

UNIVERSITY LETTER

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UNIVERSITY OF NORTH DAKOTA, GRAND FORKS

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President Kupchella Names Commission To Study Fighting Sioux Name

President Charles Kupchella has announced the creation of a commission that will examine UND's nearly 70-year tradition of using the name "Fighting Sioux" for its athletic teams.

The 16-member group includes both on- and off-campus representatives, including two former North Dakota governors and a retired federal judge. In his charge, Kupchella asks the Commission to find the missing information he needs to make a decision, provide education for each other and all interested in the issues, and to examine the experiences of UND and other universities that have wrestled with nickname changes. The Commission, he said, should outline alternative courses of action, indicating how negative impacts of each can best be reduced.

Kupchella said that he, not the Commission, will make the ultimate decision.

The group includes:

- Phil Harmeson, Associate Dean of the College of Business and Public Administration and UND's Faculty Athletics Representative to the National Collegiate Athletics Association (NCAA), who will serve as chair.
- George Sinner, Fargo, former North Dakota governor and member of the State Board of Higher Education and retired farmer and business executive.
- Allen Olson, Eden Prairie, Minn., former North Dakota governor and now executive director of the Independent Community Bakers Association of Minnesota.
- Jim R. Carrigan, Boulder, Colo., former Colorado Supreme Court justice and a retired U.S. district judge who is now a consultant on mediation and arbitration.
- Richard Becker, Grand Forks, President of Becker Marketing Consultants and past president of the UND Alumni Association.

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President's Briefing Set For March 9

President Kupchella will hold his monthly President's Briefing **Thursday, March 9**, at 9 a.m. in the Memorial Union Lecture Bowl, *not* at 3 p.m. as previously reported. – Jan Orvik, Editor, *University Letter*.

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Did You Know?

John Odegard started an aviation program objected to by many faculty members. They clung to the view favoring "education" over "training," but they lost; aviation was in the catalog to stay and today is one of UND's strongest fields, bringing in students from across the nation.

President Kupchella Names Commission, continued

- ♦ Cynthia Mala, Bismarck, Executive Director of the North Dakota Indian Affairs Commission and a member of the Spirit Lake Nation.
- ♦ Fred Lukens, Grand Forks, President of Simmons Advertising and a former UND basketball player.
- ♦ Nadine Tepper, Assistant Professor of Teaching and Learning.
- ♦ Leigh Jeanotte, Director of the Office of Native American Programs and an Assistant to Vice President for Student and Outreach Services.
- ♦ Michael Jacobsen, Professor and Chair of Social Work.
- ♦ Roger Thomas, Athletic Director.
- ♦ Cec Volden, Professor of Nursing and an associate member of UND's Conflict Resolution Center.
- ♦ Kathleen Gershman, Professor of Teaching and Learning.
- ♦ Pamela End of Horn, a UND student from Pine Ridge, S.D. and a member of the Oglala Sioux Tribe.
- ♦ Angela LaRocque, a UND graduate student from Belcourt and a member of the Turtle Mountain Band of Chippewa.
- ♦ Chris Semrau, a UND student from Minot who currently serves as student body president.

President Kupchella said that he may add one or two more individuals to the group. For background on the issue, go to <http://www.und.edu/president/name.html>.

Critical Salary Adjustments Allocated

(See Attachment)

President Kupchella has approved the Cabinet's recommendation regarding distribution of the critical salary adjustment funds. An allocation to fund critical salary adjustments is included in the 1999-2001 budget to adjust salaries for market and equity. In determining how to allocate the funds, priority was given to those who are paid well below market-level, to positions in a mission critical function, and those where it has been consistently difficult to recruit and retain workers. Because the money is limited, categories of positions which met all three of the criteria were given highest priority.

The categories of positions approved for critical salary adjustment funding are academic librarians, aircraft mechanics, attorneys, heating plant operators, and information technology. Supervisors and department heads with employees in these categories of positions are making recommendations to their respective vice president as to the actual amounts to be assigned to each employee. It is hoped that the adjustments, which are retroactive to July 1, 1999, will be processed in time for the March 15 payroll. If not, the adjustments will be included in the March 31 payroll.

A copy of the recommendation and the supporting documentation submitted to and approved by President Kupchella has been sent to deans, directors, and department heads. Please contact them if you wish to review the materials.

If you have questions about the market salary data, please call Diane Nelson in the Personnel office at 777-4361. – *Peggy Lucke, Interim Vice President for Finance and Operations.*

Provost Candidate Ollenburger Emphasizes Strategic Planning

Jane Ollenburger, Dean of Social Sciences and Public Affairs at Boise State University and a candidate for the position of Vice President for Academic Affairs and Provost, gave a public presentation Feb. 24. Dr. Ollenburger opened her presentation with a statement of her goals, which include finding a position that is challenging, uses her expertise and background, and offers a new opportunity for growth and development. She's interested in assisting UND and taking part in the strategic planning process.

Ollenburger structured her presentation as a series of questions and answers. She said she listed a number of questions she'd have for a potential provost and then answered them. A summary follows:

- ♦ She seeks a professional environment that offers growth and enrichment for all. She honors institutional goals that enhance the student experience, wants to be involved in the broader community and address concerns in local, global and national arenas. She wants to use strategic planning to guide and direct and include resource allocation. She celebrates diversity and supports a collaborative system.
 - ♦ If she were a faculty member looking at a prospective provost, she said one of her questions would be, "Will you make my life easier, harder, or unaffected?" She said that in her job as dean, her goal is to make the life of faculty and students easier. "I believe in service leadership that leads with a commitment to constituents and the institution." She said she's not a "yes" person, but deals with issues. Rather than shuffle paper, she recognizes and deals with conflict. "I allow faculty to teach, research, and perform service."
 - ♦ She will be accessible. "I believe in openness." She responds quickly to e-mail, keeps open office hours, and has established a series of "walkabouts" on her campus. She visits departments, talks with faculty and students, and gathers information about issues.
 - ♦ If she were asked if she listens to different opinions, her answer would be: "There is rarely one answer to a question. In higher education we work together. There are many approaches." But, she said, she will make decisions and articulate reasons for those decisions. "That's just as important as listening."
 - ♦ She doesn't take positions for a certain period of time. "I always take positions to do a job. UND wants to develop a strong strategic plan and maintain premier status. I would like to carry out a strategic plan" that takes resource allocation and growth into consideration. "That's a job. I went to Boise State to do a job," she said, adding she has achieved her goals. She said she's interested in UND, strategic planning, and achieving new goals. She said that she doesn't know if she'd be a president, but the possibility of a future presidency isn't why she's interested in this position.
 - ♦ If she were a faculty member, she'd like to know what a prospective provost does for fun. "I'm a dean. I have no fun," she said. She enjoys playing fiddle, mostly Scandinavian folk music. "My second most favorite thing is to analyze data." In graduate school, she worked as a programmer for the Social Science Bureau. "It's fascinating to pull together raw data and find new trends. I know that's weird, but it's part of me. It's fun." She also enjoys teaching statistics. "I like to impart the joy in numbers to students," she said. "But it's only worked for a few of them." She said she also enjoys snorkeling in the Caribbean with her husband.
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Provost Candidate Ollenburger, continued

- ♦ She said she's human, and makes mistakes. "Learning from mistakes is why we make them," she said, adding she tries to find ways to deal humanely with errors.
- ♦ She values collegiality, inclusiveness, learning as a focus of education, analysis of pedagogy, and citizenship among faculty. Her style is one of service leadership guided by the strategic planning process.

She then took questions from the audience. They are summarized below:

- ♦ When asked what type of data she analyzes, Dr. Ollenburger said that she's working on data from an NSF grant on post-traumatic stress following flood disasters, mostly from the Midwest. She's evaluating 20 years' worth of data on cognitive skills of residents in a juvenile facility in northern Minnesota. She also runs the AAUP model on faculty salary data and studies salary compression, and has looked at equity for faculty salaries at her institution compared to national standards. "I can spend hours analyzing data," she said. "That's why they won't let me do it anymore at work. So I do it at home."
- ♦ She believes that it's important for faculty to have flexibility in their roles of teaching, research and service. "We have instituted a flexible faculty model in our college," she said. In that model, faculty negotiate each year with their chair to establish parameters. They can increase or decrease their teaching load by one course in order to perform more or less teaching, research or service. "More than that gets extreme," she said, adding that the model allows for balance and has worked well for them.
- ♦ She said she's open to hearing people with different opinions, both before and after making decisions. "There are consequences to decisions that will affect constituents," she said. "I need to know what those are."
- ♦ She actively collaborates with Student Affairs, has sat on the Student Volunteer Board for four years, and served on the appeals committee, which hears between 15 and 115 appeals each week. She's committed to Student Affairs, including the Women's Center, Women's Studies, the Minority Student Association, student-run conferences, and others.
- ♦ If a student complained about a faculty member, she would ensure that policies and procedures were followed, and that the student had first spoken with the faculty member and then with the departmental chair. "I don't go over peoples' heads," she said.
- ♦ Library resources must be tied into the strategic planning process, she said. "You must make sure funding is provided for the library when adding new programs." To determine where resources are needed, she said that she would first examine the strategic plan for priorities and values, and then look at the library to see if resources match with that plan.
- ♦ Regarding the relationship between teaching and research, she said, "In my experience, our best teachers are our best researchers. The two are linked. Researchers learn exciting new information and bring it to class." How you balance the two, she said, is linked to the strategic plan and is unique to each institution.
- ♦ If named provost, Dr. Ollenburger said she'd spend her first week gathering information and talking to as many people as possible. "You can read everything, but you can't find the essence of UND without talking to people," she said. A year from now, she said, she'd be working to implement the strategic plan, setting budgets in line with that plan.
- ♦ Dr. Ollenburger, in response to a question about how long she would remain at UND, said she views the University as a community, as a place to live. "I've never been anywhere less than three years, and usually stay for nine years. If there are things for me to do, things for me to contribute, I could be here forever." It's not just implementing the strategic plan, she said, there will be more challenges. "I want to make this a great place to be."
- ♦ She said she's a strong advocate for using information technology as a tool. "It can be effective," she said, but we must ensure people know how to use it, and that it's accessible. "Technology is not education. We don't use it because it's there and it's new. We use it to teach better, to create a better learning environment, to ensure our students have better knowledge."
- ♦ Regarding general education and retention, Dr. Ollenburger said that her university has instituted a core program in which students take the same general education courses together. It has increased retention. They also introduced a program where they surveyed "leavers" who didn't complete their education at Boise State. "We tracked them and found out why they left," she said. "Then we divided the data into things we can address and things we can't." She said they discovered that poor advisement, lack of interaction with faculty, and other factors were a concern. They developed a plan to address the issues, and retention has improved.
- ♦ If she came to UND, her three most important issues would be: strategic planning and leadership, general education, and retention.
- ♦ Regarding faculty salaries, she said she knows they are an issue, and that average salaries are low. The same is true, she said, of graduate stipends and scholarships. Though she has examined average salaries at UND, she has not seen breakouts of colleges and other information, and would need to see more before she could address the issue. — *Jan Orvik, Editor, University Letter.*

Provost Candidate Ettling Discusses Experience

John Ettling, Interim Vice President for Academic Affairs and Provost and a candidate for the permanent appointment, made experience the focus of his public presentation Feb. 28. Dr. Ettling joined the University as Dean of Arts and Sciences in 1995 and was named Interim Provost after Marlene Strathe resigned. He said that in his five years here, he's formed good friendships and good working relationships within the University and the Greater Grand Forks community, with the Chancellor and his staff, Board members and offices, and legislators; and throughout the state. But, he said, he hasn't lost sight of what's so remarkable about UND. "I fell in love with UND," he said.

