Departments of Art and Broadcasting/Cinema and Theatre. Funds were also provided to the School of Music and to the School of Health and Human Performance for the Department of Dance.

Funds received through the assessment of the Educational and Technology Fee to students were made available to selected departments in the College of Arts and Sciences and the Schools of Music, Nursing, and Human Environmental Sciences. These funds are used to defray the costs of laboratory and studio equipment and supplies.

Approximately $100,000 was provided to the College, Schools, and administrative units in the Division of Academic Affairs during the 1997-98 academic year to support honoraria paid to visiting scholars, seminar leaders, and other speakers.

Budget Flexibility--During 1997-98, units in the Division of Academic Affairs used budget flexibility to meet needs of strategic importance in the realms of teaching and research. Funds were transferred to purchase computer equipment, office equipment, educational equipment, as well as specialized supplies and materials for use in the classrooms, laboratories, and studios of the campus.

Unrestricted Gifts and Investment Income--Significant growth in the University's unrestricted endowment allowed the Chancellor to allocate the sum of $361,150 to support the annual Conference on African-American Culture and Experience, the Excellence Awards day, awards programs for teaching, research, and graduate teaching excellence, the summer institute for minority issues in the curriculum, searches for key administrative posts and general discretionary needs in the instructional and service units of academic affairs. Through an allocation of unrestricted gifts and investment income, the University continued the contract with a consulting firm in the nation's capital, which will enhance the University's ability to acquire research and training funds from Federal sources.

Indirect Cost Recovery--During 1996-97, the State took, as its share of our indirect cost recovery, 10% of the earnings in these funds. The sum of $1,500,376 was, therefore, available for distribution in 1997-98. Ten percent of the grant's earnings was allocated to the principal investigators, and an equal amount was appropriated to the principal investigator's home department. After this distribution, funding was allocated to support several permanent positions in the Divisions of Academic Affairs and Business Affairs, the international travel of the faculty, the Advancement of Curriculum and Teaching (ACT) grants, the Research Council's New Faculty Grants, and the Faculty Research Grant award program. Funding was again allocated to the undergraduate research assistantship program. Start-up funding for newly appointed faculty members in the sciences was provided. Operating costs for the Institute for Health, Science, and Society, Center for the Study of Social Issues, and the Instructional Technology Education Center were covered from this source.

Student Fee Budget--The activity fees provided modest support to the program at Piney Lake, as well as the fine arts programs of the Weatherspoon Art Gallery, the School of Music (spring opera and fall musical), the Department of Dance (Dance Company), the University Theatre program, the Summer Theatre, and the operations of the Health and Human Performance Complex. The costs of these initiatives will be borne by State appropriations beginning with the 1998-99 fiscal year.
Changes in Academic Organization

The Office of Continuing Education became the Division of Continual Learning, effective July 1, 1997.

Activities of the Information Technologies Education Center will be suspended, effective June 30, 1998.

Appointments of Senior Academic and Administrative Officers

Dr. John J. Young was named Dean of the Division of Continual Learning, effective July 1, 1997.

Dr. Ada L. Vallecorsa was named Associate Dean, School of Education, effective July 1, 1997.

Dr. Anita S. Lawson was named Associate Provost for Undergraduate Education and Special Academic Initiatives, effective August 15, 1997.

Dr. Sandra J. Hood was named Interim Assistant Dean, School of Human Environmental Sciences, effective July 1, 1997.

Dr. B. Kay Pasley was named Interim Associate Dean, School of Human Environmental Sciences, effective September 1, 1997.

Dr. Eileen G. Kohlenberg was named Assistant Dean, School of Nursing, effective July 1, 1997.

Dr. Robert E. Gatten was named Associate Dean, College of Arts and Sciences, effective July 1, 1997.
APPENDIX A: Office of International Programs

Linkage Partners

As of May, 1998, UNCG has the following linkage partners:

<table>
<thead>
<tr>
<th>Linkage Agreement</th>
<th>Country</th>
<th>Date</th>
<th>Purpose of Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signed Pre-1997-98</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U. of Hull</td>
<td>U.K.</td>
<td>1993</td>
<td>Fac/Student Exchg.</td>
</tr>
<tr>
<td>U. of Plymouth</td>
<td>U.K.</td>
<td>1993</td>
<td>Fac/Student Exchg.</td>
</tr>
<tr>
<td>Mannheim U.</td>
<td>Germany</td>
<td>1993</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>U. of Oulu</td>
<td>Finland</td>
<td>1993</td>
<td>Fac/Student Exchg.</td>
</tr>
<tr>
<td>F/H Worms</td>
<td>Germany</td>
<td>1993</td>
<td>Fac/Student Exchg.</td>
</tr>
<tr>
<td>U. of Bamberg</td>
<td>Germany</td>
<td>1993</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>RMIT</td>
<td>Australia</td>
<td>1993</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>U. Autonoma</td>
<td>Costa Rica</td>
<td>1994</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>Deakin U.</td>
<td>Australia</td>
<td>1994</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>U. of Wroclaw</td>
<td>Poland</td>
<td>1994</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>U. Rennes II</td>
<td>France</td>
<td>1995</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>U/Wales (Bangor)</td>
<td>U.K.</td>
<td>1995</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>Växjö U.</td>
<td>Sweden</td>
<td>1995</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>ITESM</td>
<td>Mexico</td>
<td>1995</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>Extramudara/Caceras</td>
<td>Spain</td>
<td>1996</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>U. of Manchester</td>
<td>U.K.</td>
<td>1996</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>Australian Catholic U.</td>
<td>Australia</td>
<td>1996</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>U. of Ulster</td>
<td>N. Ireland</td>
<td>1997</td>
<td>Fac/Student Exchg.</td>
</tr>
<tr>
<td>Signed in AY 1997-98</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U. Of Ballarat</td>
<td>Australia</td>
<td>1998</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>Brock University</td>
<td>Canada</td>
<td>1998</td>
<td>Student Exchange</td>
</tr>
<tr>
<td>U. de Granada</td>
<td>Spain</td>
<td>1998</td>
<td>Fac/Student Exchang.</td>
</tr>
<tr>
<td>U. Of Klagenfurt</td>
<td>Austria</td>
<td>1998</td>
<td>Student Exchange</td>
</tr>
</tbody>
</table>

Faculty Abroad

The following faculty were abroad on long-term overseas assignments during 1997-98:

<table>
<thead>
<tr>
<th>Name</th>
<th>Dept.</th>
<th>Location</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joseph Mountjoy</td>
<td>Anthropology</td>
<td>Mexico</td>
<td>Summer '97</td>
</tr>
<tr>
<td>Ann Somers</td>
<td>Biology</td>
<td>Costa Rica</td>
<td>Summer '97</td>
</tr>
<tr>
<td>Jeffery Soles</td>
<td>Classical St.</td>
<td>Greece</td>
<td>Summer '97</td>
</tr>
<tr>
<td>Carmen Soyomayor</td>
<td>Romance L.</td>
<td>Spain</td>
<td>Summer '97</td>
</tr>
</tbody>
</table>
UNCG Faculty Traveling Overseas with 
Support from the OIP 
1997-98 
(Destinations in Parentheses) 
[Numbers in Brackets]

Support from the Kohler Fund:

- **From the Bryan School**: William Tullar (Germany); Kwasi Amoako-Gyampah (Ghana); Martha McEnally (Mexico). [3]

- **From Education**: Barbara Levin (Spain); Catherine Matthews (Spain); Svi Shapiro (U.K). [3]

- **From the College**: Julie Brown (Russia); Arnold Doren (China); Anthony Fragola (Hong Kong); Michael Frierson (China); Mary Gibson (Europe); Veronica Grossi (Mexico); Anne McClanan (Europe); Joe Mountjoy (Mexico); Liliana Paredes (Peru); Jeff Soles (Greece); David Mackenzie (Yugoslav & Russia). [11]

- **From HES**: Betsy Lindsey (U.K.); Cherly Lovelady (N. Ireland); Nancy Cassill (Mexico). [3]

- **From HHP**: Rick McCullough (Europe). [1]

- **From Music**: Nancy Walker (Germany). [1]

Subtotal: 22

Support from Non-Kohler OIP Funds:

- **From the Bryan School**: Frank Lank (Taiwan); James Weeks (Hong Kong). [2]

