

Vol. 18, No. 5, September 18, 1995

TWU, NAWBO RELEASE STUDY ON WOMEN-OWNED BUSINESSES

Women who own businesses in the Dallas/Fort Worth metroplex want to work for themselves. They want more control over their destinies, and they want to be independent. Most have started their businesses from scratch, and their gross payrolls translate into a significant contribution to the area's economy each year -- ranging from less than \$20,000 to \$5 million. Who are these women? How successful are they? What are their problems? How do they finance their business ventures?

The results of a study done by researchers at TWU, funded by the National Association of Women Business Owners, answer some of those questions and portray women business owners from the Dallas/Fort Worth area as a group of determined, but sometimes overlooked, segment of the business community. "We wanted to have a better understanding of women who own their own business," said Sherrie Taylor (business and economics), who co-authored the report with TWU alumna Debra L. Kosarek, a corporate quality consultant.

"In recent years, women in the workplace have received study and publicity. National studies have been done on women-owned businesses," added Kosarek. "Studies have been performed on issues that affect women in the business world, such as the glass ceiling, child care, health care and the changing demographics of women in the work force in the United States."

"While these issues and problems are not resolved, the studies have created an increased awareness. One group that has undergone much growth and change -- yet less study -- is the woman business owner of the Dallas/Fort Worth metroplex. With this thought in mind, researchers at TWU embarked on this study to learn more about the local women who risk much by owning their own business," said Taylor.

Generally, the results indicate women business owners' depth of involvement in the business community, as well as their personal and professional goals. Their three top goals were: profit/money; personal satisfaction; and control over their lives. During the fall of 1994, TWU researchers compiled a mailing list for their survey questionnaire; survey participants had to be female and had to own at least part of their business. Based on these two main criteria, the survey was mailed in early 1995 to approximately 3,300 women; 403 questionnaires were completed and returned, and 402 of those respondents met the criteria to become part of the study.

The majority of the women who responded were part of a service-based industry, and almost 75 percent of that group were either a sole proprietorship or a regular corporation. Eighty-six percent owned at least 51 percent of their company, and 65.8 percent owned 91 to 100 percent. Almost 30 percent had been in business from 10 to 20 years. Most respondents owned local businesses, and 15 percent indicated that they would like to expand into international trade areas within the next 12 months. Almost 23 percent of those women surveyed own more than one business; most own only one.

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WOMEN IN BUSINESS, *continued*

Many of these women business owners indicated that they manage the entire company on a day-to-day basis; more than 31 percent said that their husband was not involved in any way. The majority of those who answered the survey said that they did not have a mentor and are not actively involved in any support or development networks.

Among many facts gathered by the TWU researchers are several of particular interest:

- Less than half (43.5 percent) have written a business plan.
- The majority who responded (62 percent) to the question indicated that they did not know where to find out about government-sponsored programs.
- More than 70 percent provide full-time employment for other individuals; 91.7 percent of those in that group employ between 1 and 50 people. Respondents (64.2 percent) said that their employees were not members of their immediate families.
- When reporting on their annual gross revenues for 1993, more than 46 percent had revenues between \$100,000 and \$1 million, and almost 9 percent had revenues between \$2 million and \$5 million.
- When they compared gross revenues for each year between 1992 and 1994, more than 85 percent of the respondents said their revenues had either increased or remained the same. The largest percentage of those who answered this question reported gross revenue increases of greater than 20 percent.

So...what does the study suggest? "Although the D/FW woman business owner appears to be successful, she is attaining that success by fighting some of the same battles we thought were over," said Taylor. "She is fiercely independent, works hard and has a direct impact on our local economy while she fights for information, recognition and support from the local business community or from the local, state and federal government." For details, call Taylor at ext. 2903.

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TWU WELCOMES FIRST STATEWIDE SIGN CHOIR FESTIVAL

TWU and the Sign Music Foundation will welcome Heather Whitestone, Miss America 1995, to the first statewide Sign Choir Festival ('95) on Sat., Sept. 30, in honor of Deaf Awareness Week. The festival will feature a daylong program of workshops, a banquet and a concert that will focus on the fine art of sign music. Whitestone will make her first visit to the Denton area, and activities will be held in several facilities on campus.