Dr. Ettling compared UND with the University of Houston, where he chaired the Department of History and served as Associate Dean of the Honors College. Houston is, of course, different in size, he said, but there is no sense of community such as at UND. "The departments are aggregations of autonomous careerists without a sense of interaction," he said. "Faculty stars are measured in terms of research

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Provost Candidate Ettling Discusses Experience, continued

dollars.” Those “stars” avoid teaching undergraduate students, the university is tilted in favor of professional schools, and the liberal arts are often ignored. “Salaries are higher,” Ettling said, “but so is frustration, anger, cynicism, and angst.” UND, he said, “is greater than the sum of its parts. There is a stronger, widespread sense of dual citizenship, to the University and to each other.” There is a tradition of faculty governance that has been part of UND since it began. “This is a distinctive feature,” Ettling said, “that resembles private schools. UND is dedicated to student learning. The spirit of liberal arts animates the whole enterprise.”

“I was impressed then [in 1995] and still am impressed with our University,” said Ettling. “We may resent what seems to us criticism. But we are not ignored. Much of North Dakota’s hopes ride with us.” Dr. Ettling said that it’s better to get attention often than to receive it only at legislative budget sessions. In many ways, he said, criticism of the University is similar to chastising a child of whom we expect much: “When we fall short, we are criticized.”

At UND, Dr. Ettling said, you know who you are, how you got there, what you are and what you’re not, and what you don’t want to be. “The faculty are extraordinary. They are competent, dedicated to students and to the world.” The campus is beautiful, he said, and the University is scaled to human proportions. “It is a fully articulated university . . . in miniature in a beautiful setting.” UND is large enough to be a real university and small enough to make a difference, he said.

But there are challenges, Dr. Ettling said. It has been nearly two years since former Provost Marlene Strathe left and Ettling was appointed Interim Provost. “I’m ready to step to the next level. I’m ready to serve.” He then discussed some of the challenges UND has faced and will face in the future. In the spring of 1998, when he still served as Dean of Arts and Sciences, the University was recovering from the Flood of 1997, and we were hit with a \$3 million revenue shortfall caused by a drop in enrollment. On top of that, Gov. Schafer asked the University System to submit a budget request that was 95 percent of that the last biennium, with a possibility that the savings would be reinvested into new programs. “It looked like a crisis atmosphere,” Ettling said. “Nobody knew how decisions would be made.” They learned through the *Grand Forks Herald* that the College of Fine Arts and Communication would be merged into the College of Arts and Sciences. Ettling gave a number of other examples, and said he inherited the responsibility to carry out decisions which he had not taken part in making. He has overseen the process of reinvesting \$4 million in savings, of which \$1.2 million went to faculty salaries. There continues to be a large gap between revenues and needs, though, he said. He oversaw the merger of Arts and Sciences and Fine Arts and Communication, and was able to recover some money while enabling Music, Visual Arts and Theatre Arts preserve their identity and autonomy as well as their positions and stipends. He also raised their faculty salaries, which he described as dismal, to the Arts and Sciences base.

Ettling stood in for President Baker at State Board of Higher Education meetings, substituted for the President at statewide duties, testified before the Legislature for two sessions, and has developed a good working relationship with legislators, the Chancellor, Board, and staff, he said. “They are enormously influential. It’s good that UND has people who can talk to them.”

One of the largest crises during his tenure as Provost, said Ettling, has been finding someone to follow the late John Odegard (dean and founder of Aerospace Sciences). We have a new dean who will do

well, said Ettling. He added that strategic planning is another good development.

Dr. Ettling spent some time discussing calls from off-campus for the University to become more like business, more customer-oriented, and to meet the economic needs and help the people of North Dakota. “I get tired of it. Not because of bureaucratic hurdles, but because I’ve come to realize that they ignore that we are already what they tell us to be,” he said. “We’re better at it than most businesses are.” He listed the following examples:

- ♦ He said that we’re often compared to Great Plains Software. “What they have done is real and good,” he said, “but it pales compared to what John Odegard did at UND. We’ve had a greater impact and reputation,” and added that Odegard built UND Aerospace without state funding.
- ♦ The Energy and Environmental Research Center is another example, said Ettling. “With no state money, this group is working to use North Dakota coal, and to clean up our air and water.” EERC provides some 200 skilled jobs, “not \$8 an hour jobs, and brings in tens of millions of dollars annually, competitively secured.”
- ♦ In five years, Dr. Ettling said, Dean Wilson has transformed the Medical School curriculum. “He’s not chainsaw-wielding or firing people. He did it with people who are already there, through leadership, and quietly over several years. He started a new program to put medical students in small towns,” to increase the chances of providing medical service to those towns. “And he did it with no fanfare or publicity.”
- ♦ “My nominee for ‘Stealth Entrepreneur,’ though, is Bernard O’Kelly (Dean Emeritus of Arts and Sciences),” said Ettling. “He quietly and steadily assembled over 29 years the best liberal arts program in this part of the country.” Liberal arts is the heart of the University, he said. “It animates the University.” He used another example: When Delta Airlines signed an agreement to hire UND pilots, John Bridewell (Aviation, University Senate Chair) showed the *Grand Forks Herald* front page article to the Board of Higher Education. He asked them if they’d ever expect to read a similar headline about UND Philosophy graduates. “No,” they said. Bridewell said that without the Department of Philosophy, the headline and agreement wouldn’t be possible.
- ♦ Ettling used a statement by Elwyn Robinson, who wrote the definitive history of the state, in which he said that commodities are grown here and then leave the state, where value is added to them. At UND, Ettling said, we educate the sons and daughters of North Dakotans, and many leave the state. But Great Plains Software also sends software out of the state. About 20 percent of out-of state students who earn degrees at UND stay in the state. “UND is responsible for a large and permanent migration of citizens to North Dakota.”

Dr. Ettling then took questions from the audience. They are summarized below:

- ♦ He would be willing to travel around the state to seek money for faculty. When he first came here in 1995, said Ettling, faculty were discouraged from trying to raise money. “That’s changing.” He said that having the President raise funds “is an easier sell,” but that he’s done fund-raising for other schools.
- ♦ If he were to be appointed Provost, Ettling said that he’d like to leave a legacy that took UND into the future “without selling the soul of the place.” We need to continue seeking students, but still

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Provost Candidate Ettling Discusses Experience, continued

keep the University something we're proud to offer those students.

- ♦ Regarding the possibility of becoming an electronic University, Dr. Ettling said, "I'm a historian." E-universities could be a paradigm shift of the magnitude of movable type. In fact, rather than coming to some of the universities 500 years ago, people bought books. "That was the first distance learning." But those institutions are still here, and he thinks UND will be, too. "People will congregate. It's as hard to imagine doing without UND as it is to imagine virtual marriages or virtual funerals." There is a place for a virtual University, he thinks, citing the space.edu program, which educates place-bound people.
- ♦ Flexible faculty roles can be a good thing, said Ettling, though he doesn't want to end up with separate "tracks" for faculty. "I think that in the long run, that hurts the collegiate atmosphere." Saying that "one size doesn't fit all," he said that faculty should be able to move back and forth, emphasizing more teaching, research, or service, at different times in their lives.
- ♦ Regarding temporary faculty, Ettling said that the phenomenon is a tradeoff which undermines tenure. "But we rely on temporary faculty to teach basics, and tenured faculty like graduate courses," he said. But, he added, we have far fewer temporary faculty than other state universities. And he said that graduate education is served by GTAs who, when properly supervised, do a good job. "I would hate to see an increased reliance on lecturers."
- ♦ On strategies to stem faculty departures for higher salaries, Ettling said there are just two sources of revenue: the Legislature, from which it is unrealistic to expect more than two or three percent raises, or four percent in good years; and a collective planning process, in which monies we already have are reallocated. We need a rational method of doing this, he said, "but what do we give up?"
- ♦ It would be terrific if the Alumni Association subsidized faculty salaries, he said. But one has to take into account that most contributions are either in land or restricted to certain departments. He would like to study the possibility of faculty recruitment funds.
- ♦ Administrative instability has continued to hurt faculty retention, he said, but so has spousal accommodation, in which a spouse can't find work at his or her skill level. — *Jan Orvik, Editor, University Letter.*

"Studio One" is an award-winning news and information program produced at the University of North Dakota Television Center. The program airs live on UND Channel 3 on Thursdays. Rebroadcasts can be seen at noon, 7 and 11 p.m. daily and on Saturdays at 10 a.m. Prairie Public Television airs "Studio One" on Saturday at 6 a.m. The program can also be seen in Fargo, Bismarck/Mandan, Minot, and Minneapolis. — *Krysta Hovland, Studio One Marketing Team.*

Biomedical Science Seminar Series Planned

The Foundations of Biomedical Science Seminar will be held Fridays, from 2 to 3 p.m. in Room 5510, School of Medicine and Health Sciences. On **Friday, March 3**, James Porter (Pharmacology, Physiology and Therapeutics) will present "The Role of a Salt-Bridge in the Initiation of Alpha-1 Adrenergic Receptor Activation."

On **Friday, March 10**, James Foster (Biochemistry and Molecular Biology) will present "An Old Enzyme Teaching Us New Tricks: Recent Advances in Structure/Function Relationships and Regulation of the Glucose-6-Phosphatase System." — *Jon Jackson, Assistant Professor of Anatomy and Cell Biology.*

Graduate Committee Meets Monday

The Graduate Committee will meet **Monday, March 6**, at 3:05 p.m. in 305 Twamley Hall. The agenda will include:

1. Consideration of a request by the Teaching and Learning Department to make a change in the admission policy for the Special Education master's programs.
2. Space Studies graduate program review.
3. Theatre Arts graduate program review.
4. Matters arising.

— *Harvey Knull, Dean, Graduate School.*

Law School Will Hold Events To Honor First Female Graduate

The Law Women's Caucus of UND School of Law invites everyone to attend a day of celebration honoring Helen Hamilton, the first woman to graduate from the School of Law in 1905.

On **Monday, March 6**, at 7:30 p.m., Sally Roesch-Wagner will give an interpretative lecture portraying Matilda Joselyn Gage. This event will take place in the Memorial Union Lecture Bowl. On **Tuesday, March 7**, the following events will occur in the Baker Courtroom of the Law School:

9 to 9:55 a.m., keynote address by Retired North Dakota Supreme Court Justice Beryl Levine;

10:10 to 11:05 a.m., "Ethics, Gender and North Dakota Law" presentation by Justice Carol Ronning-Kapsner.

11:15 a.m. to 12:10 p.m., "Women and Politics" by N.D. Attorney General Heidi Heitkamp.

1 to 2 p.m., "Women's Rights — A Gift from Native Americans" by Sally Roesch-Wagner.

2:15 to 3:15 p.m., panel presentation discussing district, state, tribal and federal court relationships.

3:35 to 4:30 p.m., closing comments by Retired Justice Beryl Levine.

— *Jan Orvik, Editor, for Bill Easton, Law Student.*

Events to Note

Studio One Lists Guests

Travis Johnson will discuss the history of chain mail as well as what it takes to recreate the medieval armor on the **Thursday, March 2**, edition of "Studio One" live at 5 p.m. on Channel 3 in Grand Forks. Johnson has learned his craft by watching others make chain mail. Each piece is unique and can take up to 100 hours to make. He will demonstrate tools, samples, and test patterns he has created.

"Studio One" will also feature Nancy Condit, a career guidance counselor. She focuses her energy on helping students become aware of college scholarships. Condit explains that specific criteria can limit the availability of some scholarships, and she will also discuss how the Internet can help locate scholarships.

