

Volume 26, Number 1, Sept. 8-21, 2003

TWU REGENTS APPROVE PAY RAISES

In a move to attract and retain the best possible employees, the TWU Board of Regents approved faculty and staff raises and established minimum faculty salaries during its Aug. 29 meeting because TWU had fallen behind other area institutions of higher education when it comes to faculty and staff salaries.

The raises are necessary, as a recent faculty salary survey found that the average professor at TWU earns nearly \$17,000 less than the average professor at the University of North Texas or at the University of Texas at Arlington. A separate staff salary survey found that many TWU staff also are paid below market.

TWU faculty who hold the rank of professor will receive a 10 percent salary increase. Associate and assistant professors, instructors, clinical faculty and lecturers will receive increases of 6 percent. Faculty whose first academic year with TWU began on Sept. 1, 2003 will receive a 2 percent increase.

The regents also approved minimum salaries for professors at \$55,000, \$50,000 for associate professors and \$45,000 for assistant professors, which are still below market for these positions, as shown by the survey.

University staff hired before March 1 will receive a 3 percent salary increase, and more than 80 professional and administrative staff also will receive market adjustments to their salaries. The regents earmarked \$482,000 for these market increases.

The staff salary survey, comparing pay at TWU to the University of Texas at Dallas, University of Texas at Arlington, University of North Texas and University of Houston, indicated many TWU professional and administrative staff are paid well below market level. The same study determined that \$1.4 million is needed to bring all those positions up to market. Using the \$482,000 available, salaries for the 80-plus positions will be adjusted by approximately 33 percent of the amount needed to bring them to market level.

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REGENTS, *continued*

The regents also extended Chancellor and President Dr. Ann Stuart's contract through Sept. 1, 2007. She also will receive a market adjustment to her salary.

"Chancellor Stuart's leadership has been outstanding and it only makes good management sense to extend her contract. She is the driving force behind so many of our successful initiatives," said Dr. Linda Loveless Hughes, presiding officer and chair of the board of regents.

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CONFERENCE TO FOCUS ON PREVENTING CHILD ABUSE

Prevent Child Abuse Texas, a non-profit organization working to prevent child abuse and neglect throughout the state, will partner with TWU for a professional development workshop for child care and school personnel.

"Child Abuse and Neglect: It's Everyone's Problem" is scheduled Saturday, Sept. 20, in room 301 of ACT. Cost is \$35, which includes lunch. Registration must be received by Sept. 15. For more information, call 1-800-CHILDREN or (512) 250-8438, extensions 17 or 18.

The workshop will provide five clock hours of instruction, and certificates of attendance will be available. PCAT is not sponsoring any CEU credits.

Presentations include:

- "Basic Identification and Reporting Information" with Brenda Brooks, supervisor, Denton County Child Protective Services;
- "Supporting Healthy Brain Development" with Dr. Ron Fannin, professor, TWU Department of Family Sciences;
- "Classroom Management" with Dr. Richard Sale, assistant professor, Tarleton State University;

Dr. Harry Wilson, a pediatric pathologist with Providence Memorial Hospital in El Paso, will lead the keynote presentation, titled "Ethics of Child Abuse Investigation."

The workshop is targeted toward childcare workers, teachers and others who work directly with children in any capacity and would like to know more about child abuse and child development issues.

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TWU Update, Sept. 8-21, 2003, page 3

LAS LOTERIAS ON DISPLAY THROUGH SEPT. 26

Las Loterias, an exhibition of art works with imagery based on a Mexican children's game, is on display in the TWU Gallery of Art through Sept. 26. **Sharon Warwick** (art education) organized the exhibit, drawing inspiration from a Loteria exhibit at the Bath House Cultural Center.

Loteria, a game similar to Bingo, combines traditional folk images with text. Artists Sara Cardona, Viola Delgado, Amalia Elmasri, Maria Teresa Garcia Pedroche, Elva Perez and Elizabeth Zarembo created a series of works for the exhibit based on imagery and/or text from the game.

For additional information, call 8-1-2500.