- **From the College**: Ron Cassell (U.K.); Mary Erdman (Poland); Tom Fitzgerald (Canada); Cherly Logan (Germany); Jody Natalie (Sweden); Penelope Pynes (Germany, Spain, & Finland)). [6]

- **From HES**: Tom Lambeth (Finland). [1]

- **From other Academic Divisions**: Jerry Harrelson (Venezuela & Middle East); Charles Lyons (Hong Kong & Australia). [2]
Subtotal: 11

Support from the International Travel Fund:

- **From the Bryan School:** Bradley Kirkman (Turkey); Brad Kirkman (Turkey); Stepehn Lucas (France). [3]
- **From Education:** James Carmichael (The Netherlands); Jerry Meisner (Mexico); Judith Niemeyer (Ireland); Harol Hoffman (Mexico). [4]
- **From the College:** Gary Rosenkrantz (Austria); Keith Cushman (India); Neal Stewart (India); David Olson (Norway); John Rees (France); John Jellicorse (China); Marilyn Lombardi (Canada); Aqueil Ahmad (India); Susan Buck (Canada); Russ McDonald (English); Jodi Bilinkoff (Spain); Tom Fitzgerald (Canada); George Dimock (Canada); Jeffrey Soles (Belgium); Sue Lea (The Netherlands); Anne McClanan (Europe); William Markham (Switzerland); Anne Lockwood (England); Richard Fabiano (China); Carmen Sotomajor (Sweden).[20]
- **From HES:** Deborah Cassidy (Ireland); Nancy Cassill (Germany).[2]
- **From HHP:** Janet Harris (Canada).[1]
- **From Music:** Dennis Askew (The Netherlands).[1]
- **From Nursing:** Hazel Brown (Thailand); Marilyn Evans (Norway); Genevieve Bartol (The Netherlands); Maureen O Rourke (The Netherlands).[4]

Subtotal: 35

Total Supported Kohler, Non-Kohler & International Travel Fund: 68

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**Long-Term Exchange Faculty from Overseas Visiting UNCG During 1997-98**

*Long-Term:*

<table>
<thead>
<tr>
<th>Name</th>
<th>Home Campus/Country</th>
<th>Time at UNCG</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heinz Falk</td>
<td>Fachlochschule, Germany</td>
<td>Summer 97</td>
</tr>
<tr>
<td>Neil Ballantyne</td>
<td>Univ. of Strahclyde, U.K.</td>
<td>Summer 97</td>
</tr>
<tr>
<td>Young-Ihn Lee</td>
<td>Univ. Sangmyung, Korea</td>
<td>A.Y. 97-98</td>
</tr>
<tr>
<td>Maria Y.L. Rico</td>
<td>Univ. de Madrid, Spain</td>
<td>Fall 97</td>
</tr>
<tr>
<td>Maria L. M. Perez</td>
<td>Univ. de Madrid, Spain</td>
<td>Fall 97</td>
</tr>
<tr>
<td>Kamil Hashim</td>
<td>Institut Teknologi MARA, Malaysia</td>
<td>Fall 97</td>
</tr>
<tr>
<td>John T. Ferretti</td>
<td>Baptist Univ., Hong Kong</td>
<td>Spring 98</td>
</tr>
<tr>
<td>Sung-Ho Um</td>
<td>Univ. of Ulsan</td>
<td>Spring 98</td>
</tr>
<tr>
<td>Dean Chamberlain</td>
<td>School of Medicine, U.K.</td>
<td>Spring 98</td>
</tr>
</tbody>
</table>

Total: 9
Short-Term Exchange Faculty from Overseas
Visiting UNCG During 1997-98

From UNCG’s Linkage Partners Abroad:

- From the University of Oulu, Finland: Ms. Terhi Törmänen, Ms. Anjä Mäläskä, Ms. Leena Ervamaa, Ms. Paivi Mikkola, and Mr. Aarne Tarumaa.

- From the Universities of Baden Wurttemberg, Germany: Dr. Joachim Wenner, Dr. Joachim Gerke, Mr. Achim Niessen, Mr. Wolfgang Stenzel, Mr. Marion Peyk-Stenzel, Mr. Brigitte Kemmler, Mr. Gert Lohbeck, Mr. Wolfgang Mekle, Mr. Gerhild Framhein, and Mr. Christian Wehofsits.

- From the University of Manchester Institute for Management Studies, U.K.: Ms. Pam Edwards.

- From the University of Strathclyde, Scotland: Ms. Christine Percival, and Ms. Janice Brownlee.

Subtotal: 18

From Non-Partner Institutions and Organizations:

- From the University of Wollongong, Australia: Dr. Robert K. Norris, and Dr. James Wieland.

- From the Auckland College of Education, New Zealand: Mr. and Mrs. Bryan Tuck.

- From the University of Queensland, Australia: Mr. Robyn Gillies

- From the Israeli Consulate, Atlanta, GA: Deputy Consul General Zvi Aviner-Vapni

- From the Japanese Consulate, Atlanta, GA: Cultural Affairs Counselor Mr. H-Poong Chi.

- From the Swiss Pedagogy Insitute of Professional Training, Switzerland: Mr. Mattia Pittaretti.

- From the University of Jonkoping, Sweden: Professor Charlie Karlsson.

Subtotal: 8

Total Short-term Visitors Hosted by OIP: 26
APPENDIX B: Minority Faculty
1997-98

African/African-Americans (20)

College of Arts and Sciences (8)
Willie L. Baber, Professor (1989) Anthropology
Belinda C. Boyd, Associate Professor (1991) Broadcasting/Cinema and Theatre Communication
Curtis Brandon, Lecturer (1996) Sociology
Steven R. Cureton, Visiting Assistant Professor (1997) English
Sally Ann Ferguson, Associate Professor (1990) History
Mary B. Floyd, Associate Professor (1983) Biology
Naurice F. Woods, Lecturer (1989) Business Administration

Bryan School of Business and Economics (3)
Kwasi Amoako-Gyampah, Associate Professor (1990) Business Administration
Norwood Mcmillian, Lecturer (1995) Business Administration

School of Education (2)
Ceola R. Baber, Associate Professor (1989) Curriculum and Instruction
Lloyd Bond, Professor (1988) Educational Research Methodology

School of Health and Human Performance (1)

School of Human Environmental Sciences (3)
Carolyn A. Moore, Lecturer (1990) Social Work

School of Music (1)
Levone T. Scott, Lecturer (1992)

School of Nursing (2)
Joan M. Jones, Visiting Assistant Professor (1984)
Lenora A. Richardson, Associate Professor (1988)

American Indian/Alaskan Native (1)

School of Human Environmental Sciences (1)
David Matthews, Assistant Professor (1994)  
Housing and Interior Design

Asian/Pacific Islander (12)

College of Arts and Sciences (6)

Aqueil Ahmad, Visiting Associate Professor (1994)  
Sociology
Setsuya Kotani, Associate Professor (1974)  
Art
Anuradha Palit, Lecturer (1994)  
Physics and Astronomy
Promod R. Pratap, Assistant Professor (1994)  
Physics and Astronomy
Tripti Sen, Lecturer (1982)  
Mathematical Sciences
Jie Wang, Assistant Professor (1993)  
Mathematical Sciences

Bryan School of Business and Economics (3)

Riad A. Ajami, Distinguished Professor (1996)  
Business Administration
Vidyaranya B. Gargeya, Assistant Professor (1993)  
Information Systems and Operations Mngt.
Change D. Koh, Assistant Professor (1990)  
Information Systems and Operations Mngt.