Tufts University Scientist Will Give Anatomy Lecture

The Spring Seminar Series sponsored by the Department of Anatomy and Cell Biology is following the theme of "Inflammation and Inflammatory Disease." On **Monday, March 6**, the program features a special presentation by Ronenn Roubenoff titled "Wasting and Cachexia in Chronic Disease: Examples From Arthritis and AIDS." Dr. Roubenoff is an Associate Professor of Medicine and Nutrition at the Jean Mayer U.S. Department of Agriculture Human Nutrition Research Center on Aging at Tufts University, Boston, Mass. He serves as Chief of the Nutrition, Exercise Physiology and Sarcopenia Laboratory at the Center in Boston. All Anatomy and Cell Biology seminars are open to the University community and are held at noon in the Frank Low Conference Room, B-710, Edwin C. James Medical Research Facility, School of Medicine and Health Sciences. – *Curtiss Hunt, Seminar Series Coordinator, Adjunct Professor of Anatomy and Cell Biology.*

English Lecture Will Consider Rhetorics Of Technology

The March lecture in the English Department lecture series is scheduled for **Thursday, March 9**, at 4 p.m. in 116 Merrifield Hall. William Archibald will present "Rhetorics of Technology." everyone is welcomed. – *Ursula Hovet for Martha Meek, Lecture Series Coordinator, Department of English.*

Founders Day Banquet "Tribute" Program Will Air March 7, 9 On Cable Channel 3; Copies Available

"A Tribute," the audio-visual program profiling honorees at the Feb. 24 Founders Day Banquet, will be shown on Grand Forks Cable Channel 3 **Tuesday and Thursday, March 7 and 9**, at 9 p.m. The 40-minute program features brief biographies of retired and retiring faculty and staff. Those who would like a copy of the program but are unable to tape it off the air may contact the Center for Instructional and Learning Technologies for a high-quality VHS copy made from the original master tape. Call CILT at 777-2129. The cost is \$5.45, including the tape. CILT will also mail the tape to your home for an additional \$2. – *Fred Wittmann, Vice President for Student and Outreach Services.*

International Programs Planned

The International Organization and International Programs will hold a video review and group discussion titled "Great Decisions 1999 - Latin America: Trouble on Our Doorstep?" at noon **Tuesday, March 7**, at the Leadership Inspiration Center, third floor, Memorial Union. This event is sponsored by the Memorial Union and International Programs.

On **Wednesday, March 8**, from 4 to 4:30 p.m., there will be a study abroad info session for students interested in exploring study abroad opportunities at the International Centre, 2908 University Ave.

"Holiday in Hungary" will be the theme for the Thursday Night Event at 7 p.m. **March 9** at the International Centre, 2908 University Ave. The event is free and open to anyone who wishes to participate. – *Barry Stinson, International Program Coordinator.*

Faculty, Staff Invited To Economic Development Summit And Annual Meeting

The Grand Forks Region Economic Development Corporation is hosting an economic development summit and annual meeting **Wednesday, March 8**. Jon Leonard, scientist, entrepreneur, and best-selling author, will present the keynote address, which is titled "Technology and the Creation of Wealth."

Dr. Leonard is chairman of California Molecular Electronics Corporation, a technology development and licensing startup in Silicon Valley and president of poofaway.com, an Internet software and infrastructure company. He has been chief scientist at Hughes Aircraft Company and chair of the U.S. government's National Neural Network Applications Panel. Leonard has four patents, numerous technical publications, and three *New York Times* best-selling books in a series titled "Live Longer Now."

The EDC has arranged a number of small-group meetings between Leonard and various UND organizations during his three-day visit. He will also address the University's engineering banquet March 9.

"Leonard will share his experiences and success stories about team building and creating wealth out of technological advances. What he has been doing in Arizona and California has long been my dream for the EERC and this community," Gerald Groenewold, Director of the Energy and Environmental Research Center, said. "The missing piece in fulfilling that dream in Grand Forks has been good team partnerships. Here, the EDC has made great strides and is bringing in a tremendous team-builder role model."

The annual meeting and economic development summit will be **Wednesday, March 8**, from 11:30 a.m. to 1:30 p.m. at the Westward Ho Entertainment Complex. Tickets are \$12 in advance, \$15 at the door. RSVP by **Friday, March 3**. For more information, call 746-2720. – *Jan Orvik, Editor, for Barbara Steadman, Marketing Coordinator, Grand Forks Regional Economic Development Corporation.*

Staff Senate Agenda Listed

The University Staff Senate will meet at 1 p.m. **Wednesday, March 8**, in the River Valley Room of the Memorial Union.

Agenda:

1. Call to Order
2. Approval of Feb. 9 minutes
3. Treasurer's Report
4. Committee Reports
 - a. By-laws
 - b. Election
 - c. Legislative
 - d. Program
 - e. Public Relations
 - f. Fund-raising/Scholarship
 - g. Staff Development
5. Old Business
 - a. Cookbooks - Mike Powers
 - b. Listserv - Karin Tweton
 - c. Mission Statement - Mike Powers
6. New Business
 - a. Election - Ginny Ballintine
 - b. Annual Report 2000 - Mike Powers
 - c. Employee Recognition Week - Mike Powers

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Staff Senate Agenda Listed, continued

- d. "Spirit Days" Correction Memo for Dakota Student
- e. Agenda and Minutes in University Letter
- f. Open Discussion from the floor
- 7. Announcements
- 8. Adjournment

-- Kathy Spencer, *Geology Library, for Staff Senate.*

Dakota Conference On Rural And Public Health Set For Fargo

The annual Dakota Conference on Rural and Public Health is set for **Wednesday through Friday, March 8-10**, at the Holiday Inn in Fargo. The conference brings together hundreds of people who share an interest in the quality and availability of health care services in rural areas of the Dakotas and Minnesota.

Focusing on the theme "Rural and Public Health: On the Road to a Healthy Future," the event offers presentations, discussions, workshops and informal opportunities to promote the exchange of information and ideas.

Keynote speakers are:

Fred Agel, chair of the Dekalb County Board of Health and trustee with the National Association of Local Boards of Health, Doraville, Ga.;

Rosalie Kane, professor in the Division for Health Services Research and Policy at the University of Minnesota School of Public Health, Minneapolis, Minn.;

Wayne Myers, director of the Federal Office of Rural Health Policy, Rockville, Md.;

Richard Rathge, director of the State Data Center, NDSU, Fargo;

Donna Cohen Ross, outreach director, Center on Budget and Policy Priorities, Washington, D.C., and

Ronald Rowell, citizen of the Choctaw Nation of Oklahoma, and founder and current executive director of the National Native American AIDS Prevention Center in Oakland, Calif.

Other events include "The Secret of Social Marketing," a community forum at 7 p.m. March 8, which is free and open to the public. It will be presented by Sharon Sutton, president of Sutton Social Marketing, Washington, D.C. Social marketing is defined as the process to create social change that improves the lives of others. This workshop will assist in helping to identify the audience and develop the best strategies to communicate with those populations. For five years, Sutton has directed the National Cancer Institute (NCI) multimillion-dollar patient and public education efforts. Most noted for developing NCI's national "Five A Day" program, she has directed such well-known programs as Avon's pink ribbon, mammography promotion and the U.S. Agriculture Department's "Team Nutrition."

A legislative update session, featuring North Dakota's congressional delegation, will inform participants about current legislation on rural and public health matters. The session is set for 4:15 p.m. March 9, followed by a 4:45 p.m. Meet with State Gubernatorial Candidates session.

A pre-conference session, "Diabetes Crash Course," on March 8, is intended for health care professionals who care for people with diabetes. The course will offer the latest in monitoring devices and medications.

Intensive sessions, running two hours, will cover topics such as farm

stress, the "critical access hospital" program, and media relations in times of crisis.

Concurrent sessions will address a wide variety of health care subjects including aging services and how to access them, boards of directors and legislative advocacy, childhood immunization rates in rural areas, community health collaboration, community health data, environmental disasters and the impact on individuals and communities, and federal health policy.

During an awards banquet March 9 several health professionals, programs and volunteers will be recognized for their contributions to the betterment of health in North Dakota.

Conference sponsors include: School of Medicine and Health Sciences - Department of Family Medicine, Center for Rural Health, AIDS Education and Training Center, and Department of Community Medicine and Rural Health; College of Nursing; Resource Center on Gerontology; North Dakota Public Health Association; Altru Health System; North Dakota Academy of Physician Assistants; North Dakota Community Health Care Association, and North Dakota State University College of Pharmacy.

Conference registration fee is \$150. Day rates are available for those who wish to attend a portion, but not all, of the conference.

For more information, contact Dawn Botsford at the UND Division of Continuing Education, 777-2663 or 1-800-342-8230. - *School of Medicine and Health Sciences.*

Inaugural Nyquist Lecture Is Part Of Engineering Week

The inaugural Nyquist Lecture will be presented in honor of Engineering Week. Dr. William Isaacson, Vice President of the North Dakota State of Higher Education, will present "Repioneering North Dakota Through Technology-Based Entrepreneurship" at noon **Thursday, March 9**, in the Burtness Theatre.

Dr. Isaacson has had a highly successful career as a chemical engineer and technical manager with 3M Company in St. Paul, Minn., and as president of his own consulting firm in Stanley, N.D. Dr. Isaacson serves on the Advisory Committee of the Center for Innovation. During the spring and summer of 2000, he is helping to launch the "Tech Savvy Entrepreneurship Program," which trains North Dakota entrepreneurs to initiate technology-based businesses. The business colleges of UND, North Dakota State University, and Minot State University provide instruction for this program, in cooperation with the UND and NDSU engineering schools.

Harry Nyquist came to the University of North Dakota in 1912, where he earned his Bachelor of Science in Electrical Engineering degree in 1914 and his Master of Science in Electrical Engineering degree in 1915. Dr. Nyquist continued his graduate studies at Yale University, where he received the Ph.D. in physics in 1917. He was employed at AT&T from 1917 until he retired in 1954. His remarkable career included advances in the improvement of long-distance telephone circuits, picture transmission systems, and television. Dr. Nyquist's professional, technical, and scientific accomplishments are recognized worldwide. It has been claimed that Dr. Nyquist and Dr. Claude Shannon, another signal procession pioneer, are responsible for virtually all the theoretical advances in modern telecommunications. He was credited with nearly 150 patents during his 37-year career. His accomplishments underscore the excellent preparation in engineering that he received at the University of North Dakota.

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Inaugural Nyquist Lecture Is Part Of Engineering Week, continued

Another highlight of Engineers week is the Engineers Week Banquet, Saturday, March 9, at the Ramada Inn. A social begins at 6 p.m., with a dinner following at 6:30 p.m. Mr. Mark Kruseneck, Grand Forks Region Economic Development Corporation, and Mr. Jon Leonard, president, of poofaway.com will be the speakers for the evening.

Other Events Include:

- ♦ **Monday through Thursday, March 6-9: Nyquist Medallion Hunt** – Students will search within the Upson Engineering Complex to find the Nyquist Medallion. The first student to find the medallion will receive a \$50 cash prize.
 - ♦ **Tuesday, March 7: 7 to 9 p.m.** — Trivia Bowl, Riverbend Supper Club.
 - ♦ **Wednesday, March 8, 11:30 a.m. to 1 p.m.** – Golf Ball Catapult and Water Transporting Design Competitions, Civil Engineering Lab 100, Upson 1 Hall.
 - ♦ **Thursday, March 9, noon to 1 p.m.** – Inaugural Nyquist Lecture. Dr. William B. Isaacson, President of Isaacson & Associates, Inc., and current Vice President of the North Dakota State Board of Higher Education, will deliver the first annual Nyquist Lecture, titled “Repioneering North Dakota Through Technology - Based Entrepreneurship” in the Burtness Theatre.
- 6 p.m.** – Engineers Week Banquet to be held at the Ramada Inn, with social starting at 6 p.m. and dinner to follow at 6:30. Andrew Freeman Innovation Award(s) will be presented by Mr. David Loer, President and CEO of Minnkota Power Company. Mr. Mark Krauseneck of the Grand Forks Region Economic Development Corporation and Dr. Jon N. Leonard of poofaway.com will be the banquet speakers. All student meals are \$5 and guests are \$12.

