

TWU REORGANIZATIONAL CHANGES ANNOUNCED

Dr. Ann Stuart (president's office) announced last week that several reorganizational changes will occur during the next few weeks. In a campuswide e-mail message to faculty and staff members, Stuart told the campus community: "Part of the charge of the Texas Woman's University board of regents to the president has been to determine how the university can become more efficient and productive. I have been engaged in these last months in an analysis of strengths and weaknesses and have concluded that some administrative reorganization will be necessary in order for us to accomplish our goals.

"Reorganization of any kind can be cause for concern and, sometimes, unfounded rumors. Therefore I want to inform you of planned changes and timelines. This communication outlines in broad scope the first phase of restructuring.

"The guiding principle in the planned reorganization is that function is of primary importance and that individuals affected by the changes will need to adapt, rather than changes being driven by individuals. With a more functional organizational structure, and with my administrative team in place, I will be better able to address the challenges that confront the university. The reorganizational process will begin during the third week of May 2000."

Enrollment management -- In her message, Stuart announced that undergraduate and graduate admissions have been combined, and the present organizational structure includes the dean of enrollment management. TWU's new director of admissions, Teresa Mauk, begins her work on June 26. A new full-time position, director of lifelong learning, will be created and will redefine the concept of continuing education, emphasizing its importance to the university. Lifelong learning will include distance learning, conferences and workshops, and professional development. The search for the new director of lifelong learning will be conducted during the 2000 academic year.

Academic affairs -- The provost and vice president for academic affairs will remain responsible for faculty, curricula and other matters related to shared governance. Faculty workload will be studied in dept and will be defined precisely. An overload compensation schedule -- including compensation for

teaching during the summer -- will be developed. A detailed analysis of enrollment history by program and/or department will provide the additional information required to assess the changes that need to be made in terms of faculty size, program viability, level of support services, etc. Dr. Beverley Byers-Pevitts will step down, effective May 31, 2000, as provost and vice president for academic affairs to pursue other interests. Beginning June 1, 2000, Dr. Lois Smith will serve as interim provost and vice president for academic affairs; she currently is interim dean of enrollment management.

Academic and information services -- A new position, vice president for academic and information services, has been created; Dr. Dana Gibson will assume those responsibilities.

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CHANGES, continued

Information services, under Gibson's direction, will be responsible for information technology, institutional research and statistics, grant management, all academic financial services and centralized scheduling. Gibson's reassignment is effective June 1, 2000.

Institutional development -- The position of vice president for institutional development (formerly institutional advancement) will be searched during the academic year 2000. "We currently are analyzing needs and functions to determine how the department can more effectively perform its responsibilities," said Stuart in her memorandum.

Stuart concluded, "Assessment and change will continue through the academic year 2000. Future budgets will reflect the reorganization and will provide savings that will allow the university to reinvest for growth and success. I have considered these changes carefully and am convinced that they are both prudent and necessary. Further changes in assignments and reporting will be addressed in the coming weeks."

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"ON MY OWN TIME" WINNERS ANNOUNCED

The often unknown artistic talents of faculty and staff during their leisure hours are in the spotlight each May when TWU participates in the "On My Own Time" art show in Denton. Since the program was launched in 1992, TWU employees have been well represented in their own exhibit and in the citywide show, which is displayed at the Denton Center for Visual Arts.

The purpose of the "On My Own Time" program is to feature the talents of employees from businesses throughout Denton -- to showcase artistic endeavors created away from work using a variety of media: painting; drawing/graphics; color photography; black-and-white photography; sculpture; textile crafts; and non-textile crafts. A panel of judges selected the best TWU in-house art in early May; those works will be exhibited in a citywide show at the Center for the Visual Arts from June 26 to July 21, which is coordinated by the Greater Denton Arts Council.