The concert, which begins at 7 p.m. in Margo Jones Performance Hall, will feature Whitestone, as well as Laura Loeb, Miss Deaf Texas; Mark and Beth Mitchum; Regina Davis; Sharon Johnson; and 12 sign choirs from across the state of Texas, including Denton, Dallas, Houston, Austin and others. The public is invited to enjoy an evening of sign and music -- a "first" in Texas. The cost to attend is \$5 per person. Tickets may be purchased in advance or at the door on a space-available basis. Doors will open at 6:30 p.m., and exhibitors also will distribute information and sell sign-related merchandise.

"Sign Choir Festival '95 will bring together hundreds of people for the purpose of heightening public awareness of the Deaf community through the art of sign music," said Becky Parton, project coordinator for Sign Choir Festival '95 and a master's student in deaf education at

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SIGN CHOIR FESTIVAL, *continued*

TWU. "The festival also will provide an exciting and informative day of activities related to sign music for both deaf and hearing individuals." Participating choirs will be evaluated and critiqued by a panel of deaf judges during the awards competition, which is part of the concert. *For information or tickets to any of the scheduled events, call Parton at (817) 383-0527; leave a message or ticket request on her answering machine if she is not available.*

Sponsors for this unique event include TWU, Target Stores, Denton Hearing Health Care, Kroger, Miracle-Ear Hearing Aids, Dr. Thomas Cadenhead, American Airlines, Grandy's, Wal-Mart and Harris Communications, TexasBank, United Parcel Service, Jones Audiology, TSEA and the Denton Jaycees.

Daytime workshops are targeted to a more specific audience -- particularly deaf performers, interpreters, students, sign choirs and persons who work with members of the Deaf community. "The morning is filled with workshops led by experts in the field of sign music," said Parton. "The goal of the festival is to encourage communication and interaction among the various sign choirs in Texas; to heighten public awareness of sign music; to promote opportunities for skill building, growth and refinement of the participants; and to generate interest in the fine arts, especially among deaf children and youth."

Participating sign choirs will include: Silent Voices, Speak Gospel Hands, Rainbow Connection, Gospel Hands Deaf Choir, Helping Hands, Silent Song, Hands Open -- Hearts Open, Prestonwood Baptist, Texas School for the Deaf, Silent Singers, Denton High School and Bannockburn Church.

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HANDGUN, RADAR WARNINGS ANNOUNCED

John Erwin (public safety) has issued a memorandum to all TWU campuses concerning concealed weapons, advising faculty, staff and students that university campuses are one of the restricted areas where authorized citizens still cannot carry handguns. "Publicity has been widespread over the past several months concerning the new law in Texas that allows authorized citizens to carry concealed handguns, beginning January 1, 1996," said Erwin. "As you probably know, the law requires each person to complete a handgun safety course before a concealed handgun can be carried.

"You may not know, however, that this new law also identifies several types of places -- *including university property* -- where it continues to be illegal for anyone to carry a weapon, even with a state-issued license. TWU's employment policy also states that possessing a weapon on university property is a violation of that policy," he added.

"As a result, every faculty and staff member, as well as students, should know that carrying a concealed weapon on university property is illegal under the new concealed handgun law in Texas. It also continues to be a violation of TWU's published employment policy. Persons who could otherwise legally carry a concealed handgun are advised not to bring the weapon to any of our university campuses," said Erwin.

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HANDGUNS AND RADAR, *continued*

Erwin also announced that the TWU department of public safety has acquired radar equipment, which will be used on campus in Denton, beginning Mon., Sept. 18. We will randomly select our location to enforce the speed limit on campus," he said. "Our goal is to increase safety on campus -- particularly along Bell Avenue -- where speeding motorists are a problem." He reminds faculty, staff, students and guests that the speed limit on Bell Avenue through TWU's campus is 20 m.p.h. and on Administration Drive is 15 m.p.h.