-- *Cadence Youngberg, School of Engineering and Mines.*

Retired Faculty Will Share Most Interesting Academic Project

The March meeting of the UND retired faculty will be at 7:30 a.m. **Thursday, March 9**, in the Sioux Room of the Memorial Union. The topic will be “My Most Interesting Academic Project” and will include field trips, research, writing, experiments, and other endeavors. – *Lloyd Omdahl, Professor of Economics and Public Affairs.*

Conference To Promote University And Industry Research Partnerships

The Office of Naval Research (ONR) and the Society of Research Administrators (SRA) will jointly sponsor the third Intermountain Region Industry-University Partnership Conference in Salt Lake City, Utah on **April 13 and 14**. Targeted states include Washington, Oregon, Montana, Idaho, Wyoming, North and South Dakota, Utah, and Nevada.

This two-day conference was developed to provide opportunities to promote collaborations between academic researchers and industrial partners for a range of goals, including performing basic research to developing new manufacturing technologies. Representatives from ONR will discuss ONR programs and partnering opportunities. Breakout sessions have been organized to concentrate on specific technical areas, such as physical science, electronics, material science, and information technology.

Travel assistance from ORPD is available to anyone who believes attending this conference will benefit their research program. On-line registration and additional information on the program and hotel accommodations are available at the SRA website at <http://sra.ams.com>. The pre-registration deadline is Friday, March 24. -- *Sally Eckert-Tilotta, Associate Director, Research and Program Development.*

Announcements

UND Celebrated 117th Founders Day With Banquet, Awards Thursday, Feb. 24

The University of North Dakota celebrated the 117th anniversary of founding of the University on Thursday, Feb. 24. The highlight of the annual Founders Day banquet is the faculty and department awards for excellence in teaching, research and service. UND presented more than \$18,500 in awards, made possible by the UND Foundation, Fellows of the University and the University of North Dakota.

UND also honored 21 retiring faculty and staff, and 24 faculty and staff members who have served the University for 25 years.

Eight faculty and three departments were honored with awards at Founders Day this year:

- ♦ **Cindy Anderson**, Clinical Associate Professor, Family & Community Nursing, UND Foundation/McDermott Award for Individual Excellence in Teaching, \$2,000 and a plaque;
- ♦ **Michael Atkinson**, Associate Professor, Anatomy & Cell Biology, UND Foundation/McDermott Award for Individual Excellence in Teaching, \$2,000 and a plaque;
- ♦ **Gretchen Lang**, Professor and Chair, Anthropology, UND Alumni Association Award for Individual Excellence in Teaching, \$2,000 and a plaque;
- ♦ **Wayne Swisher**, Associate Professor and Chair, Communication Disorders, UND Foundation/Saiki Prize for Graduate or Professional Teaching Excellence, \$2,000 and plaque;
- ♦ **Sandra Donaldson**, Professor, Women Studies Program and English, UND Foundation/Clifford Faculty Achievement Award for Outstanding Faculty Development and Service, \$2,000 and plaque;
- ♦ **James Mitchell**, Professor and Chair, Neuroscience, UND Foundation/McDermott Award for Excellence in Teaching, Research or Creative Activity and Service, \$2,500 and plaque;
- ♦ **Edward Carlson**, Professor and Chair, Anatomy & Cell Biology; UND Foundation Thomas J. Clifford Faculty Achievement Award for Excellence in Research, \$2,000 and plaque;
- ♦ **David Tilotta**, Associate Professor, Chemistry, Sigma Xi, cash award and medallion;
- ♦ **Educational Leadership**, UND Foundation/McDermott Award for Departmental Excellence in Teaching, \$2,000 and plaque;
- ♦ **Music**, Fellows of the University Award for Departmental Excellence in Service, \$2,000 and plaque;
- ♦ **Physics**, Fellows of the University Award for Departmental Excellence in Research, \$2,000 and plaque.

Here are lists of the retirees and 25-year employees who were honored:

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UND Celebrated 117th Founders Day, continued

RETIREES

Lorna Berge, Program Coordinator, Division of Continuing Education; **Evelyn Boushee**, Service Supervisor, Dining Services; **Donna Bruce**, Director of Admissions; **Evelyn Cole**, Library Associate, Chester Fritz Library; **Ivan Dahl**, Professor of Educational Foundations and Research; **E. Dale DeRemer**, Professor of Aviation; **Robert Eelkema**, Professor of Community Medicine and Rural Health; **Veronica Fredrick**, Building Services Technician, Facilities; **Leola Furman**, Associate Professor of Social Work, **Bruce Jacobsen**, Dean of the College of Fine Arts and Communication, Professor of Theatre Arts; **Mary Kurtyka**, Clerk, University Bookstore; **Diane Langemo**, Chester Fritz Distinguished Professor of Nursing Practice and Role Development;

Denise Markovich, Professor of Finance; **Stephen Markovich**, Professor of Political Science and Public Administration; **Jacquelyn McElroy-Edwards**, Professor of Visual Arts and Department Chair; **Joyce Medalen**, Director of the Women in Engineering Program Administrative Assistant, School of Engineering and Mines; **Rodney Medalen**, Associate Professor of Accounting and Finance, **Ronald Moe**, Associate Professor of Electrical Engineering; **Robert Nordlie**, Chester Fritz Distinguished Professor of Biochemistry and Molecular Biology and Department Chair, Director of the Ireland Research Laboratory;

Theodore Pedeliski, Professor of Political Science and Public Administration; **James Pederson**, Building Services Technician Facilities; **Monte Phillips**, Professor of Civil Engineering; **Niomi Phillips**, Assistant to the Dean, Graduate School; **Sharon Schimke**, Administrative Officer, Memorial Union; **Bonnie Snyder**, Administrative Secretary, Computer Center; **Deanna Strackbein**, Associate Professor of Teaching and Learning; **David Uherka**, Professor of Mathematics; **Herman Zahradka**, Equipment Operator, Facilities.

25-YEAR EMPLOYEES

Frank Argenziano, Special Projects Coordinator and Flight Operations Facilities Manager, John D. Odegard School of Aerospace Sciences; **Lonna Augustadt**, Administrative Officer, Southwest Campus, School of Medicine and Health Sciences; **Donna Bonderud**, Data Processing Coordinator, Computer Center; **Thomas Brockling**, Police Officer, UND Police; **Judy DeMers**, Associate Dean for Student Affairs and Admissions, School of Medicine and Health Sciences; **Bridget Drummer**, Coordinator for Academic Support, Native American Programs;

Sandra Elshaug, Assistant Director of Student Financial Aid, School of Medicine and Health Sciences; **Ellen Erickson**, Administrative Officer, College of Arts and Sciences and Office of the Provost; **Leola Furman**, Associate Professor of Social Work; **Audrey Glick**, Clinical Assistant Professor of Communication Sciences and Disorders; **M. Bruce Helgerud**, Financial Aid Administrator, Student Financial Aid; **Leigh Jeanotte**, Assistant to the Vice President for Student and Outreach Services, and Director of Native American Programs; **Arnold Johnson**, Assistant Professor of Electrical Engineering and Interim Department Chair; **Margaret Kiel**, Food Service Worker, Dining Services;

Paulette Lindquist, Administrative Clerk, Payroll; **Thomas Lockney**, Professor of Law; **Janet Lucht**, Research Technician, Energy and Environmental Research Center; **Kay Mendick**, Interim Coordinator, Women's Center; **Joseph Miller**, Laboratory Equipment Mechanic, Department of Chemical Engineering; **Charlotte Morley**, Food Service Worker, Dining Services; **Myrna Olson**, Professor of

Teaching and Learning; **Lila Pedersen**, Director of the Library of the Health Sciences; **Stephen Rendahl**, Interim Director and Associate Professor, School of Communication; **Linda Romuld**, Director of Purchasing and Central Receiving; **Dana Siewert**, Director of Aviation Safety, John D. Odegard School of Aerospace Sciences; **Dietta Watson**, Assistant Professor of Physical Education and Exercise Science.

Position Announcement: Director/Instructor Of Integrated Studies

The College of Arts and Sciences solicits applications for a non-tenure track position to begin fall 2000. The successful candidate will direct and teach full-time in the Integrated Studies Program. Responsibilities will include:

- Teaching full-time in the Integrated Studies Program;
- Planning each semester's activities in conjunction with the Integrated Studies faculty;
- Supervising other activities: e.g., recruitment of students;
- Recruiting faculty from around the UND campus to teach in the program;
- Developing and implementing assessment plans for the Integrated Studies program.

Appropriate teaching experience is required; Ph.D. preferred. A search committee advisory to the dean will begin screening applicants on **March 20**. Interested parties should send a letter of application describing their qualifications, along with a vita and references, to Albert Fivizzani, Dean, College of Arts and Sciences, Box 8038, Grand Forks, ND 58202. The University of North Dakota is an equal opportunity and affirmative action employer. – *Al Fivizzani, Dean, Arts and Sciences.*

Aviation Department Goes "Unwired"

Students in the Department of Aviation are now able to access the Internet and the Aerospace network from all classrooms in Odegard Hall without a plug-in. A wireless network has recently been completed, greatly increasing the utility of the computer for the students. Students may use their laptop computers "wireless" from all classrooms on the first floor of Odegard Hall, study rooms and the Resource Center in Streibel Hall, the building connecting Odegard and Streibel Halls.

Aviation professors are capable of giving assignments in class that will allow research of the Internet and other sources, allowing collaborative and interactive learning. Other benefits include on-line quizzing, electronic office hours, on-line syllabi, class notes and calendars.

Demonstrations of the wireless laptop computer are available by contacting me at 777-3573. -- *Al Skramstad, Assistant Professor of Aviation.*

Annual Steam Shut-Down For Maintenance Work Set For July 26, 27

The annual steam shut down has been scheduled for **Wednesday and Thursday, July 26 and 27**. Steam heating and cooling would be off around 12:01 a.m. July 26 to begin maintenance and repair of the equipment. Steam service should be restored during the evening of July 27. As a result, there will be no hot water in buildings that have steam-heated water heaters. Also, steam-run air conditioners in Upson

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Annual Steam Shut-Down For Maintenance, continued

II, Witmer, Nursing, Wilkerson, and Starcher will be shut off for the duration of the steam shut down. The above time has been proposed to minimize inconvenience to the University community. We thank you for your cooperation. – *Larry Zitzow, Director of Facilities.*

U2 Lists March Courses

University Within the University (U2) courses for March are listed below. To register, please call 777-2128.

Accounting Services

Transaction Classification Code (TCC Listing), March 2, 9 to 10 a.m., Memorial Union Lecture Bowl

Computer Center

Excel 97: Level I, March 6, 8, and 10, 1:30 to 4 p.m.

GroupWise 5.5: Intro, March 7, 1 to 3 p.m. OR April 19, 8:30 to 10:30 a.m.

Access 97: Level II, March 14 and 16, 1 to 4:30 p.m.

Don't Get Bitten By The Bug, March 15 OR April 12, 2 to 3 p.m.

Excel 97: Level II, March 20, 22, and 24, 1:30 to 4 p.m.

Creating a Web Page Using HTML, March 21 and 23, 1:30 to 3:30 p.m.

Access 97: Level III, March 28 and 30, 1 to 4:30 p.m.

Exploring the Web Using Netscape, March 29, 8:30 to 10 a.m.