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VERIZON EMINENT SCHOLAR SERIES CONTINUES

Lesley Mandel Morrow, a professor at Rutgers University's Graduate School of Education and coordinator of the school's literacy program, will lecture at TWU on Sept. 23 as part of the Verizon Eminent Scholar Series. Her talk, titled "Exemplary Practice in Literacy Instruction: What We've Learned from Research," will take place in the MCL auditorium at 6 p.m. The program is free.

Dr. Morrow began her career as a classroom teacher and later became a reading specialist. Her area of research deals with early literacy development and the organization and management of language arts programs. She has received numerous grants for her research and serves as an adviser to the High Scope Research Institute on Early Literacy.

Dr. Morrow is president of the International Reading Association (IRA), which has 90,000 members in 99 countries. Previously, she was elected to the board of directors of the National Reading Conference and the IRA.

Funding from Verizon enables the TWU Department of Reading to invite scholars representing a wide range of early literacy expertise to speak to teachers who are part of the Verizon Early Literacy Project, as well as other graduate and undergraduate students, faculty and community educators.

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SCHOLARS, *continued*

In addition to the Eminent Scholars Series, Verizon also funds a program between TWU and local school districts to train classroom literacy facilitators who then train classroom teachers in their districts. The project provides kindergarten through second grade teachers with knowledge and skills that enable them to maximize the literacy potential of every child in their classrooms.

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NEWSBRIEFS

Information and news about activities, programs or TWU people may be sent to the office of marketing and communication through campus mail, by fax at 8-1-3463 or by e-mail to info@twu.edu. The deadline to receive information is the first and third Tuesday of each month at 5 p.m. for the following publication. Student information for the "People" section is not published unless it is submitted by or in conjunction with a faculty member and that faculty member's related activities.

The career services department will host a **Career Workshop on Career Day/Job Fair Preparation**, Sept. 17 from 2-3 p.m. in room 209 of HDB. The workshop, presented by Sherri Williams (career services), will include information and tips on the "dos and don'ts" of preparing for a career day/job fair. For information, call 8-1-2950.

The Blagg-Huey Library, in conjunction with family sciences, human resources, the Student Counseling Center and the Student Health Center, has developed a brown bag series of speakers and discussions on "**Parenting Your Parents.**" Lectures and discussions will be held alternate Thursdays beginning at noon in room 101 of the library. A schedule of lectures can be found at www.twu.edu/library/news_caregiving.htm.

The Department of Career Services will host its fall semester **Career Day** on Sept. 25 from 10 a.m. to 2 p.m. in Hubbard Hall South. A number of employers will be represented and will be available to provide students with information regarding employment opportunities. Career services hosts seven career days during the fall and spring semesters on the Denton, Dallas and Houston campuses. For information on dates and times, visit www.twu.edu/o-cs or call 8-1-2950.

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UPDATE ON TWU PEOPLE

Please submit "People" items (faculty and staff only) to the office of marketing and communication by campus mail or by e-mail to info@twu.edu. Include first and last names (no initials, please) and appropriate titles (ie. Dr.)

Sympathy is extended to Dr. **Johnnie Aven** (occupational therapy) and her husband, Richard, following the death of their son, John Dorcy Aven, on Sept. 5. Services are at 4 p.m. on Sept. 8 at the First Baptist Church, located on Josey Lane in Carrollton.

Dr. **Lucille Travis** (nursing-Houston) has been appointed interim dean of the College of Nursing. Dr. Travis has served as associate dean of the College of Nursing in Houston for the past six years.

Dr. **Rebecca Krepper** (nursing-Houston) has been appointed interim associate dean of the College of Nursing in Houston.

Dr. **Barney Sanborn** (kinesiology) has been appointed the chair of the Department of Kinesiology.

Dr. **Kathryn Peek** (Institute for Women's Health-Houston) is the new director of the IWH. Dr. **Sydney Bonnick** (IWH medical director) will handle day-to-day management of the Denton IWH facilities.