School of Health and Human Performance (1)

Donald W. Morgan, Associate Professor (1989)  
Exercise and Sport Science

School of Human Environmental Sciences (2)

Charles J. Kim, Professor (1990)  
Textile Products Design & Marketing
George Loo, Associate Professor (1990)  
Food, Nutrition and Food Service Management

Hispanic (10)

College of Arts and Sciences (8)

Jose A. Almeida, Associate Professor (1966)  
Romance Languages
Iluminada Amat, Lecturer, (1994)  
Romance Languages
Roberto E. Campo, Associate Professor (1989)  
Romance Languages
Liliana Paredes, Visiting Assistant Professor (1995)  
Romance Languages
Consuelo Preti, Assistant Professor (1994)  
Philosophy
Jose Sanchez-Boudy, Professor (1965)  
Romance Languages
Walter L. Salinger, Professor (1972)  
Psychology
Carmen T. Sotomayor, Associate Professor (1987)  
Romance Languages

School of Health and Human Performance (1)

Eluza M. Santos, Assistant Professor (1996)  
Dance

School of Nursing (1)

Tomasita R. Jacobowitz, Lecturer (1996)
## APPENDIX C: Faculty/Staff Profile, 1997-98

<table>
<thead>
<tr>
<th>NAME</th>
<th>SCHOOL/DEPARTMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Resignations: Faculty (12)</strong></td>
<td></td>
</tr>
<tr>
<td>Alvarez, Sally M.</td>
<td>Communication</td>
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<tr>
<td>Charry, Eric</td>
<td>School of Music</td>
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<tr>
<td>Gibson, Heather J.</td>
<td>Leisure Studies</td>
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<tr>
<td>Lansdale, Katie T.</td>
<td>School of Music</td>
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<tr>
<td>O Leary, Helen</td>
<td>Art</td>
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<tr>
<td>Pillow, Wanda S.</td>
<td>Educational Leadership and Cultural Foundations</td>
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<tr>
<td>Rawls, Sandra K.</td>
<td>Housing and Interior Design</td>
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<tr>
<td>Rudolph, David L.</td>
<td>Exercise and Sport Science</td>
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<tr>
<td>Schaefer, Sharon L.</td>
<td>Housing and Interior Design</td>
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<tr>
<td>Shaughnessy, Marianne</td>
<td>School of Nursing</td>
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<td>Cope, Melody L.</td>
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<td>Crabtree, Stacy A.</td>
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<td>Devlin, Jr., Mike J.</td>
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<td>Hendrickson, Rachel</td>
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<td>Hood, Sandra J.</td>
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<td>Kelly, Bette A.</td>
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<td><strong>Retirements: Faculty (16)</strong></td>
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<td>Bartol, Genevieve M.</td>
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<td>Butler, Janet B.</td>
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<td>Cassell, Barbara B.</td>
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<td>Coleman, William L.</td>
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<td>Cooley, Jr., James C.</td>
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<td>Forbes, Roy H.</td>
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<td>Garlington, Aubrey S.</td>
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<td>Magee, Aden C.</td>
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<td>Mecimore, Charles D.</td>
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<td>Educational Leadership and Cultural Foundations</td>
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<td>Moran, William E.</td>
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<td>Oakland, Billie G.</td>
<td>Clothing and Textiles</td>
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<td>Ransley, Martha W.</td>
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<td>Robinson, Sarah M.</td>
<td>Exercise and Sport Science</td>
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<td>Saab, Ann P.</td>
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<td>Scullion, Thomas B.</td>
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<td>Hershey, Anne E.</td>
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New Appointments: Associate Professor (0)

New Appointments: Assistant Professor (19)

Andreatta, Susan L. Anthropology
Barton, Richard E. History
Bell, Kathy L. Psychology
Finley, William K. Walter Clinton Jackson Library
Fleet, James C. Food, Nutrition, and Food Service Management
Grossi, Veronica Romance Languages
Harden, J. William Accounting
James, Robert Walter Clinton Jackson Library
Kwapil, Thomas R. Psychology
Leafstedt, Carl S. School of Music
McClanan, Anne L. Art
Miller, Carla K. Food, Nutrition, and Food Service Management
Moraru, Cristian English
Oleen, Melissa J. Walter Clinton Jackson Library
O’Rourke, Maureen E. School of Nursing
Raedy, Kevin M. Accounting
Ralph, Randy D. Library and Information Studies
Reeder, Heidi M. Communication
Sperry, Kevin K. Exercise and Sport Science

Promotions: To Professor (5)

Ehrhardt, Richard A. Information Systems and Operations Management
Goldfarb, Allan H. Exercise and Sport Science
MacKinnon-Lewis, Carol Human Development and Family Studies
Wineburg, Robert J. Social Work
Winkler, Daniel T. Business Administration

Promotions: To Associate Professor (15)

AsKew, Dennis W. School of Music
Bach, Edward S. School of Music
Cherry, Eric School of Music
Chesak, Laura A. Romance Languages
Erdmans, Mary P. Sociology
Green, Claudia G. Food, Nutrition, and Food Service Management
Hurd, Elisabeth P. Social Work
Juhneke, Gerald A. Counseling and Educational Development
Kennedy-Malone, Laurie M. School of Nursing
Leise, Esther M. Biology
Lovelady, Cheryl A. Food, Nutrition, and Food Service Management
Matthews, Catherine E. Curriculum and Instruction
Ramsey, Bennett H. Religious Studies
Tesh, Anita S. School of Nursing
Wolf, John Broadcasting/Cinema and Theatre
Associate Professors Granted Permanent Tenure (1)

Gladwell, Nancy J.  
Leisure Studies

Reappointments to Second Probationary Term (23)

Allan, Kenneth D.  
Sociology

Blair, William A.  
History

Cookman, Craig A.  
School of Nursing

Dennison, Susan T.  
Social Work

Dunlosky, John  
Psychology

Edwards, Kay L.  
School of Music

Fuller, Cindy J.  
Nutrition and Foodservice Systems

Galli, Christopher J.  
Chemistry

Gulley, John M.  
Broadcasting/Cinema and Theatre

Jacks, Julia R.  
Psychology

Johnston, Francine R.  
Curriculum and Instruction

Lovelace, Kay A.  
Public Health Education

McAvoy, Gregory E.  
Political Science

McCullough, Kenneth E.  
Dance

McDonald, Gail  
English

Rudolph, David L.  
Exercise and Sport Science

Sally, Dana M.  
Walter Clinton Jackson Library

Smith, Paige H.  
Public Health Education

Stewart, Jr., Charles N.  
Biology

Stine, Roy S.  
Geography

Summers, Kathryn  
English

Yoder-White, Maribeth G.  
School of Music

Zuefle, David M.  
Recreation, Parks, and Tourism
### Faculty Profile Statistics

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<th>Fall 1994</th>
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<td>Other⁵</td>
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<tr>
<td>Male</td>
<td>329</td>
<td>56.7</td>
<td>323</td>
<td>56.7</td>
<td>314</td>
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<tr>
<td>Female</td>
<td>251</td>
<td>43.3</td>
<td>247</td>
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<td>Total FT Fac OCR Population⁶</td>
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</table>

1. The source of information, for all statistics except ethnicity, is the UNCG Fact Book.
2. As a percentage of Total Faculty which includes personnel who are temporary, less than nine months, and non-resident aliens.
3. The reduction in faculty positions in 1992-93 was caused by 49 faculty retirements, resignations, or dismissals which occurred in 1992-93 accompanied by only 32 new faculty hires for fall 1993. In addition, seven faculty positions from fall 1992 were reclassified as either Executive/Administrative and Managerial or Other Professional positions in fall 1993.
4. As a percentage of Full-time Faculty which includes personnel who are temporary, less than nine months, and non-resident aliens.
5. The Faculty Rank category Other represents full-time non-tenure track visiting appointments.
6. The total of 559 full-time faculty for Fall 1994 is higher than the count of 540 full-time faculty reported on the Fall 1995 Office for Civil Rights (OCR) Report because the 559 count includes personnel who are temporary, less than nine months, and non-resident aliens, all of whom are excluded from OCR Reports.
7. As a percentage of Total FT OCR Population. Source of data was the Office of Institutional Research.
APPENDIX D: Faculty Senate

Action Items Passed by the Faculty Senate
With the Chancellor’s Responses
1997-98

October 1, 1997

97-10-1 Election of members to serve on the Promotions and Tenure Committee
Received and approved

97-10-2 Approval of the 1998-1999 and 1999-2000 academic calendars as amended
Received and approved

November 5, 1997

97-11-1 Change in the membership of the Faculty Grievance Committee
Received and approved

97-11-2 Recommendation of Julia Hersberger from the School of Education to the Chancellor for membership on the University Committee on Honorary Degrees
Received and approved

December 3, 1997

97-12-1 Amendment to The Constitution of the Faculty: Article III, Section 12 (8) (d)
(forwarded to the General Faculty for action)
Received

97-12-2 Amendment to The Constitution of the Faculty: Article III, Section 12 (8) (a)
(forwarded to the General Faculty for action)
Received