Personnel Services

How to Deal With Difficult People, March 15, 9:30 to 11 a.m., 211 Rural Technology Center

Legal Issues in Employment, March 21, 8:30 to 10 a.m., 235 Rural Technology Center

Purchasing

Inventory Control, Property Insurance and Surplus Property Procedures, March 2, 10 to 11 a.m., Lecture Bowl, Memorial Union

Community Policing and Crime Prevention, March 6, 1 to 3 p.m., 211 Rural Technology Center

The Tangled Webs We Weave: Roles and Boundaries, March 13, 10 to 11 a.m., 211 Rural Technology Center

Conflict Resolution in the Workplace, March 21 and 28, 8:30 to 11:30 a.m. (attend both sessions), Memorial Union, Swanson 10/12 and 16/18; cost is \$40, including instruction, materials and refreshments

Check out our web site at www.conted.und.edu/U2 for other course offerings. – *Staci Matheny, U2, Continuing Education.*

Spring Break Hours Listed

Chester Fritz Library:

Hours of operation for the Chester Fritz Library during Spring Break, March 13-17, are: Saturday and Sunday, March 11-12, closed; Monday through Friday, March 13-17, 8 a.m. to 4:30 p.m.; Saturday, March 18, closed; Sunday, March 19, 1 p.m. to midnight. – *Karen Cloud, Chester Fritz Library.*

Health Sciences Library:

The Library of the Health Sciences will be open these hours during Spring Break: Friday, March 10, 7:30 a.m. to 5 p.m.; Saturday, March 11, 1 to 5 p.m.; Sunday, March 12, closed; Monday through Friday, March 13-17, 8 a.m. to 5 p.m.; Saturday, March 18, 1 to 5 p.m.; Sunday, March 19, 6 p.m. to midnight. On Monday, March 20, the Library will resume regular hours. – *April Byars, Library of the Health Sciences.*

Memorial Union:

Memorial Union operating hours for Spring Break are:

Lifetime Sports/Video Rentals: Friday, March 10, 8 a.m. to 5 p.m.; Monday through Friday, March 13-17, 8 a.m. to 5 p.m.

Info/Service Center: Friday, March 10, 8 a.m. to 5 p.m.; Monday through Friday, March 13-17, 8 a.m. to 5 p.m.

Copy Stop: Friday, March 10, 8 a.m. to 5 p.m.; Monday through Friday, March 13-17, closed.

Subway and TCBY: Friday, March 10, 9 a.m. to 5 p.m.; Monday through Friday, March 13-17, 9 a.m. to 5 p.m.

Juice Works: Friday, March 10, 7 a.m. to 5 p.m.; Monday through Friday, March 13-17, 9 a.m. to 5 p.m.

Little Caesars: Friday, March 10, 10 a.m. to 5 p.m.; Monday through Friday, March 13-17, 10 a.m. to 5 p.m.

GrabaBite: Friday, March 10, 10 a.m. to 5 p.m.; Monday through Friday, March 13-17, 10 a.m. to 5 p.m.

Bookstore: Friday, March 10, 8:30 a.m. to 5 p.m.; Monday through Friday, March 13-17, 8 a.m. to 4:30 p.m.

Administrative Office: Friday, March 10, 8 a.m. to 4:30 p.m.; Monday through Friday, March 13-17, 8 a.m. to 4:30 p.m.

Craft Center/Sign and Design: Friday, March 10, 9 a.m. to 4:30 p.m.; Monday through Friday, March 13-17, closed.

Dining Center: Friday, March 10, 7 a.m. to 4 p.m.; Monday through Friday, March 13-17, closed.

Barber Shop: Friday, March 10, 8:30 a.m. to 5:30 p.m.; Monday through Friday, March 13-17, 8:30 a.m. to 5:30 p.m.

Credit Union: Friday, March 10, 9 a.m. to 3:30 p.m.; Monday through Friday, March 13-17, 9 a.m. to 3:30 p.m.

Traffic Division: Friday, March 10, 8 a.m. to 4:30 p.m.; Monday through Friday, March 13-17, 8 a.m. to 4:30 p.m.

Passport IDs: Friday, March 10, closed; Monday through Friday, March 13-17, closed.

University Learning Center: Friday, March 10, 8 a.m. to 4:30 p.m.; Monday through Friday, March 13-17, 8 a.m. to 4:30 p.m.

Computer Labs: Friday, March 10, 8 a.m. to 4:45 p.m.; Monday through Friday, March 13-17, 8 a.m. to 4:45 p.m.

Building Hours: Friday, March 10, 7 a.m. to 5:30 p.m.; Monday through Friday, March 13-17, 7 a.m. to 5:30 p.m.

Memorial Union is closed weekends. Normal hours resume March 20.

– *Marsha Nelson, Facilities Coordinator, Memorial Union.*

Parent Education Resource Center Lists Classes

The Parent Education Resource Center (PERC), 500 Stanford Rd., offers the following programs. Call 795-2765 to register or for more information. Child care offered for all daytime programs; all classes are held at PERC unless otherwise noted.

Four-Week Study Group, "Kids Are Worth It," begins **Tuesday, March 7**, from 9:30 to 11 a.m.

Four-Week Series, "Parenting for Prevention," begins **Tuesday, March 7**, from 7 to 9 p.m.

Two-Week Series, "Parents Guide to Temperament," begins **Wednesday, March 8**, from 1 to 2:30 p.m.

Video Presentation, "Winning at Parenting," featuring Barbara Coloroso, **Wednesday, March 8**, from 9 to 11:15 a.m.

Family Story Hour, **Wednesday, March 8**, from 6:30 to 7:15 p.m., featuring Virginia Trzynka.

"Conflict Management: Getting to Win-Win," presented by Carol Helland, **Wednesday, March 8**, from 7 to 8:30 p.m.

Lunch Box Special, "Super Parents Don't Exist! Overscheduled Kids and Bedraggled Parents," presented by Nancy Yoshida, consultant for the "Work and Family: Making the Pieces Fit" project, **Thursday, March 9**, from 12:10 to 12:50

Drug Prevention Program, **Thursday, March 9**, "Preventing Drug Use by Today's Youth," presented by Frank White (Sociology), from 7 to 8:30 p.m., South Middle School, 1999 47th Ave. S.

Six-Week Course, "Dad and Me," begins **Thursday, March 9**, from 6:30 to 8 p.m.; presented by Glenn Olsen, Director of Excellent Beginnings. The series is open to fathers and their children ages 4 to 8.

Three-Week Study Group, "Help Your Children Do Better in School," begins **Monday, March 13**, from 9:30 to 11 a.m.

Family Story Hour, **Wednesday, March 15**, from 6:30 to 7:15 p.m., featuring Virginia Trzynka.

Four-Week Series, "Successful Parenting" begins **Wednesday, March 15**, from 9:30 to 11 a.m.

Five-Week Study Group, "Strengthening Your Stepfamily," begins **Wednesday, March 15**, from 7 to 8:30 p.m.

"Morning Madness and Un-Happy Hour," presented by Jackie Werkley, **Thursday, March 16**, from 7 to 8:30 p.m.

Lunch Box Special, "Nutrition for Kids: A Healthy Start!" presented by Melanie Reardon, dietitian with the GFPS Child Nutrition Program, **Thursday, March 16**, from 12:10 to 12:50 p.m.

"Discipline for Life!" **Saturday, March 18**, Westward Ho, 8:30 a.m. to noon "Don't Start What You Can't Finish," and 1 to 3:30 p.m. "Best Gifts: High Self Esteem, Realistic Self Regard and Character Development."

Two-Week Series, "Good Discipline . . . Good Kids," begins **Monday, March 20**, from 7 to 9 p.m.

Four-Week Book Study, "Parents *Do* Make a Difference," begins **Tuesday, March 21**, from 1 to 2:30 p.m.

Seminar, "Don't Go, Mommy!" addressed by Carol Helland, **Tuesday, March 21**, from 7 to 8:30 p.m.

Family Story Hour, **Wednesday, March 22**, from 6:30 to 7:15 p.m., featuring Virginia Trzynka.

Four-Week Series, "Parents in a Pressure Cooker," begins **Wednesday, March 22**, from 1 to 2:30 p.m.

Family Story Hour, **Wednesday, March 29**, from 6:30 to 7:15 p.m., featuring Virginia Trzynka.

"Setting Limits and Sticking With Them!" presented by Carol Helland, **Thursday, March 30**, from 7 to 8:30 p.m.

Lunch Box Special, "Stressbusters!" presented by Jackie Werkley, consultant for the "Work and Family: Making the Pieces Fit" project, **Thursday, March 30**, 12:10 to 12:50 p.m.

— Jan Orvik, Editor, for the Parent Education Resource Center.

Free Defensive Driving Course Offered

A free Defensive Driving Course for UND employees and a member of their family will be held **Wednesday, March 8**, from 8:30 a.m. to 12:30 p.m. at 211 Rural Technology Center. We will hold a subsequent class **Wednesday, March 29**, from 12:30 to 4:30 p.m., at the same location. This course may reduce your North Dakota insurance premiums and could possibly take away points from your driving record. Please call the Safety Office at 777-3341 to register and for directions. — Corrinne Kjelstrom, Safety Office.

UPC Will Present Movie, "Blue Streak"

The University Program Council will present the movie, "Blue Streak," **Tuesday, March 7**, at 9 p.m. in the Memorial Union Lecture Bowl. "Blue Streak" will be shown free of charge to all UND students and community members. — Maria Albertson, UPC Public Relations.

In the News

ODEGARD SCHOOL OF AEROSPACE SCIENCES

Lou Varricchio (Earth System Science Institute) and Jane Joyce (WDAZ-TV) are the on-screen guides of the new television series, "Our Changing Planet," which will air on PBS stations nationwide this spring. The programs are videotaped and edited in the Aerospace Network studios. . . . Joanne Gabrynowicz (Space Studies) participated in the United Nations Conference on the Exploration and Peaceful Uses of Outer Space (UNISPACE III) held in Vienna, Austria. She presented a paper, "Expanding Global Remote Sensing Services: Three Fundamental Considerations". . . . Brajendra Panda (Computer Science) presented a paper at the 12th International Conference on Computer Applications in Industry and Engineering in Atlanta, Ga. . . . Sven Anderson (Computer Science) presented a paper at the Acoustical Society of American Conference in Columbus, Ohio. . . . The Aerospace Network team of David Horne Kristi Swartz, and Joe Stevens, along with students, developed the new North Dakota University System web site ACCESS. This site will serve as a clearinghouse for information on all the distance learning courses and programs offered by North Dakota's public colleges and universities.

COLLEGE OF ARTS AND SCIENCES

Lana Rakow (Communication) was elected Vice Chair of the Standards Committee of the Association for Education in Journalism and Mass Communication (AEJMC). She has also been named to the editorial board of the new journal, *Feminist Media Studies*, which will begin publishing in March of 2001. Rakow was also reappointed to the editorial board of the *Journal of Public Relations Research*. . . . The Department of Theatre Arts' production of Paula Vogel's "How I Learned to Drive" directed by Bill Jenkins (Theatre Arts) was

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In the News, continued

selected for performance at the Region V Kennedy Center/American Theatre Festival in Sioux Falls, S.D. UND was one of seven schools selected out of 60 entries to present plays representing the best work in Region V. . . . **Greg Gagnon** (Indian Studies) has been re-appointed to the North Central Association of Colleges and Schools consultant-evaluator corps. He has served as a consultant-evaluator since 1984 and has completed 14 evaluation visits. He has also been re-appointed to the North Central Association's Institutional Actions Committee, which approves or defers for further action the recommendations from consultant-evaluator teams and readers' panels. Each re-appointment is for five years. . . . **Janet Ahler** (Educational Foundations and Research) served on the panel which discussed "German Heritage and the New Germany: 1949-1999" at the Grand Forks German America Day Program. She was joined by **Playford Thorson** (History, retired) and **Herbert Boswau** (German, retired), panel moderator and program host.