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FNTAU SPEAKER SCHEDULED FOR TWU PROGRAM

Exploring the problems, perils and directions of academics in the age of technology will be the subject of two presentations by Dr. Bruce Chaloux in Denton on Thurs. and Fri., Sept. 21 and 22. During an afternoon presentation at TWU on Thursday, Chaloux -- a leading expert on issues related to electronic technologies and distance education -- will discuss "The Changing Academic Paradigm: Prospects and Perils in the Technological Age."

The free program will begin at 2 p.m. on ACT 3. The public is invited to attend. Chaloux also will meet that morning with TWU executive staff members and deans from 9:30 to 11:30 a.m., ACT 2 conference room, as part of the university's professional development activities. For more information, call the Graduate School at ext. 3400.

Chaloux will serve as plenary speaker on Friday for a program presented by the Federation of North Texas Area Universities (FNTAU) at the University of North Texas. He will discuss "Institutional Cooperation in the Information Age: Prospects and Problems in a Changing Academic Environment" at 10:30 a.m. in the Silver Eagle Suite A of the UNT University Union. Chaloux, who currently is associate dean of the Graduate School at Virginia Polytechnic Institute and State University, also directs Virginia Tech's extended-campus graduate programs. He has worked for several higher education organizations, including the Virginia State Council of Higher Education and the Council of Graduate Schools in Washington, D.C.

The guest speaker has served on a number of institutional, state, regional and national task forces and committees focusing on technology and distance-education delivery systems. He most recently chaired the Southern Association of Colleges and Schools committee on distance learning and previously was a member of the Project 1990 committee for SACS. He is a member of the National University Telecommunications Network advisory board and chairs that group as well.

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TWU SETS O.T. SYMPOSIUM

The TWU School of Occupational Therapy will present the 3rd annual Fanny B. Vanderkooi Endowed Lecture on Sat., Sept. 23, at the TWU Institute of Health Sciences Dallas Center. The featured speaker will be Penny Kyler-Hutchinson, ethics program manager for the American Occupational Therapy Association. She will discuss "Greed: Have We Lost the Humanistic Touch?" The program, which focuses on occupational therapists and their profession, is \$105 per person and includes instruction, course materials and refreshment breaks. The

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O.T. PROGRAM, *continued*

workshop generally will explore the humanistic perspective of providing occupational therapy services and the core values of the profession. For registration, call the TWU office of continuing education at ext. 3408. TWU will award .5 CEUs (continuing education units) to each registrant who completes the program.

Before she joined AOTA, Kyler-Hutchinson was chief of rehabilitation services for the Maryland state department of health and mental hygiene, as well as director of rehabilitation services at Springfield Hospital Center in Sykesville, Md. She is a registered, licensed occupational therapist and has taught in OT programs in Maryland at Towson State University and Catonsville Community College. She also teaches ethics at Loyola College (Md.).

The featured speaker has served AOTA in a number of volunteer positions, including practice representative for the Standards and Ethics Commission; chairperson for the accreditation task force; and state president for Maryland. Her publications include a regular column in *OT Week*, articles in the *American Journal of Occupational Therapy* and commentary in each chapter of *Ethical and Legal Dilemmas in Occupational Therapy* by Swartzberg and Bailey. She has developed a video workshop titled "Everyday Ethics."

The TWU Fanny B. Vanderkooi Endowed Lecture was established by the School of Occupational Therapy in 1993 to recognize its namesake, who was the first director of the department of occupational therapy at TWU. Vanderkooi, who lived from 1894 to 1990, was active in both state and national organizations and was one of the first therapists who received an honorary membership in the Texas Occupational Therapy Association.

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SERA..."WILL BE" THE WAY FOR FORT WORTH STUDENTS

What will be doesn't necessarily *have* to be -- especially when students at Fort Worth's Diamond Hill Jarvis High School get involved in "SERA," a new program that will encourage them to graduate and attend college. TWU recently received a grant of \$4,500 from the Burnett-Tandy Foundation to fund the new outreach program.