97-12-3 Amendment to The Constitution of the Faculty: Article III, Section 12 (8) (b)
(forwarded to the General Faculty for action)
Received

97-12-4 Amendment to The Constitution of the Faculty: Article II, Section 4 (1)
(forwarded to the General Faculty for action)
Received

97-12-5 Adoption of University-wide Evaluation Guidelines for Promotions and Tenure
(forwarded to the General Faculty for action)
Received

97-12-6 Approval of revised policies for academic probation and academic suspension
March 11, 1998

98-3-1 Establishment of the Research Policies Committee
Received and approved

98-3-2 Name change from Research Policies and Grants Committee to Research Grants Committee
Received and approved

April 1, 1998

98-4-1 Approval of nominations for membership on appointed Senate committees to begin July 1, 1998, as recommended by the Committee on Appointed and Elected Committees
Received and approved

98-4-2 Adoption of the Post-Tenure Review Policy presented by the Faculty Welfare and Professional Development Committee as amended
Received and approved

98-4-3 Election of Senate officers for 1998-99
Received and approved

98-4-4 Resolution on human rights
Received and approved

98-4-5 Replacement of the current Academic Good Standing Policy as stated in the 1997-98 UNCG Undergraduate Bulletin with an edited version containing two substantive changes
Received and approved

Respectfully submitted,

Rebecca B. Saunders
Secretary of the Faculty Senate
1997-98

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Action Items Passed by the General Faculty
With the Chancellor's Responses
1997-98

January 21, 1998

98-1-1 Amendment to The Constitution of the Faculty: Article III, Section 2 (6)
Received and approved

129
98-1-2 Amendment to *The Constitution of the Faculty*: Article II, Section 2 (1)  
Received and approved

98-1-3 Amendment to *The Constitution of the Faculty*: Article III, Section 12 (8) (a)  
Received and approved

98-1-4 Amendment to *The Constitution of the Faculty*: Article III, Section 12 (8) (b)  
Received and approved

98-1-5 Amendment to *The Constitution of the Faculty*: Article III, Section 12 (8) (d)  
Received and approved

98-1-6 Amendment to *The Constitution of the Faculty*: Article II, Section 4 (1)  
Received and approved

98-1-7 Adoption of University-wide Evaluation Guidelines for Promotions and Tenure  
Received and approved

Respectfully submitted,

Denise N. Baker  
Secretary of the General Faculty  
1997-98
Faculty Senate and Faculty Committees
1997-98

A. Elected

Faculty Senate
Academic Policies and Regulations Committee
Committee on Appointed and Elected Committees
Committee on Due Process
Faculty Assembly Delegation
Faculty Government Committee
Faculty Grievance Committee
Faculty Welfare and Professional Development Committee
Graduate Studies Committee
Promotions and Tenure Committee of the Faculty Senate
Research Policies and Grants Committee
Undergraduate Curriculum Committee

B. Appointed

Academic Computing Committee
Budget Committee
Commencement and Ceremonies Committee
Enrollment Management Committee
Faculty Compensation Committee
Intercollegiate Athletics Committee
Library Committee
University Teaching and Learning Center Committee
FACULTY SENATE AND FACULTY COMMITTEES
1997-98

I. ELECTED

FACULTY SENATE

Officers

Chair: Maureen Grasso
Chair-Elect: Thomas Lambeth
Secretary: Rebecca Saunders

Voting Members

Chancellor: Patricia Sullivan

College of Arts and Sciences
Rebecca Adams (2000)
Willie Baber (2000)
Timothy Johnston (2000)
Frank Melton (2000)
James Wren (2000)
Roberto Campo (1999)
Keith Cushman (1999)
Arnold Doren (1999)
Mariana Newton (1999)
Jeffrey Patton (1999)
(on leave fall 1997, temporary replacement - John Rees)
Theresa Vaughan (1999)
Joachim Baer (1998)
Michael Farona (1998)
Julian Lombardi (1998)
Charles Prysby (1998)
Gary Rosenkrantz (1998)
Jeffrey Soles (1998)

Business and Economics
Richard Ehrhardt (1999)
Kenneth Layson (1998)

Education
Ceola Baber (2000)
Jane Myers (1999)
Samuel Miller (1998)

Health and Human Performance
Shirl Hoffman (2000)
James Sellers (1999)

Human Environmental Sciences
Elisabeth Hurd (2000)
Sarah Shoffner (1999)
Thomas Lambeth (1998)

Music
Patricia Sink (2000)
Deborah Egekvist (1999)

Nursing
Rebecca Saunders (2000)
Anita Tesh (1999)

Library
April Wreath (2000)
Dana Sally (1999)

Nonvoting Members

Provost: Edward Uprichard
Immediate Past Chair of the Senate: Charles Tisdale
Vice Chancellors: James Clotfelter, Carol Disque, Richard Moore, Philip Richman
Dean of the Graduate School: Brad Bartel
Council of Deans Representative: David Armstrong
Two Graduate Students: Theodore Futris, Robert Haas
Two Undergraduate Students: Durenda Johnson, Matthew Stimpson
PROMOTIONS AND TENURE COMMITTEE OF THE FACULTY SENATE
Shirl Hoffman (1999)
Mariana Newton (1999)
Patricia Sink (1999)
Maureen Grasso, Chair (1998)
Thomas Lambeth (1998)
Paul Muchinsky (1998)
James Sellers (1998)


ACADEMIC POLICIES AND REGULATIONS
Marian Harrison (2000)
Jack Masarie (2000)
Larry Osborne (1999)
Matthew Zuefle, Chair (1999)
Jose Almeida (1998)
Eileen Kohlenberg (1998)
SENATOR: Kenneth Snowden
EX OFFICIO AND NONVOTING: Designated by the Provost
STUDENTS: The President of the Student Government and the President of the Graduate Student Association will be invited to attend or to send a representative.

COMMITTEE ON APPOINTED AND ELECTED COMMITTEES
Dennis AsKew, Chair (2000)
Julia Hersberger (2000)
David Rudolph (2000)
John Eatman (1999)
Francis McCormack (1999)
Nancy Courts (1998)
Amy McKee (1998)
James Watson (1998)
SENATOR: Julian Lombardi

COMMITTEE ON DUE PROCESS
Scott Hinkle (2000)
Mary Lou Veal (2000)
Robert Cannon, Chair (1999)
Mark Gottsegen (1998)
SENATOR: Rebecca Adams

FACULTY ASSEMBLY DELEGATION
Delegates
Paul Duvall, Head (2000)
Nancy Fogarty (2000)
Keith Howell (1999)
Anthony DeCasper (1998)

Alternates
Joseph Johnson (2000)
Paul Lindsay (2000)
Maureen Grasso - Chair of the Faculty Senate (1998)
FACULTY GOVERNMENT
Bruce Kirchoff (2000)
Janet Harris (1999)
Scott Lawrence (1999)
Karen King, Chair (1998)
SENATOR: Anita Tesh

FACULTY GRIEVANCE
Karen Kilcup (2000)
Kay Lovelace (1999)
Maribeth Yoder-White (1999)
Christopher Ruhm (1998)
SENATOR: Roberto Campo, Chair

FACULTY WELFARE AND PROFESSIONAL DEVELOPMENT
James Benshoff (2000)
Patricia Chamings (2000)
Jonathan Tudge (2000)
Chang Koh (1999)
Betty Morrow, Chair (1999)
Michael Burns (1998)
Anthony Fragola (1998)
Thomas Martinek (1998)
SENATOR: Jane Myers

GRADUATE STUDIES

Elected
Sheldon Balbirer (2000)
Emily Edwards (2000)
Sandra Powers (2000)
Kathleen Williams (2000)
Karl Schleunes (1999)
Hazel Brown (1998)
Gregory Carroll (1998)
Charles Kim (1998)

Appointed
Stuart Dischell (1998)
Jo Leimenstoll, Chair (1998)
Parke Rublee (1998)
Larry Taube (1998)
SENATOR: Shirl Hoffman
STUDENTS: 2 Graduates
The Dean and Associate Dean of the Graduate School are voting members.