COLLEGE OF BUSINESS AND PUBLIC ADMINISTRATION

David Ramsett (Economics and Public Administration) presented "Yield Capitalization for Market Analysis" at the Joint International Conference of the American Real Estate and Urban Economics Society and the Asian Real Estate Society. This same paper was published in the *Appraisal Journal*, October 1999. . . . **J. Lloyd Blackwell, III** (Economics and Public Affairs) authored "The Reluctant Confessions of Regression Software" in the *Atlantic Economic Journal*, September 1999. . . . **Russell Rhine** (Economics and Public Affairs) presented a paper at the Southern Economics Association Meeting in New Orleans, titled "A Sensitivity Analysis of Asset Pricing Models in the Electric Utility Industry" . . . **Mark Jendrysik** (Political Science and Public Administration) presented "Dystopian Community: The Annihilation of the Individual in Orwell, Huxley, and Atwood" at the annual meeting of the American Political Science Association. . . . **Lila Prigge** (Business and Vocational Education) completed a three-year term as the Mt. Plains Business Education Association Representative to the National Business Education Association Executive Board. She chairs the North Dakota Business Education Curriculum Project, funded by a grant from the State Board for Vocational Technical Education. She conducted Curriculum Project Sessions at both the All-Service Career and Technical Education Convention in Bismarck and the Business and Technical Education Session at NDEA in Grand Forks. She represented the UND Alpha Nu chapter of Delta Pi Epsilon at the National DPE Biennial Council meeting and attended the DPE Research Conference which followed the Council Meeting in St. Louis. . . . **Ute Sartorius Kraidt** (Industrial Technology) wrote "Digitization and Graphic Communication Education: From Print Reproduction to Dynamic Image Generation" accepted for publication in the *Journal of Industrial Technology*, February 2000. She also authored "Images Stronger than Words: Teaching Black and White Photography," which was accepted for publication in *The Technology Teacher*, March 2000.

Dennis Elbert (Dean and Professor of Marketing), co-presented a workshop, "Breaking Down the Silos of Disciplines through Organizational Restructuring: Multiple Approaches to Innovation and Experiences" at the 1999 AACSB Continuous Improvement Symposium, Minneapolis. He also co-presented a panel discussion, "Balancing the External and Internal Responsibilities," at the Midwest Deans Association annual meeting, Branson, Mo. . . . **Phil Harneson** (Associate Dean and Accounting and Business Law), **Dennis Elbert**, and **James Faircloth III** (Marketing) had a paper,

"Enhancing SBI Student Consulting Competencies: A Decade Long After Action Report," accepted for the First Joint Annual United States Association for Small Business and Entrepreneurship/Small Business Institute Directors Association national conference. **Faircloth** will present the paper at the February 2000 meeting in San Antonio, Texas.

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

John Backes (Educational Leadership) and **Gail Ingwalson** (Teaching and Learning) co-authored "Middle Level Reform: The Impact on Student Achievement" in *Research in Middle Level Education Quarterly*, 22 (3), 43-57. . . . **Tammy Bailey** (Social Work) presented "What's in Your Backpack?: Stress in Caregiving" at the Caring Through Sharing: Caring for Caregivers conference in Valdosta, Ga. . . . **Shelby Barrentine** (Teaching and Learning) edited *Reading Assessment: Principles and Practices for Elementary Teachers*, Newark, N.J.: International Reading Association, April 1999 and published "Facilitating Preservice Students' Development of Thematic Units in *The Teacher Educator*, 34(4), 276-290. . . . **Gerald Bass** (Educational Leadership) co-authored "North Dakota" in C. Sielke, J. Dayton, C. T. Holmes, and W. Fowler (Eds.) *Public School Finance Programs of the United States and Canada*. (4th ed.: 1998-99). Washington, DC: National Center for Education Statistics, U.S. Department of Education, 1999. . . . **James Decker**, **Tammy Bailey**, **Thomasine Heitkamp** (Social Work) and J. Red Horse co-authored "A Client Centered Satisfaction Report: Analysis of Client/Parent Survey for Intensive In-Home Service Program in the *North Dakota Journal of Human Services*, 2 (3) (May 1999): 13-19. . . . Oral presentations were made by **Tammy Bailey** and **James Decker** (Social Work) at the Seventh Annual Social Work Symposium, University of North Carolina in Pembroke, titled "Family Preservation Efforts: A Ten Year Study," "Analysis of Client/Parent Survey for Intensive In-Home Family Therapy Services" and "Profiling Family Preservation Efforts" at the American Professional Society on the Abuse of Children Seventh Annual Colloquium in San Antonio; and "In-Home Family Therapy Services-Do They Work? A Ten Year Analysis" at the National Institute on Social Work and Human Services in Rural Areas: The Changing Face of Rural America in Baltimore. . . . **Lynne Chalmers** and **Myrna Olson** (Teaching and Learning) co-authored "Music as a Classroom Tool," *Intervention in School and Clinic*, 35(1), 43-45. . . . **Lee Furman** (Social Work) co-authored a textbook, *Spiritual Diversity and Social Work Practice: The Heart of Helping*, August 1999. She presented her research on "Spirituality in Social Work Practice" at the 20th Reunion of the Fielding Institute in Santa Barbara, Calif. . . . **Mark Guy** (Teaching and Learning) co-authored "Balloon Racers: Problem-Solving at its Best!" in *Science Scope*, 22(6), 30-31. . . . **Sara Hanhan** (Teaching and Learning) co-authored "Wen the flood km we had to lv," Plan for Social Excellence monograph, *Where Do We Go? What Should We Do?*, 1999. . . . Papers presented by **Thomasine Heitkamp** (Social Work) included "Teaching Social Work Practices through Interactive Television" at the 45th Annual Program Meeting of the Council on Social Work Education, San Francisco, and "Natural Disasters in Rural Communities" with **James Decker** (Social Work) at the National Association for Rural Mental Health: Creating Visions for Rural Mental Health in the New Millennium. . . . **George Henly** (Counseling) co-authored "Assessing Adolescent Drug Use with the Personal Experience Inventory" in M. E. Maruish, ed., *The Use of Psychological Testing for Treatment Planning and Outcome Assessment* (2nd ed.). Mahwah, NJ: Lawrence Erlbaum Associates, 1999. . . . **John Hoover** (Teaching and Learning) published "Altruism as an

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In the News, continued

Antidote to Bullying" in *Reclaiming Children and Youth*, 8(2), 88-91, 1999 and "Correlates of Bullying and Victimization Among Intermediate Students in the Midwestern U.S.A." in *School Psychology International Journal*, 20(3), 159-172, 1999. He gave the keynote address, "Angry Words, Angry Minds: Verbal Bullying in School" at the Mississippi School Safety Conference in Jackson. Papers presented and/or co-presented by **Hoover** include "The roles of Paraeducators in a Rural-Remote State: Views of Administrators, Teachers, and Paras" and "Disability Research Encompassing Native Americans in Math and Science: A Demonstration Inclusion Project" (with **Jackie Wilcox**, DREAMS program) at the American Congress of Rural Special Educators National Meeting, Albuquerque, N.M.; "A Holistic Evaluation of Childfind Activities"; "The Emerging Role of Paraeducators in Integrated Environments"; and "Professional Development Needs of Learning Disabilities Teachers" at the Pacific Rim Special Education Conference in Honolulu. . . . **Barb Jacobsen** (Social Work) presented "Transdisciplinary Family Centered Collaboration in Early Intervention" at the National Association of State Directors of Special Education CSPD Conference in Washington, D. C., and with **Mike Jacobsen** (Social Work), "North Dakota Native American Domestic Violence Project" at the third national conference of the American Indian Social Work Educator's Association, San Francisco. . . . **Cindy Juntunen** (Counseling) presented "Native American Perspectives on the Career Journey" and conducted a symposium on "Work Transition Issues for Native American Youth" at the 107th annual convention of the American Psychological Association, Boston. . . . **Richard Landry** (Educational Foundations and Research) co-presented "Work-Related Musculoskeletal Injuries Within the Field of Physical Therapy" at the American Physical Therapy Association Meeting in Washington D. C., and presented "Matrix Sampling as an Efficient Data-Gathering Procedure" at the Northern Rocky Mountain Educational Research Association Meeting in Jackson, Wyo. . . . **Dona Resse** (Social Work) wrote "Spirituality Conceptualized as Purpose in Life and Sense of Connection: Major Issues and Counseling Approaches with Terminal Illness" in *Healing Ministry*, 6(3), 101-108, and co-authored "Risk of Domestic Violence After Flood Impact: Effects of Social Support, Age and History of Domestic Violence" in *Applied Behavioral Science Review*, 7. She presented "Spirituality, Social Support, and Worry: Effects on Perceived Health of HIV+ Women" at the annual program meeting of the Council on Social Work Education, San Francisco; co-presented "National Hospice Social Work Survey: Cutting Costs Through Social Works" at the 14th Senior Management and Leadership Conference of the National Hospice Organization in Arlington, Va.; and "Spiritual Needs of Bereaved Children" at the Society for Spirituality and Social Work National Conference in St. Louis. . . . **Tim Schroeder** (Recreation and Leisure Services/Social Work) presented "Recreation and Parks' Role in Disaster Recovery" to the Department of Recreation and Sports Management at Georgia Southern University. He co-presented "Benefits Based Programming Workshop" at the Midwest/Southwest Joint Regional Conference of the National Recreation and Park Association in Fayetteville, Ark. . . . **Serge von Duvillard** (Physical Education and Exercise Science) presented "Anaerobic Performance: Lessons from Practical Experience" at the Northland Chapter of the American College of Sports Medicine, St. Cloud State University; chaired a symposium "Exercise Lactate Levels: Simulation and Reality of Aerobic and Anaerobic Metabolism" at the American College of Sports Medicine 46th Annual Meeting in Seattle; co-authored "Permanent Cannulation of the Jugular Vein in the Hamster" in the *Journal of Laboratory Animals*, 1999, Vol. 33; 68-70; "The Heart Rate Turn Point: Reliability and Methodological Aspects" in the journal, *Medicine and Science in Sports and Exercise*,

Vol. 31, No. 6, 903-907, 1999; "Human Behavioral Momentum in a Sample of Older Adults" in the *Journal of General Psychology*, 126 (2), 165-175, 1999; "Marathons in Altitude" in *Medicine and Science in Sport and Exercise*, Vol. 31, No. 5, 723-728, 1999; and "Can Exercise Training Improve Maximal Aerobic Power in Children: A Meta-Analytic Review" in *Journal of Exercise Physiology* - online Vol. 2 No. 3, 2(3):1-22, 1999. . . . **David Whitcomb** (Counseling) authored "Social Support Networks" in J. R. Anderson, C. H. Sparks, G. Hamid, and L. Stockett (Eds.) *HIV/AIDS Instructional Guide for Graduate Faculty in Psychology*, (pp 13-16). Washington, D.C.: American Psychological Association. He co-presented "Technology, Computers, and Rural Gay Life" at the Out on the Prairie Conference on Gay, Lesbian, Bisexual and Transgender Issues and Human Service Related Practice in Rural Areas, Grand Forks. . . . **James Whitehead** (Physical Education and Exercise Science) authored "Physical Activity and Intrinsic Motivation" in *Toward a Better Understanding of Physical Fitness and Activity*, ed. C. B. Corbin & R. P. Pangrazi, 33-40. Scottsdale, Ariz.: Holcomb Hathaway, 1999. **Whitehead** and **Ronald Brinkert** (Physical Education and Exercise Science) presented a paper they co-authored with J. R. Swift and **John Hoover** (Teaching and Learning) "Heart Rates vs. Observed Activity Levels of Children in Different Settings" at the American College of Sports Medicine Annual Meeting in Seattle, 1999 and co-presented a paper, "Activity Levels of Children and Youth: Do Heart Rate Monitors and Objective Observation Show the Same Thing?" at the national convention of the American Alliance for Health, Physical Education, Recreation, and Dance in Boston. **John D. Williams** (Educational Foundations and Research) published "LBJ and the Assassination Conspiracies" in *JFK Deep Politics Quarterly*, 4,2, 25-28 and "LBJ: A Closer Look: A Review" in *The Fourth Decade: A Journal of Research on the John F. Kennedy Assassination*, 6(4), 3-6.