The TWU winners and their pieces are listed below:

- Dr. Jim Day (psychology and philosophy): *Welcome-Back-to-Camp Fire*, TWU Best of Show and People's Choice (the latter is voted on by faculty and staff);
- Mark Harris (public information): *Double Omen* and *Scarlet Ibises*;
- Elinor Johansen (sociology and social work): *Kip and Gwen* and *K. & E. Oslo*;
- Barbara Ann McCraw (nutrition and food sciences): *Specimens*;
- Susan Burke (sociology and social work): *Denizen of Tulum*;
- Kerri Farrier (financial aid): *Round Pineapple Tablecloth*;
- Stephanie Lokey (student life): *Untitled* and *Stan the Man*;
- Jean Mankoff (information technology services): *Solitude*;
- Lois Morris (human resources): *Sunset Trio*;
- Dr. Joyce Palmer (English, speech and foreign languages): *Untitled* and *The Rocker*;
- Dr. Ruth Ann Ragland (mass communication): *Hubcap Reflection*;
- Dr. Ingrid Winther Scobie (history and government): *Lifeline*; and
- Sally Stevenson (information technology services): *Tears*.

Dr. Ann Stuart (president's office) held a special reception for the artists and their families on May 11, when she announced that Dr. Jim Day had won the "People's Choice" Award.

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LEADERSHIP AND INTEGRITY ARE COMPLEMENTARY

Is it lip service or fact? Can leadership and integrity co-exist -- even succeed and inspire others? Texas leader and educator Dr. Barry Thompson believes that integrity and leadership are complementary and necessary. Thompson, chancellor emeritus for the Texas A&M University system, will discuss those ideas and introduce nationally-known expert Randy Pennington during a two-part program at Texas

Woman's University on Mon. and Tues., June 12 and 13. The event will be held both days in MCL auditorium.

The premise is simple; the change is daunting. The nature of leadership itself is changing, and power that is based on position or fear no longer works. Instead, leadership must be based on the understanding that relationships built on trust form the basis of trust and success for the future. That type of trust and leadership begins in places like school districts and extends to the highest offices at state and national levels.

Titled "Integrity-Driven Leadership: How to Build Trust, Develop Commitment and Achieve Results in Changing Times," the seminar is co-sponsored by the TWU Center for Leadership Education and the TWU office of continuing education. Monday's session will be held from 12:30 to 5 p.m., and the continuation of Pennington's presentation is scheduled on Tuesday from 8:30 a.m. to 3 p.m.

The cost to attend is \$130 per person. Registration for three or more sponsored members of an organization's team -- if registrations are sent together in the same envelope -- is \$95 per person. Regular registration for three or more sponsored members is \$115. For details or registration information, call the TWU office of continuing education 8-1-3408.

The two featured speakers have the experience to back their words. Thompson, who will serve as keynote speaker on Monday at 1:15 p.m., has been a driving force in education for Texas more than 41 years -- 28 of those years for higher education. He believes that education is the key to producing knowledgeable, passionate future leaders for communities, states and the nation. In fall 1999, Texas State Controller Carole Rylander appointed Thompson to serve as chair of the Task Force on Integrity in the Public Schools. In October 1999, the Texas native received the Mirabeaux Bonaparte Lamar Award, honoring his contributions to education.

Pennington, founder of the Pennington Performance Group, is a nationally recognized expert on leadership, change management and values-based performance. His consulting and training firm helps organizations and their people to develop strategies, skills, systems and structures that build trust, act with integrity, encourage commitment and empower action that meets customer's needs.

Some of his clients have included Alabama Power Company, Brinks Home Security, Spring PCS, Hyatt Hotels and Resorts, Xerox and WorldCom. He also is an adjunct instructor in the Cox Business Leadership Center at Southern Methodist University. His first book -- *On My Honor, I Will* -- received endorsements from former President Gerald Ford, Zig Ziglar and Dr. Stephen Covey. He earned bachelor's and master's degrees in psychology, and he is involved in several statewide health-related organizations.

For more information, call Colleen Ferguson (continuing education) at 8-1-3408.

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SUPER SUMMER SATURDAY SET

Prospective students are invited to enjoy the "one-stop shopping" admissions process at TWU as they prepare for classes during the summer II session and for the fall 2000 semester. The university will host Super Summer Saturday on Sat., June 10, from 9 a.m. to 1 p.m. in the Admissions Building.

The free program will offer on-site application for admission for summer II and fall 2000; on-the-spot admission with a completed application and the \$30 application fee; meetings with faculty advisers; pre-advising for courses; application for financial aid; a printout of each student's bill; information about career opportunities; and campus tours.