RESEARCH POLICIES AND GRANTS

Elected
Kwasi Amoako-Gyampah (2000)
Heidi Krowchuk, Chair (2000)
Leandra Bedini (1999)
Kay Pasley (1999)
William Carroll (1998)
Andreas Lixl-Purcell (1998)
Judith Niemeyer (1998)

Appointed
Alice Haddy (1998)
Suzanne Lea (1998)
Promod Pratap (1998)

SENATOR: Jeffrey Soles
EX OFFICIO AND NONVOTING: Director of Research Services

UNDERGRADUATE CURRICULUM
Andrew Dunnill (2000)
Dennis Leyden (2000)
James Prodan, Chair (2000)
Nancy Ryckman (1999)
Martha Taylor (1999)
David Wharton (1999)
Beth Barba (1998)
Nancy Gladwell (1998)
Marsha Paludan (1998)
Nancy Vacc (1998)

SENATOR: Elisabeth Hurd
EX OFFICIO AND NONVOTING: Appointed by the Provost

II. APPOINTED

PARLIAMENTARIAN OF THE FACULTY SENATE - Mariana Newton
PARLIAMENTARIAN OF THE GENERAL FACULTY - Mariana Newton

ACADEMIC COMPUTING
Lynette Lawrance (2000)
Catherine Levinson (2000)
Marilyn Shontz (2000)
Craig Cookman, Chair (1999)
James Watts (1999)
Robert Muir (1998)
Jonathan Tudge (1998)
Kent Williams (1998)

SENATOR: Gary Rosenkrantz
EX OFFICIO (VOTING): Chair of the Library Committee
EX OFFICIO AND NONVOTING: Associate Vice Chancellor for Computing and Information Systems

BUDGET
William Collins (2000)
Carol Marsh (2000)
Kay Pasley (2000)
Ruth DeHoog (1999)
Robert Galbreath (1999)
DiAnne Borders (1998)
Patricia Chamings, Chair (1998)
Richard Swanson (1998)

SENATOR: Charles Prysby

COMMENCEMENT AND CEREMONIES
Nancy Vacc (2000)
Diana Vass (2000)
**Sarah Dorsey, Chair (1999)**

SENATOR: James Wren
STUDENTS: Chief Marshal, Assistant Chief Marshal, President of the Senior Class, 1 Graduate

**ENROLLMENT MANAGEMENT**
Susan Beeson (2000)
**Keith Howell, Chair (2000)**
Charles Tisdale (2000)
Mary Jane Conger (1999)
Francine Johnston (1999)
Benton Miles (1999)
Patricia Wasserboehr (1999)
Novem Mason (1998)
Scott Rawls (1998)
Loren Schweninger (1998)

SENATOR: Lew Brown
EX OFFICIO AND NONVOTING: Appointed by the Provost
STUDENTS: The President of the Student Government and the President of the Graduate Student Association will be invited to attend or to send a representative.

**FACULTY COMPENSATION**
Richard Cox, Chair (2000)
Rick McCullough (2000)
Patricia Chamings (1999)
Arnold Doren (1998)

SENATOR: Frank Melton

**INTERCOLLEGIATE ATHLETICS**
Linda McNeal (2000)
**Mark Schumacher, Chair (2000)**
Joseph DiPiazza (1999)
Novem Mason (1999)
Tony Wingler (1999)
Paul Duvall (1998)
Scott Hinkle (1998)
John Richards (1998)

SENATOR: Keith Cushman
EX OFFICIO (VOTING): Faculty Representative to the NCAA - David Knight (1999)
ADJUNCT: Director of Intercollegiate Athletics
STUDENTS: 1 from the Student Athletic Association, 1 from the Student Government, 1 from the Graduate Student Association

**LIBRARY**
Janet Butler (2000)
Regina Hopewell (2000)
Betsy Lehman (2000)
John Salmon (1999)
**Roy Stine, Chair (1999)**
James Carmichael (1998)
John Rife (1998)

SENATOR: Sarah Shoffner
EX OFFICIO (VOTING): Chair of the Academic Computing Committee
EX OFFICIO AND NONVOTING: Director of the Library
STUDENTS: The President of the Student Government and the President of the Graduate Student Association will be invited to attend or to send a representative.
UNIVERSITY TEACHING AND LEARNING CENTER
    Jean Camp (2000)
    Rick McCullough (2000)
    Stephen Lucas (1999)
    David Mitchell (1999)
    Lois VonCannon (1999)
    Nancy Cassill, Chair (1998)
    Kathryn Crowe (1998)

SENATOR: Samuel Miller
EX OFFICIO AND NONVOTING: Director of the University Teaching and Learning Center

STUDENT APPOINTMENTS TO THE FACULTY SENATE AND
FACULTY COMMITTEES, 1997-98

FACULTY SENATE (4)

- Theodore Futris
  Graduate Student

- Robert Haas
  Graduate Student

- Durenda Johnson
  Undergraduate Student

- Matthew Stimpson
  Undergraduate Student

ACADEMIC POLICIES AND REGULATIONS (2)

- President or Representative of the Student Government
  Charles Klingensmith
  Representative of the Graduate Student Association

GRADUATE STUDIES (2)

- Theodore Futris
  Graduate Student

- Christopher Mazurek
  Graduate Student

COMMENCEMENT AND CEREMONIES (4)

- Danielle Wise
  Chief Marshal

- Lisa Johnson
  Assistant Chief Marshal

- Griff Miller
  Assistant Chief Marshal

- Graduate Student

- Deidre Maggio
  Senior
ENROLLMENT MANAGEMENT (2)

President or Representative of the Student Government

President or Representative of the Graduate Student Association

INTERCOLLEGiate ATHLETICS (3)

Student Athletic Association

Karen Palmero
Student Government

Robert Kay
Graduate Student Association

LIBRARY (2)

Durenda Johnson
President of the Student Government

Sheri Ruffle
Representative of the Graduate Student Association
Faculty Senate Annual Report, 1997-98

During the 1997-98 academic year the Faculty Senate met on the first and third Wednesdays of each month from 3 to 5 p.m. At the first meeting of each month, with the exception of February, action items were considered. The February meeting was canceled to allow several committees additional time to prepare reports and resolutions for action.

Faculty Senate forums held on the third Wednesday of six months included the following topics: (1) September 1997: (a) the role of Intercollegiate Athletics in enriching campus life and (b) academic calendars, (2) October 1997: (a) phased retirement and (b) University-Wide Evaluation Guidelines for Promotions and Tenure, (3) November 1997: enrollment management, (4) February 1998: (a) post-tenure review draft report and (b) proposed Suspension Abeyance Policy, (5) March 1998: AULER forum and (6) April 1998: draft Vision Statement of Teaching and Learning.

The Faculty Convocation held in August served as the fall General Faculty meeting. In January 1998, the General Faculty approved amendments to The Constitution of the Faculty and adopted the document, University-Wide Evaluation Guidelines for Promotions and Tenure.

The officers of the Faculty Senate for the 1997-98 academic year were Maureen Grasso (Chair), Thomas Lambeth (Chair-elect), and Rebecca Saunders (Secretary). Mariana Newton served as Parliamentarian, Linda Raper as Secretary of Faculty Governance, and Denise Baker as Secretary of the General Faculty. Officers for the 1998-99 academic year are Thomas Lambeth (Chair), Mariana Newton (Chair-elect), and Dana Sally (Secretary).

The Faculty Senate considered and acted on a number of important issues during this academic year. The Senate committees made the following major contributions:

- The Academic Policies and Regulations Committee presented the 1998-1999 and 1999-2000 academic calendars for Senate endorsement. Senators approved revised policies for academic probation, academic suspension, and academic good standing proposed by the committee.

- The Budget Committee surveyed faculty members to determine their views on budget priorities.

- The Faculty Compensation Committee studied issues pertaining to faculty salaries. In its work next year the committee will compare salary by gender at the different ranks and in various disciplines.

- The Faculty Government Committee proposed amendments to The Constitution of the Faculty for consideration. At the request of the 1996-97 Faculty Grievance Committee, the Faculty Government Committee offered a resolution to change the membership of the Faculty Grievance Committee; this resolution was adopted by the senators. The Faculty Senate leadership received a request from the Graduate Dean to create a new committee. The Faculty Government Committee presented a proposal to establish the Research Policies Committee, which was endorsed by the Senate.

- The Faculty Welfare and Professional Development Committee drafted a post-tenure review policy that was accepted by the Faculty Senate in April 1998.