SCHOOL OF ENGINEERING AND MINES

George Bibel (Mechanical Engineering) presented "Experimental Testing of a 24" Class 150 ANSI Flange" at the American Society of Mechanical Engineers Pressure Vessel and Piping conference in Boston. He co-authored "Experimental and Analytical Study of Aerospace Spiral Bevel Gear Tooth Fillet Stresses," in *Transactions of the ASME: Journal of Mechanical Design*. . . . **Monte Phillips** was installed as president of the National Academy of Forensic Engineers at the Academy's Annual Meeting in Arlington, Va. . . . **B. P. Bandyopadhyay** participated in the International Mechanical Engineering Congress and Exposition 99 sponsored by ASME, held in Nashville, Tenn. He presented an invited talk, "Sub-Micron Precision Grinding of Advanced Materials at Cummins Engine Company, Inc. at Columbus, Ind." He also participated in the VIII Processing and Fabrication of Advanced Materials International Conference in Singapore.

SCHOOL OF LAW

UND's School of Law web site was selected as a featured site in *StudyWeb* as one of the best educational resources on the Web.

SCHOOL OF MEDICINE & HEALTH SCIENCES

Roger Schauer (Family Medicine) has been recertified as a diplomate of the American Board of Family Practice (ABFP), the certifying body for the specialty of family medicine. . . . **Brad Gibbens** (Rural Health) received the 1999 Distinguished Service Award at the conference of National Organization of State Offices of Rural Health

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In the News, continued

(NOSORH) in Washington, D.C. . . . **Judy Rieke** (Health Sciences Library) and other committee members were recognized at the annual awards banquet of the North Dakota Library Association (NDLA) for their work in a project involving the group's constitution, bylaws and policy manual. . . . **Judy DeMers** (Student Affairs and Admissions) was named a Friend of Medicine by the North Dakota Medical Association (NDMA) and Legislator of the Year by the North Dakota Library Association (NDLA). . . . **Preston Steen** (Internal Medicine) was one of 44 physicians in the nation to be nominated by medical students for the 1999 Humanism in Medicine Award during the annual meeting of the Association of American Medical Colleges (AAMC) in Washington, D.C. . . . **Hank Slotnick**, (Neuroscience) received the William Campbell Felch/Wyeth Ayerst Award for his research, "How Doctors Learn: Physicians' Self-Directed Learning Episodes" and the Frances M. Maitland/PACME Award, created to recognize outstanding contributions to continuing medical education. Slotnick received these awards from the Alliance for Continuing Medical Education (ACME) at the group's annual meeting in Atlanta. . . . **Robin Paine** (Family Medicine) has been chosen as head trainer for the USA Swimming World Championship Team at the Swimming World Championships.

COLLEGE OF NURSING

Roxanne Hurley and three colleagues from Altru Hospital presented a paper at the 35th Biennial Convention of Sigma Theta Tau International in San Diego, titled, "Improving Pain Management Practices: A Collaborative Team Approach" . . . The Pressure Ulcer Research Group was awarded the Sigma Theta Tau International Research Dissemination Award" at the 35th Biennial Convention in San Diego. Research members include: **Diane Langemo, Bette Olson, Helen Melland, Susan Hunter, Darlene Hanson, and Patricia Thompson.**

OTHER DIVISIONS

The UND Chapter of **Delta Tau Delta** fraternity has won another Hugh Shields Award from the national fraternity, placing the North Dakota Delta fraternity in the top 10 of 130 chapters. The UND chapter ranked second nationwide during accreditation. **Bruce Gjovig** (Center for Innovation) serves as advisor.

Barry Stinson (International Programs) was awarded the outstanding New Professional Award by the 1999 Region IV Association of International Educators.

Grants and Fellowships

FOIA Amendment May Affect Researchers

The Freedom of Information Act (FOIA) was recently amended to provide public access under certain circumstances to research data produced under a federal grant. The amendment applies to grants awarded to institutions of higher education after the effective date, Nov. 8, 1999, and applies to data that are produced with federal support and cited publicly and officially by a federal agency in support of an action that has the force and effect of law.

Previous to this amendment, FOIA was interpreted as requiring that federal agencies provide public access to documents and records in

their possession if those items were not exempt from FOIA. Proprietary or medical information generated or obtained during the conduct of research are examples of exempt items. However, institutions receiving federal grants were not expected to open their records to the public under FOIA. As a result, proposals and reports submitted during a grant would often be subject to FOIA, but data retained by the researcher and not provided in these documents would not be included.

With this amendment, some research data generated with federal support is subject to FOIA requests. Current OMB (Office of Management and Budget) interpretation of the new amendment limits research data to mean "recorded factual material commonly accepted in the scientific community as necessary to validate research findings." This does not include materials of a preliminary or informal nature, such things as preliminary analyses, peer reviews, or material necessary to be held confidential by a researcher until publication in a peer-reviewed journal. The exemptions for information protected by law (e.g., intellectual property) and personnel and medical files still apply. However, this interpretation is being challenged in court.

What does this mean to researchers? If you work in an area that may result in the data being cited for federal regulations, you should plan to archive your data for easy access. For most federal grants, data must be stored for three years after submission of the final report. Researchers using human subjects may want to consider the possibility of having to respond to a FOIA request, and whether this consideration has an effect on statements in informed consent documents or other procedures.

For more information, and agency guidance statements, see the following websites: (NIH statement) http://grants.nih.gov/grants/policy/a110/a110_guidance_dec1999.htm ; (FOIA legislation and OMB interpretation) http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=1999_register&docid=99-26264-filed.

-- *Sally Eckert-Tilotta, Associate Director, Research and Program Development.*

Research, Grant Opportunities Listed

Following are research and grant opportunities. For more information, contact the Office of Research and Program Development at 777-4278.

NATIONAL SCIENCE FOUNDATION (NSF)

The Biophotonics Partnership Initiative seeks high risk/high return, multidisciplinary studies of novel concepts in biophotonics. While this is an inter-agency initiative (NSF, NIH, DOD), NSF will conduct the solicitation. The intent is to exploit the power of photonics (the technology of generating and harnessing light and other forms of radiant energy) to advance biomedical engineering. Specific topics of interest include: development of new classes of photonic probes and contrast agents to label structures and push the envelope of optical sensing to the limits of detection, resolution, and identification; new imaging modalities and image/data fusion between optical imaging, spectroscopic techniques, and conventional medical imaging; and development of novel optical materials and devices for biomedical applications. Research proposals crossing traditional disciplines are encouraged. Proposals that also include inter-disciplinary teaching/training programs for students which incorporate microscopy, spectroscopy, optical instrumentation, cell and molecular biology are desirable. Awards are expected up to a total of \$300,000 (\$500,000 for multi-disciplinary collaborations) and 3 years duration. **Dead-**

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Research, Grant Opportunities Listed, continued

line: 5/15/00. **Contact:** Leon Esterowitz, Bioengineering and Environmental Systems Division, NSF, 703/306-1318, lesterow@nsf.gov; Sohi Rastegar, Bioengineering and Environmental Systems Division, NSF, 703/306-1318, srastega@nsf.gov; Lawrence Goldberg, Electrical and Communications Systems Division, NSF, 703/306-1339, lgoldber@nsf.gov; Alan Rudolph, DARPA/DSO, 703/696-2240, arudolph@darpa.mil; Michael Marron/Abraham Levy, NIH/NCRR, 301/435-0766, marronm@ncrr.nih.gov; Anne Menkens, NIH/NCI/EPN, 301/496-9531, menkens@mail.nih.gov.

New Technologies for the Environment is an initiative seeking high risk/high return, exploratory research feasibility studies on new technologies that can be applied to environmental sensing, remediation, and environmentally benign manufacturing. Research must be based on novel ideas that are NOT already widely researched and published. These ideas may be supported by only limited preliminary data. Proposals must contain a high level of engineering technology input. Competitive proposals will include a reasonable plan for feasibility demonstration within the time and cost guidelines and a statement of potential impact, as quantitative as possible. Total award amounts will be up to \$100,000 (\$200,000 for essential, multi-disciplinary collaborations) for project periods up to 24 months. Program details can be downloaded from the NSF website at <http://www.nsf.gov/cgi-bin/getpub?nsf0049>. **Deadline:** 5/15/00. **Contact:** Frederick Thompson, Bioengineering and Environmental Systems, 703/306-1320, athompso@nsf.gov; Robert Wellek, Chemical and Transport Systems, rwellek@nsf.gov; Vijaya K. A. Gopu, Civil and Mechanical Systems, 703/306-1360, vgopu@nsf.gov; Delcie Durham, Design, Manufacture and Industrial Innovation, 703/306-1330, ddurham@nsf.gov; Vladimir Lumelsky, Electrical and Communication Systems, 703/306-1339, vlumelsk@nsf.gov.

NATIONAL CENTER FOR RESEARCH RESOURCES (NCRR)

The NCRR, within the National Institutes of Health (NIH), makes awards for projects which contribute to improvement of the capability of resources to serve biomedical research. While most researchers are familiar with the NCRR's funding of construction and large equipment grants, the NCRR also supports the Academic Research Enhancement Award (AREA) funding mechanism. The goal of AREA grants is to stimulate research in educational institutions that provide baccalaureate training for a significant number of the nation's research scientists but that have not been major recipients of NIH support (UND is eligible). Research areas appropriate to the NCRR interests include Research and Development in Instrumentation and Specialized Technologies for Biomedical Research; Application of Computer Science, Computer Engineering, and Biomedical Engineering to Biomedical Research Problems; Research in Laboratory Animal Sciences; and Development of Biomedical Research Methods Employing Lower Organisms, Tissues/Cells in Culture, or Mathematical and Computer Simulations. Through this mechanism, a maximum of \$100,000 in direct costs plus facilities and administrative (formerly, indirect) costs at the rate negotiated for the institution may be awarded for up to 3 years. **Deadlines:** 5/25/00, 9/25/00, 1/25/01 except for AIDS-related applications, which are 5/1/00, 9/1/00, and 1/2/01. **Contact:** 301/435-0888; <http://www.ncrr.nih.gov/>.

A. L. MAILMAN FAMILY FOUNDATION

The **Grants Program** provides support to enhance the ability of families and communities to nurture their children. Areas of interest

include: improving the quality of infant/toddler care, early care and education, family support, and moral education and social responsibility. Grants support projects that play a strategic role in improving policies, practices, and systems that affect children and families. Goals are to: contribute to the building of sustainable systems that provide high quality, affordable, culturally responsive, family-supportive and accessible early childhood care and education experiences for all children; promote practices and policies that help families enhance development of their children in a multi-cultural, changing society; and advance programs and practices that promote social justice and foster moral responsibility in children. Strategies are to: invest in applied research and its dissemination; replicate effective pilots; strengthen professional development systems and encourage diverse leadership; support policy analysis and advocacy; raise public awareness of key issues; and engage parents and other stakeholders as advocates for children and families. The average grant amount is \$30,000. **Deadline:** 6/15/00. **Contact:** Luba Lynch, 914/681-4448; fax 914/681-5182; almf@mailman.org; <http://www.mailman.org>.