Prospective students are asked to bring their official sealed transcript(s) and official test scores for evaluation when they come to the program at TWU's main campus in Denton. They also should be prepared to pay the \$30 application fee. For more information, call the TWU office of admissions at 1-888-948-9984 or 940-898-3047; or e-mail for details to campusvisit@twu.edu. Additional information about the university is posted at the TWU website, www.twu.edu.

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SYMPOSIUM ON LANGUAGE AND CULTURAL DIVERSITY SCHEDULED

TWU's first symposium on language and diversity, which will become an annual event, will be hosted by the office of bilingual and ESL education programs in the department of reading and bilingual education on Sat., June 10, from 8 a.m. to 5 p.m. in MCL auditorium. "The program will focus on current research and practices in the areas of bilingual education and English as a second language," said Dr. Rudy Rodriguez (Education and Human Ecology). "We expect that both elementary and secondary teachers of ESL or bilingual education would benefit from this outstanding professional development opportunity."

The event kicks off on Fri., June 9, with a special outdoor program titled "Language Matters in Multicultural Children's Literature." The presenter will be Dr. Rosalinda Barrera, professor in the department of curriculum and instruction at the University of Illinois at Urbana-Champaign. Barrera's free presentation begins at 7:30 p.m. under the stars at the TWU Bernice Abreo Fischer Amphitheater, centrally located on campus; the general public is invited to attend.

The guest speaker is the author of several publications, including *Bilingual/Second Language Learners and Reading*; *The Teaching of Reading to Language Minority Students*; and *Issues of Linguistic Authenticity in Recent Mexican-American Children's Literature*. She is a member of the editorial review boards for *Language Arts* and *The Reading Teacher*, and her professional service and consulting includes extensive staff development activities with school districts and other educational agencies throughout the United States, Mexico and Central America.

The Saturday program will include sessions on methods and materials for incorporating cultural diversity in the teaching and learning process. Nationally recognized speakers have been invited to address timely issues and topics of special relevance to teachers of second-language learners. The cost to attend is \$35 per person or \$150 for a group of five persons; lunch is \$10 extra on Saturday. Students may attend for \$10, plus \$10 for lunch. For details, call June Azua (bilingual and ESL education) at 8-1-2214. A sample of the 17 sessions includes:

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DIVERSITY, *continued*

- "Empowering Culturally Diverse Learners' Academic Outcomes in the New Millennium," Dr. Gwendolyn Webb-Johnson, University of Texas at Austin;
- "Current Assessment Updates from the Texas Education Agency: Implications for ESL Teachers and Students," Angela Seals, ESL consultant;
- "Critical Perspectives and the Education of Linguistic Minority Communities," Dr. Herman S. Garcia, New Mexico State University;
- "Early Childhood Education: A Synthesis of Best Practices and Implications for Teaching in Culturally Diverse Settings," David Rainey, Southeast Comprehensive Assistance Center;
- "Neural Kinesiology: Action-Based Learning," Jean Blaydes, educational consultant;
- "Feng Shui: A Fascinating Aspect of Intangible Asian Culture," Dr. Phap Dam (reading and bilingual education); and
- "Children at Risk: Eliminating the Barriers," Dora T. Moron, Region X Education Service Center, Migrant Education; and more.

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PROFESSOR'S CORNER WILL FEATURE WORKS BY O'CONNOR

The next gathering of the Denton Public Library's "Professor's Corner," scheduled on Wed., June 14,

will feature a discussion of the short story "Revelation" by renowned author Flannery O'Connor. The event, from 7:30 to 9 p.m. at the library's south branch on Lillian Miller Parkway, is free and open to the public; the guest speaker will be Shannon Carter (English, speech and foreign languages).

The purpose of the monthly program is to provide area English professors and doctoral students with an opportunity to share their special interests with the general public through informal presentations that encourage discussion. Manageable selections from the texts used are available in photocopied form for take-home reading at the main and south branches of the Denton public library one month in advance. For more information, contact Dr. Stephen Souris (English, speech and foreign languages) at 8-1-2343 or e-mail him at ssouris@twu.edu.

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CONCERT HIGHLIGHTS VISIT BY FLUTIST

Internationally known flutist Dr. Bradley Garner will visit TWU to both teach and perform during his visit to Denton on June 12 and 13. Garner, a Texas native, will present a gala concert on Tues., June 13, at 8 p.m. in Margo Jones Performance Hall. The free performance is open to the campus and area communities; the general public is invited to attend. Garner will be featured in a solo recital; he also will be accompanied by TWU's workshop flute choir.