"SERA (Search for Education, Responsibility and Achievement) is a collaborative program between TWU and Diamond Hill Jarvis High School," said Charlotte Villarreal (admissions), who received the grant. "The purpose of SERA is to inspire, motivate and celebrate the potential of every young woman. Interested students are signing up for an introductory freshman field trip to TWU on Oct. 3, where they can meet Hispanic students at TWU, attend a class and share lunch with some of our students."

Diamond Hill Jarvis High School is located in a primarily Hispanic area of north Fort Worth. Many of its students come from households with annual incomes of less than \$20,000, and many are from single female head of household families. The high school's attrition rate is more than 50 percent between grades 9 and 12; 61 percent of that loss occurs between the freshman and sophomore years. The Fort Worth Independent School District's PIEMS (Public Education Information Management System) indicates that up to 86 percent of all students at Diamond Hill Jarvis High School are "at risk" educationally.

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SERA, continued

The goals of the program are: to encourage students to finish high school; to promote a positive image of higher education; to assist students with working through socioeconomic barriers to higher education; and to encourage students to seek higher education. The amount of corporate and civic involvement in SERA has come from a number of sources, too, according to Villarreal. TWU students from HOLA and Sigma Lambda Alpha will give their time to meet high school students. The Boys and Girls Clubs of Fort Worth are helping with the program, working in the neighborhood, and the Burnett-Tandy Foundation also is assisting through its grant.

TWU's pilot program is divided into four components designed for students at the freshman, sophomore, junior and senior levels; each program component includes an ongoing mentor program. The "mentor/mentee" relationship between each participating TWU student volunteer and Diamond Hill Jarvis student will begin during the high school student's freshman year. "Early intervention is critical to the success of the program because Diamond Hill Jarvis' drop-out rate peaks between the 9th and 10th grades," said Villarreal.

"We would love to see other members of the TWU community get involved," she added. "Our overall goal is to help young women realize that their situations are not hopeless -- that they can afford to go to school and that they should (go to school). We want to help them develop to their fullest potential, and we also want them to really believe that they can go someplace and do something with their lives."

TWU alumna Linda Cree, a counselor at Diamond Hill Jarvis High School, has challenged others at the university to get involved with her students. The school has been struggling, and TWU will be able to help the Diamond Hill Jarvis students succeed. For more information, contact Villarreal at ext. 3022.

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12th DAY ENROLLMENT FIGURES OUT

As of the 12th class day, TWU's enrollment has dropped slightly to 9,825 students, which is a 2.53 percent decrease from the same day during the fall 1994 semester -- or approximately 255 students. About 167 of those persons (or 65 percent of the 255 students) were part-time graduate students who earned their degrees and graduated. About 120 of those graduate students finished the Reading Recovery program, which has entered a maintenance phase. In that same group of 167, 47 were part-time graduate students in reading and bilingual education from the metroplex area who finished and graduated, with the support of their school districts, and will not be replaced by others from their respective districts.

Total female enrollment is 8,920 (or 91 percent), and total male enrollment is 905 (or 9 percent) -- the percentage remains the same as fall 1994. Overall minority enrollment is 23 percent: 12 percent African American (1,216); 7 percent Hispanic (681); 3 percent Asian/Pacific Islander and Native American (318). International students again comprise 3 percent of the total student body. The percentages in these ethnic categories are the same as fall 1994.

"Our slight decline mirrors a trend in this region among public colleges and universities -- most are experiencing a drop in enrollment. Area community colleges also are down -- pipe-lines that TWU and other higher education institutions depend on for transfer students," said Dr. Paul Travis (enrollment management). "Decreases in community college enrollment directly affect us. Another factor may be the state-mandated tuition increase, which can cause a few students to 'stop out.'"