- The Graduate Studies Committee considered several issues on policies and procedures, including
transfer of credit hours for consortium courses, tuition waivers, and graduate enrollment management.

- The Chair of the Faculty Senate appointed an Ad Hoc Advisory Committee of Past Chairs. This committee developed criteria and procedures for a University Faculty Leadership Service Award.

The Senate approved the document, University-Wide Evaluation Guidelines for Promotions and Tenure, and forwarded it to the General Faculty for final action. Senators also endorsed a resolution on human rights.

Faculty Senate leaders worked with the Provost in preparing a report on phased retirement that was submitted to General Administration.

Senators identified issues during the roundtable discussions in August; they addressed approximately ninety percent of these matters during the fall Senate meetings. The remaining items are ongoing.

The Chair and the Secretary of the Faculty Senate each received release time from one course per semester for which the Provost provided funds. The Senate leaders recommend that this practice be continued as it enhances their ability to function as an executive team.

Shared governance is a reality at UNCG. At monthly meetings the Senate leadership and the administration shared their respective concerns. The exchange of ideas provided an opportunity to build trust, a key factor in shared governance.

Breakfast meetings with the Provost, Chairs of the Faculty Senate committees, and the Senate officers were an effective means for enhanced communication and leadership development.

The following important accomplishments were made: (1) effective assignment of issues to the committees with a quicker response in the form of recommendations or resolutions, (2) increased leadership of the senators and the Senate as a representative body of the faculty, (3) substantive discussion of important topics, and (4) firm establishment of shared governance with the administration. The 1997-98 Chair of the Faculty Senate held an orientation for the freshman senators in April 1997 to increase their first-year productivity. In August 1997 the Parliamentarian conducted sessions on parliamentary procedures and resolution drafting. This knowledge was instrumental in transacting Senate business.

Respectfully submitted,

Maureen Grasso
Chair of the Faculty Senate
APPENDIX E: Tables
Table 1: Teaching Fellows: Profile of Award Recipients

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<tr>
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<td>34</td>
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<td>Females</td>
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<td>24 (70.5%)</td>
<td>41 (93%)</td>
<td>26 (76%)</td>
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<td>Males</td>
<td>4 (12.1%)</td>
<td>2 (8.7%)</td>
<td>10 (29.5%)</td>
<td>3 (7%)</td>
<td>8 (24%)</td>
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<td>African Americans</td>
<td>5 (16.2%)</td>
<td>2 (8.7%)</td>
<td>7 (20.5%)</td>
<td>10 (23%)</td>
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<tr>
<td>Asian Americans</td>
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<td>1 (4.3%)</td>
<td>0</td>
<td>2 (5%)</td>
<td>2 (6%)</td>
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<td>511</td>
<td>516</td>
<td>576</td>
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<td>554</td>
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<td>577</td>
<td>567</td>
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<td><strong>904</strong></td>
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<td><strong>7</strong></td>
<td><strong>30</strong></td>
<td><strong>41</strong></td>
<td><strong>34</strong></td>
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Table 2: Proposal Submissions

The following table shows the breakdown between federal, state, foundation, and other sources for proposal submission and awards (through May 1) for FY1998 and the two previous years: A full report and comparative analysis of contract and grant activity is done after the end of the fiscal year.

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<thead>
<tr>
<th>Year</th>
<th>Source</th>
<th># of Proposals</th>
<th>Amount Requested</th>
<th># of Awards</th>
<th>Award Amount</th>
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<td>Other</td>
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<td>197</td>
<td>$26,438,764</td>
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<td>1997</td>
<td>Federal</td>
<td>73</td>
<td>$24,063,488</td>
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<td>Foundation</td>
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<td>1,480,794</td>
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<td>2,157,866</td>
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<td>$14,898,831</td>
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<td>Federal</td>
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<td>Foundation</td>
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<td>1,750,797</td>
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<td>State</td>
<td>45</td>
<td>1,139,608</td>
<td>33</td>
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<tr>
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<td>Other</td>
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<td>5,995,838</td>
<td>32</td>
<td>3,164,507</td>
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<td>TOTAL</td>
<td>217</td>
<td>$65,486,598</td>
<td>106</td>
<td>$11,306,923</td>
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Table 3: Instructional Agreements

Between May 1, 1997 and April 30, 1998 the Provost approved 279 instructional agreements, down from the 391 in 1996-97. The following table provides a comparison of data for three academic years.

**Instructional Agreements--1995-96/1996-97/1997-98**

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<th>1996/7</th>
<th>1997/8</th>
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<td>Accounting</td>
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<td>College of Arts and Sciences</td>
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<td>Health and Human Performance</td>
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<td>Leisure Studies</td>
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<td>Public Health</td>
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<td>9</td>
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<td>Human Environmental Sciences</td>
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<td></td>
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<tr>
<td>Textile Products Design and Marketing</td>
<td>21</td>
<td>28</td>
<td>24</td>
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<tr>
<td>Food, Nutrition, and Food Service Mngt.</td>
<td>6</td>
<td>6</td>
<td>6</td>
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<tr>
<td>Housing and Interior Design</td>
<td>39</td>
<td>37</td>
<td>23</td>
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<tr>
<td>Human Development and Family Studies</td>
<td>26</td>
<td>36</td>
<td>44</td>
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<tr>
<td>Social Work</td>
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<td>19</td>
<td>14</td>
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<tr>
<td>Nursing</td>
<td>101</td>
<td>178</td>
<td>62</td>
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<tr>
<td>Total</td>
<td>298</td>
<td>391</td>
<td>279</td>
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</table>
Table 4: Statistics-Scholarly and Creative Work

General Administration periodically requests data on the numbers of scholarly and creative works published or performed during a particular academic year. The following table provides comparison of data from the academic units on the number of books published, the number of refereed journal articles published (includes book chapters), and the number of public performances, juried exhibitions, scholarly papers, etc., for two academic years. While the table reveals the numbers of works published, it does not reveal the number of works in progress, books reviewed, or books, articles, creative works under consideration for publication.

<table>
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<tr>
<th>Academic Unit</th>
<th>Books Published 1996-7</th>
<th>Books Published 1997-8</th>
<th>Refereed Articles 1996-7</th>
<th>Refereed Articles 1997-8</th>
<th>Public Performances 1996-7</th>
<th>Public Performances 1997-8</th>
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<td>30</td>
<td>22</td>
<td>187</td>
<td>188</td>
<td>351</td>
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<td>68</td>
<td>55</td>
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<td>42</td>
<td>7</td>
<td>82</td>
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<td>45</td>
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<td>382</td>
<td>947</td>
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<td>Graduate Students</td>
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**BS in Medical Technology**                              | **5**  |

**Bachelor of Arts**                                       | **596**|

<table>
<thead>
<tr>
<th>Major</th>
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<tbody>
<tr>
<td>Anthropology</td>
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<td>Speech Communication</td>
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<td>Women’s Studies</td>
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**Bachelor of Fine Arts**

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<tr>
<td>Art</td>
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<td>Dance</td>
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<td>Drama</td>
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**Bachelor of Music**

<table>
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<tr>
<td>Music Education</td>
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<td>Performance</td>
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**Bachelor of Science**

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<td>Dance Education</td>
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<td>Economics</td>
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<td>Education of Deaf Children</td>
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<td>Elementary Education (K-6)</td>
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<td>Exercise &amp; Sports Science</td>
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<td>Finance, Insurance, Real Est</td>
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<td>Food, Nutrition, Food Mgmt</td>
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**Bachelor of Science in Nursing**

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<tbody>
<tr>
<td>TOTAL BACHELOR’S DEGREES</td>
<td>1,696</td>
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Table 7: Merit Awards

1997-98
MERIT AWARDS PROGRAM

There were no major changes in the administration of the Merit Awards Program (MAP) for 1997-98. To further increase the number of applications, the filing deadline was moved from January 1 to January 15. Over 500 Merit Award Program applications were received. Approximately 80 finalists were invited to campus for individual and group interviews. Official award notifications were mailed March 3 to recipients of Merit Award Program scholarships for 1997-98, with a requested reply date of May 1. The Century Scholarship was discontinued for 1997-98. These funds were used to enlarge the Superintendents' and Community College Presidents' Scholars Programs for 1997-98.