Dr. **Ellina Grigorieva** (mathematics and computer science) has published a paper titled "Attainable Sets of a Dynamical Microeconomic Model of the Process of Production and Sales of Perishable Consumer Goods" in the supplement volume "Dynamical Systems and Differential Equations" of the journal *Discrete and Continuous Dynamical Systems*.

Dr. **Misty Hook** (psychology) won the Mary Roth Walsh Teaching the Psychology of Women Award, presented by the Society for the Psychology of Women. The award is designed to encourage and recognize teaching innovation of junior faculty teaching psychology of women or gender courses.

Dr. **Jack Sibley** (psychology and philosophy) has been invited to present a paper at the 5th International Ethics Across the Curriculum Conference in Austin, Oct. 23-26. His paper is titled "Mainstreaming Ethical Education." He also will present a paper titled "The Primary Premise, Process and Privilege of Pedagogy" at the Pruitt Memorial Symposium on Ethical Education in American Higher Education at Baylor University, Oct. 30-Nov. 1.

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PEOPLE, continued

Dr. **Carol Huettig** (kinesiology) was presented with Mortar Board National College Senior Honor Society honorary membership by the 2002-2003 Mortar Board class. Honorary membership is given to individuals who have made notable contributions to society and whose influence has extended beyond their university or college. Dr. Huettig has been the advisor for the TWU Mortar Board chapter for three years.

Dr. **Bill Cissell** (health studies) traveled to Pittsburgh, Penn., and Morgantown, W. Va., to become acquainted with the operations of the Pennsylvania/Mid-Atlantic AIDS Education and Training Center and its subcontractors. The purpose of the visit was to gain insights into ways that operations of the Texas/Oklahoma AETC might be improved.

Teresa Mauk has been appointed executive director of enrollment management. She had served as director of admissions for TWU.

The Denton LULAC Council and Denton Hispanic Chamber of Commerce recently honored six individuals, including **Lewis Benavides** (human resources), with a reception.

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THE NEXT TWO WEEKS AT TWU: Sept. 8-21, 2003

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| Sept. 8-11 | -Library open 8 a.m. to 10 p.m.; bookstore open 8 a.m. to 5 p.m.; Wellness Center 6 a.m. to 10 p.m. |
| Tue., Sept. 9 | -TWU Soccer vs. Dallas Baptist, 7 p.m., away |
| Thur., Sept. 11 | -TWU Soccer vs. St. Gregory's, 3 p.m., home |
| Fri., Sept. 12 | -Library open 8 a.m. to 6 p.m.; bookstore open 8 a.m. to 5 p.m.; Wellness Center open 6 a.m. to 10 p.m. -TWU Volleyball vs. Abilene Christian, 7 p.m., away |
| Sat., Sept. 13 | -Library open 9 a.m.-6 p.m.; bookstore closed; Wellness Center open 8 a.m. to 6 p.m. -TWU Soccer vs. Texas Wesleyan, 11 a.m., home -TWU Volleyball vs. Angelo State, 2 p.m., away |

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CALENDAR, *continued*

- Sun., Sept. 14 -Library open 2 p.m. to 10 p.m.; bookstore closed;
Wellness Center open 1 p.m. to 6 p.m.
- Sept. 15-18 -Library open 8 a.m. to 10 p.m.; bookstore open 8 a.m. to 5
p.m.; Wellness Center 6 a.m. to 10 p.m.
- Sept. 19-20 -TWU Volleyball at Southwest Region Crossover
Tournament, Lawton, Okla.
- Fri., Sept. 19 -Library open 8 a.m. to 6 p.m.; bookstore open 8 a.m. to 5
p.m.; Wellness Center open 6 a.m. to 10 p.m.
- Sat., Sept. 20 -Library open 9 a.m.-6 p.m.; bookstore closed; Wellness
Center open 8 a.m. to 6 p.m.
- Sun., Sept. 21 -Library open 2 p.m. to 10 p.m.; bookstore closed;
Wellness Center open 1 p.m. to 6 p.m.
-TWU Soccer vs. Incarnate Word, 1 p.m., home