The flute choir, comprising TWU graduate flute students and other flutists and teachers from throughout the metroplex, also will be featured during several selections during the concert. The guest flutist will perform works by Dutilleux, Debussy, Donizetti and Poulenc; he will be joined by Dr. Pamela Youngblood (performing arts, music) in a performance of Doppler's *Rigoletto Fantasy*.

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FLUTE CONCERT, *continued*

Garner also will work with students in flute masterclasses and pedagogy seminars during his two-day stay. He has presented masterclasses around the world, including Korea, Japan and Canada, as well as throughout the U.S. He has performed with the New York Philharmonic, in addition to solo performances in Carnegie Hall and Avery Fisher Hall with Julius Baker and Jean-Pierre Rampal. He was the first flutist to receive the DMA from the Juilliard School of Music, where he studied with Baker. Garner serves on the faculty of both Juilliard and the Cincinnati Conservatory; he also is a member of the board of directors for the National Flute Association. For details, call Youngblood at 8-1-2495 or

performing arts at 8-1-2500.

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NEWSBRIEFS

Information and news about activities, programs or TWU people may be sent to Ann Hatch (public information), editor, either through campus mail or by e-mail to AHatch@twu.edu. The weekly deadline to receive information is 5 p.m. for the following week. Student information for the "People" section is not published unless it is submitted by or in conduction with a faculty member and that faculty member's related activities.

TWU Update is posted biweekly online during the summer months; the deadline to submit items is every other Tuesday at 5 p.m. for the following week. Questions? Call Ann Hatch at 8-1-3456.

A farewell reception for Dr. Betty Adams (Nursing) will be held on Thurs., June 8, from 4 to 6 p.m., ACT 2. Dr. Carolyn Gunning and nursing faculty and staff invite the TWU community to attend and extend best wishes to Adams, who has been appointed dean of the College of Nursing at Prairie View A&M University.

TWU student health services will co-sponsor a blood drive with the American Red Cross on Wed. and Thurs., June 28 and 29, from 9 a.m. to 4 p.m., Pioneer Room, HH. All students, faculty, staff and area residents are invited to participate. Each donor will receive a free T-shirt. For details, contact Kay Creighton (student health services) at 8-1-3833.

Reminder: Staff scholarships, sponsored by a donation from First State Bank of Texas, are available for the fall 2000 term. The scholarship will pay one half of tuition and fees for up to one three-hour course, which can be at the graduate or undergraduate level. New students must meet normal admissions standards and should apply no later than June 30, 2000. Scholarships will be awarded on a first-come, first-served basis. For details, contact student life at 8-1-3601.

The National Coalition for At-Risk Children and Youth will hold its fifth annual conference at TWU on Fri., June 16, from 8 a.m. to 5 p.m., MCL Building. The event is presented by the TWU Professional Development Center, the department of family sciences, the department of psychology and philosophy, the department of social work, the office of continuing education and Regions X and XI Education Service Centers. The program will present an integrated approach to emerging trends and issues that have an impact on at-risk children and youth. The cost to register is \$99 through June 1 and \$109 after June 1. Call 8-1-3408 for details.

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NEWSBRIEFS, continued

Fax-on-demand service now is available through voice mail at TWU. This feature allows documents to be faxed to a person who is calling from a fax phone or to be faxed to a PC that is equipped with a fax modem. "Simply call the department's fax-on-demand line from a fax phone or from your PC," explained Corin Ecker (ITS). "Follow the voice mail prompts to request one or more documents. The documents will be faxed back to your fax machine or PC immediately." ITS, for example, offers several documents using fax-on-demand at 8-1-3233: software installation requests; long distance authorization; video conference connection; off-campus cellular phone use; Colleague/RHEA account and mnemonics; programming requests; and voicepoint reservation request forms. For details, call Ecker at 8-1-3278.

ITS will offer several courses the week of June 12 in SH 218: June 13 -- "Timesheets for Non-Exempt Employees," 9 to 9:45 a.m., and "Timesheets for Exempt Employees," 10 to 10:45 a.m.; June 14 -- "Requisition Entry and Maintenance," 9 to 10:30 a.m., and "Entering Travel Requisitions," 10:30 to 11 a.m.; and June 15 -- "Student System Inquiry," 9 to 10 a.m.