The Superintendents' Scholars Program and the Community College Presidents' Scholars Program continued successfully for the 1997-98 academic year, with application deadlines of December 15, 1996, and April 1, 1997, respectively. New for 1997-98, Superintendent Scholars who received larger Merit Awards were allowed to keep their Superintendent funding as well.

A dessert reception honoring new MAP scholars was held on June 17th during Step Ahead. Approximately 31 high school counselors, 1 principal, and 42 students were in attendance at the first annual Superintendents' Scholars Day on Friday, October 25, 1996.

The comparable status of each scholarship of the first week of May in each year is as follows:

<table>
<thead>
<tr>
<th>Scholarship Name</th>
<th>'97-'98 Offers</th>
<th>Goal</th>
<th>9798 Accepts</th>
<th>9798 Declines</th>
<th>9798 Enrollment</th>
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<tbody>
<tr>
<td>Centennial</td>
<td>--</td>
<td>--</td>
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<tr>
<td>Butler</td>
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<tr>
<td>Class of '42</td>
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<tr>
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<td>Class of '44</td>
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<tr>
<td>Fletcher Music</td>
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<tr>
<td>Bryan</td>
<td>17</td>
<td>17</td>
<td>14</td>
<td>3</td>
<td>14</td>
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<tr>
<td>Nations Bank</td>
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<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Libby Jones</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Reynolds</td>
<td>17</td>
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<td>8</td>
<td>9</td>
<td>8</td>
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<td>Alumni</td>
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<td>10</td>
<td>10</td>
<td>4</td>
<td>10</td>
</tr>
<tr>
<td>Jefferson-Pilot</td>
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<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
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<tr>
<td>Preyer</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Ferguson</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>50th Reunion</td>
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<td>1</td>
<td>0</td>
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<td><strong>Sub-Total</strong></td>
<td><strong>63</strong></td>
<td><strong>52</strong></td>
<td><strong>41</strong></td>
<td><strong>22</strong></td>
<td><strong>41</strong></td>
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<td>Superintendents' Scholars</td>
<td>46</td>
<td>50</td>
<td>23</td>
<td>23</td>
<td>23</td>
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<td>--</td>
<td>--</td>
<td>--</td>
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<td>*Community Colleges</td>
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<td>22</td>
<td>19</td>
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<td><strong>Sub-Total</strong></td>
<td><strong>67</strong></td>
<td><strong>72</strong></td>
<td><strong>42</strong></td>
<td><strong>25</strong></td>
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<td><strong>TOTALS</strong></td>
<td><strong>130</strong></td>
<td><strong>124</strong></td>
<td><strong>83</strong></td>
<td><strong>47</strong></td>
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138
Table 8: Division of Continual Learning

**Division of Continual Learning**

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<thead>
<tr>
<th>Summer Session</th>
<th>1997/98 Enrollments</th>
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<td>Summer Session I&amp;II (1997)</td>
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<td>Summer Conferences</td>
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<tr>
<td>MALS</td>
<td>273</td>
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<tr>
<td>Emeritus</td>
<td>618</td>
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<tr>
<td>NC Women Writers</td>
<td>439</td>
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<td>Women and Film</td>
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<td>Off-campus Extension</td>
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<tr>
<td>On-Campus Extension</td>
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<td>&quot;Section 83&quot;</td>
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<table>
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<tr>
<td>Issues &amp; Ethics in CSD</td>
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<td>Comm. And Aging</td>
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<td>Summer Getaway</td>
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<td>Fast Forward</td>
<td>430</td>
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<td>GRE/GMAT/LSAT</td>
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16895
APPENDIX F: External Grants and Contracts
I. PROPOSAL STATISTICS FOR FISCAL YEAR THROUGH APRIL 30

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<th>SCHOOL</th>
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<th>FY97 PROPOSALS:</th>
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<td>CHEMISTRY</td>
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<td>CLASSICAL STUDIES</td>
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<td>COMMUNICATION</td>
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<td>ROMANCE LANGUAGES</td>
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<td>TOTAL ARTS &amp; SCIENCES</td>
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<td>LIBRARY/INFO. STUDIES</td>
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<td>CURRIC. &amp; INSTRUCTION</td>
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<td>TOTAL EDUCATION</td>
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<td>HEALTH &amp; HUMAN PERF.</td>
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<td>5,000</td>
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<td>EXERCISE &amp; SPORT SCI.</td>
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<td>PUBLIC HEALTH EDUC.</td>
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<td>LEISURE STUDIES</td>
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<td>OTHER</td>
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<td>TOTAL HEALTH &amp; HUMAN PERF.</td>
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<td>SOCIAL WORK</td>
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## II. AWARD STATISTICS FOR FISCAL YEAR THROUGH APRIL 30

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III. ALL-UNIVERSITY CENTERS

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b. CENTER AWARD STATISTICS FOR FISCAL YEAR THROUGH APRIL 30

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APPENDIX G: BannerWise Project Plan
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* Note: All activity in each module will be completed by the Work Groups.
## Revised BannerWise Project Plan

### Milestone Dates

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<td>Define Rules</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Define Contracts</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conversion Mapping</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Programming</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Testing in Pre Production</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Move to Production</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Security</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C.A.P.P. (degree audit)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>need to establish work group</td>
</tr>
<tr>
<td>Phase I</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Define Beta Population</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Review of C.A.P.P.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Identify Program Codes</td>
<td></td>
<td></td>
<td></td>
<td>Jim Kaiser</td>
<td>moved to Spring '99 production</td>
</tr>
</tbody>
</table>

*Note: All activity in each module will be completed by the Work Groups.*
APPENDIX H: Graduate Assistantship Expenditures
<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Assistantships</th>
<th>Expenditures Position 866/868/869/850/876</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>1987-88</td>
<td>649</td>
<td>1,338,693</td>
<td>808,853</td>
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<tr>
<td>1988-89</td>
<td>744</td>
<td>1,494,157</td>
<td>1,109,537</td>
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<tr>
<td>1989-90</td>
<td>767</td>
<td>1,555,067</td>
<td>1,250,840</td>
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<tr>
<td>1990-91</td>
<td>880</td>
<td>1,669,343</td>
<td>1,457,740</td>
</tr>
<tr>
<td>1991-92</td>
<td>843</td>
<td>1,778,860</td>
<td>1,705,138</td>
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<tr>
<td>1992-93</td>
<td>834</td>
<td>1,816,288</td>
<td>1,768,781</td>
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<tr>
<td>1993-94</td>
<td>890</td>
<td>1,835,190</td>
<td>1,846,570</td>
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<tr>
<td>1994-95</td>
<td>843</td>
<td>1,981,168</td>
<td>1,799,364</td>
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<tr>
<td>1995-96</td>
<td>860</td>
<td>2,125,076</td>
<td>1,912,730</td>
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<tr>
<td>1996-97</td>
<td>891</td>
<td>2,209,935</td>
<td>1,860,451</td>
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<tr>
<td>1997-98</td>
<td>973</td>
<td>2,222,459</td>
<td>2,387,893</td>
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</table>
continued

ANALYSIS of the GRADUATE ASSISTANTSHIP PROGRAM
FISCAL YEAR 1997-98

<table>
<thead>
<tr>
<th>Academic Unit</th>
<th>Number Appointed</th>
<th>Position 850 866,868, 869, 876</th>
<th>101</th>
<th>Other*</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Arts and Sciences</td>
<td></td>
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</tr>
<tr>
<td>Art</td>
<td>15</td>
<td>48,000</td>
<td>40,200</td>
<td>17,900</td>
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<td>Biology</td>
<td>20</td>
<td>50,000</td>
<td>100,333</td>
<td>33,700</td>
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<td>Broadcast/Cin. &amp; Theatre</td>
<td>32</td>
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<td>19,850</td>
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<tr>
<td>Chemistry</td>
<td>11</td>
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<td>40,000</td>
<td>12,875</td>
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<td>Communication</td>
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<td>55,000</td>
<td>48,250</td>
<td>19,875</td>
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<tr>
<td>English</td>
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<td>20,000</td>
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<tr>
<td>Geography</td>
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<td>6,561</td>
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<tr>
<td>History</td>
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<td>29,800</td>
<td>0</td>
<td>6,500</td>
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<tr>
<td>Mathematics</td>
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<td>41,750</td>
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<td>Physics &amp; Astronomy</td>
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<td>0</td>
<td>0</td>
<td>4,320</td>
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<td>Political Sci.</td>
<td>4</td>
<td>1,334</td>
<td>9,998</td>
<td>14,000</td>
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<td>Psychology</td>
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<td>237,700</td>
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<td>145,167</td>
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<tr>
<td>Romance Lang.</td>
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<td>0</td>
<td>45,600</td>
<td>0</td>
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<tr>
<td>Sociology</td>
<td>7</td>
<td>30,000</td>
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<td>0</td>
</tr>
<tr>
<td>Crit. Inquiry</td>
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<td>3,750</td>
<td>34,500</td>
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<td>TOTAL FOR COLLEGE</td>
<td>258</td>
<td>998,334</td>
<td>593,442</td>
<td>294,187</td>
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Source and Amount of Expenditure
Continued