UPDATE ON TWU ATHLETICS

The office of intercollegiate athletics has scheduled a special event, 1995 Canoe Fest, at the end of this month to help raise money for the TWU Athletics Scholarship Fund. The event, scheduled Sept. 29, 30 and Oct. 1, is "a fun-filled event for families, students and everyone who enjoys canoeing," said Judy Southard (athletics). "The three-day fest at Lake Ray Roberts Marina will feature canoe races in different divisions for men, women, co-ed and family entries. Those who aren't racing can bring their own canoes and enjoy paddling around the lake, or they can watch the races while they have a picnic."

Admission and registration fees are reasonable. A family general admission ticket is one price -- \$12 -- for all members. An individual general admission ticket is \$4, while competition registration is \$25, which includes admission, parking, a permit and a T-shirt. All admission tickets include one raffle ticket for an opportunity to win a 1995 Geo Prism automobile. Family and general admission tickets can be purchased in athletics in Jones Hall. For more information, call ext. 2378. In other news:

■ The campus community is invited to attend "Faculty and Staff Appreciation Night" on Tues., Sept. 26, when the TWU Pioneers volleyball team plays the University of Central Oklahoma. The event begins at 5 p.m., and all faculty and staff with valid IDs are invited to walk over after work and enjoy the game. "This is our way of showing TWU faculty and staff that we appreciate and need their support. Admission is free," said Southard. Also...each volleyball player will invite a faculty member as her guest. Those guests will sit on the sideline with the players and will be recognized during the game as well. For details, call ext. 2378.

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NEWSBRIEFS

Dr. Patricia Sullivan will be installed as chancellor of the University of North Carolina at Greensboro during special ceremonies on Mon., Oct. 2, which is UNCG's Founders Day. The ceremony, which will begin at 2:30 p.m., signals Sullivan's installation as the ninth chief executive in that institution's history. Sullivan, formerly vice president for academic affairs at TWU and interim president, is the first woman to serve as chancellor of UNCG. She became chancellor on Oct. 14, 1994. Former TWU President Shirley Chater, now commissioner of the Social Security Administration, will participate in the event and also will deliver the McIver Lecture during a morning program. Sullivan will deliver a formal address and will take the oath of office from UNC President C.D. Spangler.

"The Role of the Federal Reserve" will be the subject of a lecture by Gloria Vasquez Brown on Wed., Sept. 27, at 2:30 p.m. in SC 006-007. Her discussion is presented by the talks and topics committee of SOAP; the program is free and open to all faculty, staff, students and the general public. Brown, a native of Benavides, Texas, is the official at the Federal Reserve Bank who is responsible for public information about community reinvestments, as well as fair lending laws and initiatives. She previously taught school in Texas and Ohio; worked for the Urban Mass Transportation Administration in Washington, D.C.; and operated her own business in San Antonio. Brown earned her bachelor's degree in mathematics from TWU. She is a member of the Small Business Administration's Region VI, IMAGE de Dallas, the Dallas Nonprofit Capacity Build program committee and also teaches in the southwestern Graduate School of Banking at Southern Methodist University. For details, call student activities at ext. 3611.

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NEWSBRIEFS, continued

Reminder: The TWU Child Development Center once again is conducting its annual "River, Rocks and Trees" program, which gives faculty, staff, students and community members an opportunity to share their special talents, interests and time with children ages 18 months to five years. Volunteers may give from one hour a semester to weekly participation in the classroom. The program represents the CDC staff's desire to foster children's learning through the experiences of others. For information about the program, call graduate assistant Angela Lee at ext. 2321.

Also...the CDC reminds *faculty members* that they and their students are invited to use the center for class observations, class participation opportunities, practicum experiences and research. The CDC serves about 190 children, ages 18 months through kindergarten, in 11 classes. The center's secretary, who is both approachable and accessible, will coordinate and schedule research, practicum students and observers. For more information or to arrange for a visit to the TWU CDC, call ext. 2321.

Reminder: The talks and topics committee of SOAP will sponsor a lecture titled "The Glass Ceiling" on Mon., Sept. 18, at noon, SC 207, featuring Delia Reyes. Reyes, who came from Cuba to the United States in 1962, is a member of the Glass Ceiling Commission that was created by former President George Bush. For information, call ext. 3611.