JUVENILE DIABETES FOUNDATION INTERNATIONAL (JDFI)

Clinical Scholar Awards support development and productivity of established independent clinical-scientists who will bridge the gap between the bench and bedside. Examples of research appropriate for this award include: mechanisms of disease, including etiology and pathogenesis; clinical knowledge, diagnosis (including development of new diagnostic methods or devices), and natural history of disease; disease management, including gene therapy, molecular therapeutics, molecular epidemiology, and limited small-scale clinical trials involving novel approaches or interventions; and large-scale clinical trials, epidemiological studies, and other studies relevant to JDFI's mission, which is the cause, cure, treatment, and/or prevention of diabetes and its complications. A copy of the first 2 pages of the application must be submitted on or before the deadline date. One copy of the first 2 pages of the application is due 2 weeks before the deadline date. Eligible applicants have an M.D. or M.D.-Ph.D. degree and hold an appointment or joint appointment in a subspecialty of clinical medicine. There are no citizenship requirements. In exceptional circumstances, non-M.D. candidates will be considered if their work is likely to contribute significantly to the clinical enterprise (these candidates must hold an appointment or joint appointment in a clinical department). Candidates must be investigators at the later assistant professor level or the associate professor level, or hold an equivalent tenure-track position at the time of application. Individuals holding the rank of professor are ineligible. JDFI is interested especially in candidates who propose novel ideas and new approaches for probing difficult problems that hold potential for scientific advancement in translational research. Candidates may come from such diverse departments as medicine, pediatrics, surgery, neurology, and pharmacology, and such fields as cardiology, genetics, gerontology, nephrology, oncology, ophthalmology, and clinical pharmacology. Candidates from institutions other than medical schools, including schools of veterinary medicine, public health, and pharmacy, will be considered if they demonstrate a plan for coordinating with institutions that provide the patient connection essential for translational research. Awards are \$150,000/year for 5 years. **Deadlines:** 8/15/00, 9/1/00. **Contact:** Ruth Marsch, 212/479-7529; fax 212/785-9595; rmarsch@jdfcure.org; <http://www.jdf.org/research/appinstructions599.html#5>.

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Research, Grant Opportunities Listed, continued

ROBERT J. AND HELEN KLEBERG FOUNDATION

Grants provide support in the fields of medical research, veterinary and animal sciences, wildlife research and preservation, health services, higher education, community organizations and the arts and humanities. Recent grants have ranged from \$1,458-\$1,000,000. Applicants should submit specific proposals according to guidelines in the Foundation's annual report, which is available upon request. **Deadline:** None. **Contact:** 700 N. St. Mary's Street, Suite 1200, San Antonio, TX 78205; 210/271-3691.

DEPARTMENT OF JUSTICE

The National Institute of Justice (NIJ) Visiting Fellowship Program supports research and development on high-priority topics that enhance capabilities of criminal justice systems to combat crime, violence, and substance abuse. The program offers criminal justice professionals and researchers an opportunity to undertake independent research on criminal justice issues relevant to NIJ and public policy. Fellows may investigate new approaches for resolving operational problems and become involved in NIJ's criminal justice research national program. NIJ is particularly interested in applications from candidates working in areas related to the long-range goals of its research, evaluation, and science and technology programs, including forensic science. In particular, NIJ solicits applications from criminal justice professionals who are research-oriented practitioners at the middle and upper levels of the justice profession. Senior researchers with extensive experience in criminal justice research are also eligible. Funding allocations vary, based on quality of the proposal and relevance to NIJ's plan. Applicants are strongly encouraged to contact NIJ to discuss topic viability before submitting proposals. Awards are made for periods from 6-18 months. **Deadline:** None. **Contact:** Edwin Zedlewski, 202/307-2953; <http://www.ncjrs.org/txtfiles/165588.txt>.

Recipients of Crime Mapping Research Center Fellowships investigate new approaches and applications of Geographic Information System (GIS) technology in the criminal justice community. Visiting fellows study topics of mutual interest to the fellow and the Crime Mapping Research Center (CMRC) and may be asked to participate in developing plans for nationally significant CMRC programs; interact with CMRC and NIJ staff and other fellows; provide technical assistance and training in specific areas; present seminars in their areas of expertise; and develop informational materials for new or current projects. NIJ and the CMRC are particularly interested in applications from candidates working in areas related to the long-range goals of CMRC's research and development programs. Current research topics include development of crime mapping algorithms, investigation of spatial algorithms, theory of crime and place, mapping of the journey to crime, and use of maps by criminal justice professionals. Applicants are encouraged to contact the CMRC to discuss topic viability before submitting concept papers. Fellowship amounts vary, and are for projects of 3-18 months. **Contact:** Nancy La Vigne, 202/616-4531; lavigne@ojp.usdoj.gov; <http://www.ncjrs.org/txtfiles/solmap.txt>. **Deadline:** None.

NATIONAL ENDOWMENT FOR THE HUMANITIES (NEH)

Schools for a New Millennium Implementation Grants support projects that refresh educators' commitment to excellent humanities teaching and learning through intensive professional development activities that incorporate content-rich technological resources into the classroom. Objectives are: to engage a critical mass of educators in an elementary, middle, or high school in a sustained study of core subjects in humanities in collaboration with professors at local colleges and universities; to help teachers explore and master innovative uses of technology; to implement a school-wide plan of professional development that links new knowledge of content and pedagogy in ways that transform the curriculum; to enlist the support and active collaboration of the wider community—colleges, libraries, museums, parents, and local businesses—in reform activities; and to support schools that will serve as national models of excellence in humanities teaching and learning, especially through innovative uses of technology in instruction. Grants will be up to \$200,000 for up to 3 years. **Deadline:** 10/1/00. **Contact:** 202/606-8380, education@neh.gov; <http://www.neh.gov>.

RETIREMENT RESEARCH FOUNDATION (RRF)

Grants support research, model projects, and education and training programs that develop and/or demonstrate new approaches to the problems of older Americans. Projects should have potential for national or regional impact. The RRF's primary interest is in improving quality of life of older persons in the U.S. Resources are concentrated on research, model and service projects, and education and training projects that engage the following objectives: projects that improve availability and quality of community-based and institutional long-term care by--increasing the availability and effectiveness of comprehensive community programs designed to maintain older persons in their own homes; increasing the availability and effectiveness of programs designed to maintain older persons in residential settings, such as congregate living with supportive services, group homes, board and care facilities, and assisted living facilities; improving quality of nursing home care; and integrating provision of acute and long-term care for older persons with chronic conditions by supporting efforts that provide continuity of care, prevention, early intervention and client education. Efforts to provide new and expanded opportunities for older adults to engage in meaningful roles in society, such as employment and volunteerism, that will strengthen community through activities including, but not limited to, advocacy, community leadership, community services and intergenerational programs are supported, as are projects that seek causes and solutions to significant problems of older adults through support of selected basic, applied and policy research for which federal funding is not available. The RRF supports projects that seek to increase the number of professionals and paraprofessionals adequately prepared to serve the elderly through support of selected education and training initiatives which enhance knowledge and skills of participants. The RRF is particularly interested in innovative projects which develop and/or demonstrate new approaches to problems of older Americans which have potential for national or regional impact. Past awards have ranged from \$1,000-\$300,000. **Deadlines:** 5/1/00, 8/1/00. **Contact:** 773/714-8080; info@rrf.org; <http://fdncenter.org/grantmaker/rrf/index.html>.

-- Sally Eckert-Tilotta, Associate Director, Office of Research and Program Development.

UNIVERSITY OF NORTH DAKOTA
BUDGET OFFICE
MEMORANDUM

DATE: February 15, 2000

TO: Charles E. Kupchella
President

FROM: Robert Boyd, Vice President, Student and Outreach Services
Alice Brekke, Assistant to the President and Director, Budget
John Ettling, Interim Provost
Peggy Lucke, Interim Vice President for Finance and Operations

RE: Critical Salary Adjustments - Recommendation

Included in the 99-01 biennial budget is an allocation for the University of North Dakota to fund critical salary adjustments. The critical salary pool must be used "...to address additional salary increases beyond legislative appropriations, for market and equity." The following is a summary of the process, criteria and the resulting recommendation for utilization of the critical salary dollars for your consideration.

Process and Criteria

Effective July 1, 1999, the North Dakota University System moved from the position classification system with defined pay grades to a system called broadbanding for the purposes of salary/personnel administration. Diane Nelson convened a committee to begin the task of developing market salary data for each position at UND. This information would be used on an ongoing basis for salary administration under broadbanding. In addition, consistent market data were needed in order to develop a comprehensive plan for use of the critical salary funds.

The committee completed a first draft of the data in mid October and began the process of meeting individually with Vice Presidents, Deans and Directors. The purpose of the meetings was to:

- review the processes and parameters that were used in collecting the data,
- identify any positions which need to be reviewed again by the committee,
- review how the information will be disseminated,
- develop a format to forward the information to the President's Cabinet, and,
- answer questions and provide relevant information

Work continued through November to refine and summarize the data. In addition, during Cabinet discussion on November 22, 1999, the commitment to utilize critical salary dollars to focus on staff salary adjustments was reaffirmed.

In early December, Diane Nelson met with us to begin the process of developing a recommendation. Initial meetings focused on defining the criteria that would be used to allocate the dollars. These discussions resulted in agreement that the critical salary funds must be invested to address:

- mission critical functions, and,
- positions with the greatest difference between salary and market, and,
- positions where there is consistent difficulty with recruitment and retention.

Categories of positions meeting all three of these criteria were considered the highest priority.

Subsequently, the data from the Market Data Committee were analyzed and these criteria applied, resulting in the recommendation contained in this memo. The process included the following steps.

- Based on the average for each position classification group (for example: aircraft mechanics), an analysis was done to compare actual to market salary and determine the variance from market for the group as a whole. Those groups that were the most significantly below market were reviewed further.
- From item one, Personnel Services identified those groups where the gap between actual and market had resulted in consistent difficulty in recruiting and/or retaining employees.

- The positions identified in the first two criteria were reviewed by the Vice Presidents to determine whether they were considered mission critical.
- After application of the above criteria, any individual position that was greater than 30 percent below market was identified and reviewed. If the position was not included as part of the critical salary adjustment recommendation, the reason for the exclusion was identified.

Recommendation

Based on the process and the criteria described in this memo, the following categories of positions are recommended for critical salary adjustment funding. The amount listed is the total appropriated allocation from the critical pool to move the group to an average percent below market.

Once a recommendation is approved, each Vice President will work with the department heads/directors that have employees in these categories and with Personnel Services to identify the actual amounts to be assigned to each employee. Factors such as years of service and prior merit increases will impact the comparison to market and affect the actual amounts assigned to each employee. The respective Vice Presidents will sign off on the final amounts to each employee within the parameters of the groups identified and the total dollars available. These increases will be retroactive to July 1, 1999.

<u>Position Title</u>	<u>Allocation</u>	<u>% below market</u>
Academic Librarians	\$165,777	85%
Aircraft Mechanics	67,939	90%
Attorney	7,530	80%
Heating Plant Operators	62,113	90%
Information Technology	70,604	80+%
Data Base Administrator/Manager		
Data Processing Administrator I		
Data Processing Administrator II		
Data Processing Coordinator I		
Data Processing Coordinator II		
Data Processing Coordinator III		
Info Tech Sup Spec I		
Info Tech Sup Spec II		
Info Tech Sup Spec III		
Programmer/Analyst I		
Programmer/Analyst II		
Programmer/Analyst III		
Tech Sup Spec I		
Tech Sup Spec II		
Tech Sup Spec III		
Telecomm Analyst II		
Telecomm Analyst III		
Telecomm Tech III		
Info Support Tech I		
Info Support Tech II		
Total	\$373,963	

Please note that the Medical School is not included in this recommendation. Medical School critical salary pool funds were separately allocated within their appropriation and utilized during the FY00 annual budget process.

Your approval is requested.

Recommendation Approved:

s/s Charles E. Kupchella

ATT.