ANALYSIS of the GRADUATE ASSISTANTSHIP PROGRAM
· FISCAL YEAR 1997-98

<table>
<thead>
<tr>
<th>Academic Unit</th>
<th>Number Appointed</th>
<th>Position 850</th>
<th>Position 866,868, 869, 876</th>
<th>101</th>
<th>Other*</th>
</tr>
</thead>
<tbody>
<tr>
<td>School of Business and Economics</td>
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<tr>
<td>Accounting</td>
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<td>14,087</td>
<td>31,850</td>
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<td>12,000</td>
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<tr>
<td>Marketing, Finance</td>
<td>17</td>
<td>7,250</td>
<td>35,550</td>
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<td>5,000</td>
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<tr>
<td>Economics</td>
<td>18</td>
<td>20,250</td>
<td>37,000</td>
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<td>TOTAL FOR SCHOOL</td>
<td>48</td>
<td>41,587</td>
<td>104,400</td>
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<td>32,000</td>
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<tr>
<td>School of Education</td>
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<td></td>
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<td></td>
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<tr>
<td>Counseling &amp; Educ. Dev.</td>
<td>52</td>
<td>182,500</td>
<td>68,000</td>
<td></td>
<td>45,500</td>
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<tr>
<td>Curricu. &amp; Instruction</td>
<td>39</td>
<td>12,125</td>
<td>127,090</td>
<td></td>
<td>11,625</td>
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<tr>
<td>Educ. Leadership</td>
<td>10</td>
<td>11,750</td>
<td>36,750</td>
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<tr>
<td>Educ. Research Method.</td>
<td>11</td>
<td>27,000</td>
<td>42,068</td>
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<td>23,250</td>
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<tr>
<td>Library &amp; Info. Studies</td>
<td>12</td>
<td>0</td>
<td>21,844</td>
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<tr>
<td>Other Education</td>
<td>14</td>
<td>0</td>
<td>23,831</td>
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<td>20,215</td>
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<td>TOTAL FOR SCHOOL</td>
<td>138</td>
<td>233,375</td>
<td>319,583</td>
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<td>105,590</td>
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ANALYSIS of the GRADUATE ASSISTANTSHIP PROGRAM  
FISCAL YEAR 1997-98

Source and Amount of Expenditure

<table>
<thead>
<tr>
<th>Academic Unit</th>
<th>Number Appointed</th>
<th>Position 850</th>
<th>Position 866,868, 869, 876</th>
<th>Position 101</th>
<th>Other*</th>
</tr>
</thead>
<tbody>
<tr>
<td>School of Health and Human Performance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Dance</td>
<td>12</td>
<td>67,000</td>
<td>14,800</td>
<td>2,000</td>
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<tr>
<td>Exercise and Sport Sci.</td>
<td>26</td>
<td>161,000</td>
<td>7,500</td>
<td>44,560</td>
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<tr>
<td>Leisure Studies</td>
<td>5</td>
<td>5,000</td>
<td>1,000</td>
<td>16,080</td>
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<tr>
<td>Public Health Education</td>
<td>7</td>
<td>2,000</td>
<td>24,000</td>
<td>23,477</td>
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<tr>
<td>TOTAL FOR SCHOOL</td>
<td>50</td>
<td>235,000</td>
<td>47,300</td>
<td>86,117</td>
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<tr>
<td>School of Human Environmental Sciences</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clothing &amp; Textile</td>
<td>6</td>
<td>29,000</td>
<td>6,000</td>
<td>6,500</td>
<td></td>
</tr>
<tr>
<td>Food, Nut., FSM</td>
<td>18</td>
<td>67,250</td>
<td>15,000</td>
<td>81,899</td>
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<tr>
<td>Hous. and Int. Design</td>
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<td>0</td>
<td>0</td>
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<tr>
<td>Human Dev. &amp; Family Studies</td>
<td>35</td>
<td>168,750</td>
<td>16,000</td>
<td>83,050</td>
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<tr>
<td>Social Work</td>
<td>2</td>
<td>0</td>
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<tr>
<td>TOTAL FOR SCHOOL</td>
<td>62</td>
<td>270,000</td>
<td>37,000</td>
<td>179,449</td>
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ANALYSIS of the GRADUATE ASSISTANTSHIP PROGRAM  
FISCAL YEAR 1997-98

<table>
<thead>
<tr>
<th>Academic Unit</th>
<th>Number Appointed</th>
<th>Position 850</th>
<th>Position 866, 868, 869, 876</th>
<th>101</th>
<th>Other*</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHOOL OF MUSIC</td>
<td>45</td>
<td>166,000</td>
<td>28,125</td>
<td></td>
<td>29,000</td>
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<tr>
<td>SCHOOL OF NURSING</td>
<td>79</td>
<td>25,000</td>
<td>15,000</td>
<td></td>
<td>140,913</td>
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<tr>
<td>OTHER DEPARTMENTS</td>
<td>63</td>
<td>145,163</td>
<td>97,879</td>
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<td>46,572</td>
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Summer II 1997
(Total)  
37       11,000       21,287       12,588

Summer I 1997
(Total)  
180      97,000       69,860       50,544

Minority Presence, 
American Indian  
10       0             0             40,500

PRH  
3        0             0             36,557

GRAND TOTAL  
973      2,222,459     1,333,876     1,054,017

TUITION WAIVERS

GRAND TOTAL INCLUDING WAIVERS

APPENDIX I: University Teaching and Learning Center Services
UTLC Operational Statistics for 1997-98

Media Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Feature Video Bookings</td>
<td>34,747</td>
</tr>
<tr>
<td>Faculty Feature Video Bookings for Instruction</td>
<td>132</td>
</tr>
<tr>
<td>Faculty Instructional Video Bookings</td>
<td>5338</td>
</tr>
<tr>
<td>Equipment Bookings</td>
<td>3212</td>
</tr>
<tr>
<td>Children's Collection Circulation</td>
<td>8721</td>
</tr>
<tr>
<td>Closed Reserve Reservations</td>
<td>345</td>
</tr>
<tr>
<td>Test Sheets Scanned</td>
<td>77,103</td>
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<tr>
<td>Data Sheets Scanned</td>
<td>60,993</td>
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Classroom Technical Support

<table>
<thead>
<tr>
<th>Service</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Electronic Repairs</td>
<td>380 units</td>
</tr>
<tr>
<td>Multimedia Installations</td>
<td>13 rooms (420 staff hrs)</td>
</tr>
<tr>
<td>Video Duplication</td>
<td>500 hrs</td>
</tr>
<tr>
<td>Emergency Responses &amp; Specialized Training</td>
<td>490 calls</td>
</tr>
<tr>
<td>Teleconferences</td>
<td>67 events</td>
</tr>
<tr>
<td>Special Event Coverage</td>
<td>262 staff hrs</td>
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</table>

Creative Services

Production for Instructional Use

<table>
<thead>
<tr>
<th>Service</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Slides &amp; Prints</td>
<td>7832</td>
</tr>
<tr>
<td>Computer Graphic</td>
<td>265</td>
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<tr>
<td>Overhead Transparencies</td>
<td>11</td>
</tr>
<tr>
<td>Video Production</td>
<td>506 staff hrs</td>
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</table>

Production for Non-Instructional Use

<table>
<thead>
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<th>Service</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Slides &amp; Prints</td>
<td>5079</td>
</tr>
<tr>
<td>Computer Graphic</td>
<td>344</td>
</tr>
<tr>
<td>Overhead Transparencies</td>
<td>256</td>
</tr>
<tr>
<td>Video</td>
<td>0</td>
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