A change: Dr. Ann Uhlir (Health Sciences) will present a slide program and thoughts about her Earth Watch research project about Estonia on Wed., Sept. 27, at 3 p.m. in CFO 204. All interested persons are invited to attend. For details, call ext. 2852.

Interested departments can view surplus items on Tues. and Wed., Sept. 19 and 20, from 9:30 to 11:30 a.m. and 1:30 to 3:30 p.m. before they are scheduled for sale in the near future. For information on items and where they can be seen, call Ron Justiss (central receiving) at ext. 3141.

Reminder: The second annual Pioneer Golf Tournament will be held on Sat., Sept. 23, on the TWU golf course. Proceeds will benefit the TWU Athletics Scholarship Fund. Pioneer athletics hopes to fill two sessions that day with four-person scrambles at 8 a.m. and 1:30 p.m. The event features prizes for first and second places in each flight and special holes, as well as lots of door prizes! Registration is \$75 per person, which includes fees, a cart and lunch. Interested persons can put together their own foursomes, or TWU athletics can help with teams.

Half-price Six Flags Over Texas tickets for Sun., Oct. 1, can be purchased in the office of student activities, SC 202, at a cost of \$14.25 each -- which includes a free return ticket to "Holiday in the Park." For information, call ext. 3611.

Reminder: Three former Pioneer student-athletes have been chosen as the second class of inductees into the TWU Intercollegiate Athletics Hall of Fame: Dianne Baker (1971-75), Kathy Van Wyk (1978-81) and Lisa Harlan Gandy (1981-85). Baker, who lettered in five sports at TWU, coached the Stephen F. Austin Ladyjacks to the NCAA national softball title in 1986 and is TWU's new head softball coach. Van Wyk was the star pitcher on TWU's national championship softball team, and Gandy was the school's first All-American gymnast and TWU's first national champion (floor exercise, 1982). The induction banquet will be held on Fri., Sept. 22, in Hubbard Hall at 6:30 p.m. Tickets are \$15 per person and may be purchased through the department of athletics.

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NEWSBRIEFS, continued

Mortar Board Honor Society is collecting items for a November auction to raise money for that organization's projects and activities. Members ask all faculty, staff and students who would like to donate items either to drop them off at the office of student life, SC 206, or to contact Dr. Glenda Simmons (student life) at ext. 3601, Dr. Phyllis Bridges (English) at ext. 2346 or Patricia Reynolds at (817) 383-6846.

Reminder: Faculty members in the department of performing arts have announced a second recital for the fall semester on Tues., Sept. 19, at 8 p.m. in Margo Jones Performance Hall. The faculty flute recital is free and open to the public. Dr. Pamela Youngblood is the featured flutist; she will be joined by her colleagues Joan Wall, mezzo-soprano, and pianist Dr. David Yeomans. For details, call ext. 2500.

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UPDATE ON TWU PEOPLE

Amy Wolf and **Astra Jackson** (biology), graduate assistants working in Dr. Lynda Uphouse's laboratory, were awarded minority travel fellowships from the Society of Neuroscience for the 1995-95 academic year. Both students participate in TWU's Minority Biomedical Research Support (MBRS) program.

Kenn Kotara (public information, publications) will exhibit his works in a show titled "The Austin Landscape: Up Close and Far Away" from Sept. 24 through Oct. 22 at the Hyde Park Bar and Grill in Austin. Kotara also is among 21 artists whose works will be shown Sept. 26 through Nov. 25 at Michelle D. Long Gallery and Framing in Coppell. The 1995 national exhibition "Works on Paper" was juried by Edleeca Thompson and Katherine Wagner. An opening reception will be held on Sept. 30 at the gallery from 6:30 to 9:30 p.m. (The gallery, a newly renovated church from the 1940s, is located on West Bethel Road, in Coppell's historic Old Town.)

Sherrie Taylor (business and economics) was a guest speaker for the Small Business Administration at the Small Business Development Center state conference on Sept. 8 at the Worthington Hotel in Fort Worth. She discussed SBI and its interaction with the SBA, SBDC and SCORE (Service Core of Retired Executives), as well as what SBI student consulting teams can do for the small business client.