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UPDATE ON TWU PEOPLE

This section will return in the June 19, 2000, issue of TWU Update.

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THE NEXT THREE WEEKS AT TWU: MAY 29 - June 18, 2000

May 29-June 1

- Library open 7:30 a.m.-10 p.m.; bookstore open 8 a.m.-6 p.m.; Wellness Center open 6 a.m.-10 p.m.

Tues., May 30

- HR: "Equal Employment Opportunity," Dallas, FPH 2, 9 a.m.-noon.

Wed., May 31

- HR: "Americans with Disabilities Act," Houston, MGJ 928, 10-11:30 a.m.

Fri., June 2

- Library open 7:30 a.m.-9 p.m.; bookstore open 8 a.m.-6 p.m.; Wellness Center open 6 a.m.-10 p.m.

Sat., June 3

- Library open 9 a.m.-6 p.m.; Wellness Center open 8 a.m.-6 p.m.

Sun., June 4

- Library closed; Wellness Center open 1-6 p.m.

June 5-8

- Library open 7:30 a.m.-10 p.m.; bookstore open 8 a.m.-6 p.m.; Wellness Center open 6 a.m.-10 p.m.

Mon., June 5

- Denton Business Women's Golf League, TWU golf course, 6 p.m.
- Summer I and III classes begin.

June 7-10

- Softball camp.

continued

CALENDAR, continued

June 8-9

- Regents meeting, Denton: June 8, 1-5 p.m.; June 9, 9 a.m.-3 p.m.

Thurs., June 8

- Farewell reception for Dr. Betty Adams (Nursing), ACT 2, 4-6 p.m.

June 9-12

- Volleyball camp.

Fri., June 9

- "Language Matters in Children's Multicultural Literature," Dr. Rosalinda Barrera, free, amphitheater, 7:30 p.m.
- Library open 7:30 a.m.-9 p.m.; bookstore open 8 a.m.-6 p.m.; Wellness Center open 6 a.m.-10 p.m.

Sat., June 10

- Library open 9 a.m.-6 p.m.; Wellness Center open 8 a.m.-6 p.m.
- Symposium on Language/Cultural Diversity, MCL audi, 8 a.m.-5 p.m.
- Admissions: Super Summer Saturday, Admissions Bldg., 9 a.m.-1 p.m.

June 11-23

- ACES camp: grades 8-11.

Sun., June 11

- Library open 2-10 p.m.; Wellness Center open 1-6 p.m.

June 12-15

- Library open 7:30 a.m.-10 p.m.; bookstore open 8 a.m.-6 p.m.; Wellness Center open 6 a.m.-10 p.m.

June 12-13

- Symposium: "Integrity-Driven Leadership," MCL audi; \$130; Monday, 12:30 to 5 p.m.; Tues., 8:30 a.m. to 3 p.m.

Tues., June 13

- Performing arts, music: gala concert featuring flutist Dr. Bradley Garner, as well as TWU flutists;

free, MJPH, 8 p.m.

- ITS: "Timesheets for Non-exempt Employees," SH 218, 9-9:45 a.m., and "Timesheets for Exempt Employees," SH 218, 10-10:45 a.m.

June 14-17

- Volleyball and softball camps.

Wed., June 14

- Safety course: "Fire Safety," SH 402, 8:30-9:30 a.m.
- Safety course: "Back Safety," SH 402, 1-2:30 p.m.
- ITS: "Requisition Entry and Maintenance," SH 218, 9-10:30 a.m., and "Entering Travel Requisitions," SH 218, 10:30-11 a.m.

Thurs., June 15

- ITS: "Student System Inquiry," SH 218, 9 to 10 a.m.

Fri., June 16

- Library open 7:30 a.m.-9 p.m.; bookstore open 8 a.m.-6 p.m.; Wellness Center open 6 a.m.-10 p.m.
- At-Risk Children and Youth Conference, MCL, 8 a.m.-5 p.m.

Sat., June 17

- Library open 9 a.m.-6 p.m.; Wellness Center open 8 a.m.-6 p.m.

Sun., June 18

- Library open 2-10 p.m.; Wellness Center open 1-6 p.m.
- Gymnastics camp (through June 22).

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