Dr. **Ruth Ann Ragland** (mass communications) is the author of an article titled "Linkages Between the Texas Supreme Court and Public Opinion," which was published in the summer issue of the *Texas Journal of Political Studies*.

Two student assistants and one staff member in the office of public information -- **Sherryl Orsak**, **Michelle Webre** and **Susan Sponsler**, respectively -- are participating in the TWU Photographic Artists Coalition's (PAC) "Founding Members Exhibition" on display at Tarrant County Junior College (northeast campus). The exhibit began Sept. 5 and continues through Oct. 6 in College Hall, room 112, of the Communication Arts Building. An opening reception was held on Sept. 14.

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THIS WEEK AT TWU: SEPTEMBER 18-24, 1995

- Sept. 1-22 -Visual arts exhibit: "Out of Context," Fine Arts Gallery, Monday-Friday, 8 a.m.-5 p.m. (Ext. 2530)
- Sept. 1-Oct. 31 -Library exhibit: "Banning Books," first floor, all day. (Ext. 3709)
- Sept. 5-21 -Library exhibit: "Citizens at Last: The Woman's Suffrage Movement"; second floor, all day. (Ext. 3752)
- Mon.-Thurs.,
Sept. 18-21 -Blagg-Huey Library open 8 a.m.-midnight.
 -Learning assistance office brown bag seminar: "Setting Goals and Managing Time," CFO 106, 12:15-1 p.m. (Ext. 2046)
- Mon., Sept. 18 -Lecture by Delia Reyes: "The Glass Ceiling"; sponsored by the SOAP talks and topics committee; SC 207, noon. (Ext. 3611)
- Tues., Sept. 19 -Career Services: "Job Search Seminar for Seniors," JH second floor, 3:45-5:15 p.m. (Ext. 2950)
 -Degree plan workshop #1, MCL 412, 4-5 p.m. (Ext. 2202)
 -SOAP: bowling league, 5:30-8 p.m. (Ext. 3611)
 -Faulty recital featuring Dr. Pamela Youngblood, Dr. David Yeomans and Joan Wall; free; MJPH, 8 p.m. (Ext. 2500)
- Wed., Sept. 20 -Last day to withdraw from the university, dropping all classes, and receive at least 25 percent of refundable tuition and fees, 4 p.m.
 -Outdoor concert, Hubbard Oval, 6-9 p.m. (Ext. 3611)
 -Last day to sign up for volleyball league, SC 202, 4:30 p.m. (Ext. 3611)
- Thurs., Sept. 21 -Graduate Council meeting, ACT 16, 1:15 p.m. (Ext. 3402)
 -TEP screening interview day, MCL 408, 3 p.m. (Ext. 2202)
- Fri., Sept. 22 -Blagg-Huey Library open 8 a.m.-9 p.m.
 -Human relations program: "Country A to Country Z," refresher session, SC 006-007, 9-11 a.m. (Ext. 3601)
 -Student teaching enrollment meeting #2, MCL auditorium, 9 a.m.-noon. (Ext. 2202)
 -Biology seminar: presentation by Kim Mauermann titled "Feeding and Habitat Preferences of the Box Turtle *Trachemys scripta elegans*," SCI 303, 3 p.m. (Ext. 2351)
 -Hall of Fame Banquet, Hubbard Hall, 6:30 p.m. (Ext. 2378)
- Sat., Sept. 23 -Blagg-Huey Library open 9 a.m.-6 p.m.
 -Pioneers Second Annual Golf Tournament, TWU Golf Course, 8 a.m. (Ext. 2378)
 -Cultural Fest, Hubbard Oval, 10 a.m.-4 p.m. (Ext. 3611)
 -Third Annual Fanny B. Vanderkooi Lecture, Dallas-Parkland. (Ext. 3408)
- Sun., Sept. 24 -Blagg-Huey Library 2 p.m.-midnight.