

December



UWF Singers Holiday Concert, Dec. 8

6
Dale Chihuly: Seaforms. Glass artist Dale Chihuly's blown glass sculptures that make up his *Seaforms* series look as if they were plucked straight from a coral reef. At the Pensacola Museum of Art Kugelman Family Gallery and the Thornton Gallery. Call the museum at 432-6247.

8
UWF Singers Holiday Concert. The UWF Holiday Singers will perform at 2:30 p.m. in the Music Hall. The show is free. Call Ext. 2541 for more.

Dale Chihuly: Seaforms, Dec. 6



To arrange accommodations for the disabled or hearing impaired, call Catherine Powell at (850) 857-6080 (voice/TDD), or call the Florida Dual Party Relay System at (800) 955-8770 (voice) at least five working days in advance.

13-21
BFA Exit Show. Graduating student Sarah Raymer will be exhibiting her paintings in an exhibit *Sweet Torture* from Dec. 13-21 at Robin's Nest Tattoos, 3716A West Navy Boulevard. An opening reception will be held Dec. 13 from 6-9 p.m. For more info call Ext. 2541.

14
Commencement. Address by Dr. Linda Dye, retiring Vice President for Student Affairs, 9:30 a.m. Civic Center. Details: Ext. 2035.

19
USPS Holiday Celebration. The USPS Holiday Celebration will be held Dec. 19 from 11:30 a.m. to 1:30 p.m. At this year's event, the USPS Staff Council will present the MarineCorps Reserve Toys for Tots representatives with donations from UWF. If you have any questions, please contact Jeanine Bradley, Ext. 22399 or via e-mail at jbradley@uwf.edu.

JANUARY 2003

inauguration

PRESIDENTIAL INAUGURATION EVENTS

Date	Event	Location
Jan. 8	Fort Walton Beach Kick-off Event	Air Force Armament Museum
Jan. 9	Alumni and Community Breakfast	Pensacola Museum of Commerce
Jan. 9	International Symposium	University Conference Center
Jan. 9	Faculty and Staff International Dessert and Coffee Social	University Commons Dining Hall
Jan. 9	Student Celebration	TBA
Jan. 10	Inaugural Ceremony	UWF Field House

Details: Ext. 3000

INTERNATIONAL SYMPOSIUM

"The Open Society and its Critics: International Education in the Wake of 9/11"

Jan. 9, 1 p.m.
UWF Conference Center

UWF will host its symposium, International Education in the Wake of 9/11, which will focus will be the effects of post 9/11 changes in U.S. immigration law on international education and the threat to international exchange programs posed by the movement to tighten U.S. borders and restrict access to foreigners.

Panelists will include Dr. Steve Pettitt, deputy vice chancellor of the University of Luton, England, and former dean of the Faculty of Business at Luton. Pettitt was also instrumental in establishing the international business exchange relationship between Luton and UWF; Tracy Morrison from the Fulbright Program, senior program director for scholars coming to the U.S. from Asia and the Middle East; and Richard Alvoid, an attorney in Pensacola practicing immigration law. He is a UWF alumnus in international studies and studied abroad through UWF before graduating and going to law school.

Call Mike Yots, director of International Education and Programs, at Ext. 2852 for more information.

■ The U.S. Small Business Administration has awarded \$364,434 to **Jerry Cartwright** and **Katherine Hoelscher** of the Small Business Development Center State Director's Office for a project titled SBDC Defense Economic Transition Assistance Program 2003.

■ **Dr. Fernaudra Ferguson**, division of Criminal Justice and Legal Studies, received a \$20,850 grant from the Florida Department of Education to fund year three of the University of West Florida's Community/Higher Education/School Partnership, a project which partners UWF students with students from Woodham High School in a conflict resolution program.

■ **Bill Freind**, assistant professor, Department of English and Foreign Languages, had his poem "Trolling for Dolours" accepted for publication in the journal *Pom2*.

■ **Sergeant Michael Glass**, UWF Police, was re-elected Sept. 26 as university police director for the Florida Police Benevolent Association for another three-year term. Mike has already served two previous terms as university police director responsible for all 11 state universities.

■ Harcourt Interactive Technology has awarded \$25,528 to **Drs. Pam Northrup**, **Karen Rasmussen** and **Charlotte Boling** of the Technology, Research and Development Department for a project titled The Evaluation of Iloli and \$7,983 for a project titled Iloli Usability.

■ This fall, six UWF graduate students and three faculty members participated in the Annual Conference of the Semiotics Society of America in San Antonio. Student participation was sponsored by **Drs. Terry Prewitt** and **Robert Philen**, Anthropology, and **Dr. Mary Lowe-Evans**, English and Foreign Languages, all of whom chaired panels and presented papers. Graduate students from the English Masters program who presented papers on "Subversions of Subjectivity: Gender, Nation, Empire," were **Jenelle**



Ferguson



Reglin

McCullough, Amy Woodland, Helen Richards, Olivia Mullins and Heather Staedelhofer.

■ **Dr. Joseph Rawlins**, Department of Music, has an article, "Roger Quilter – English Composer *Par Excellence*," which will be published in the December issue of the *Australian Voice*, the official publication of the Australian National Association of Teachers of Singing and the leading vocal journal in that country.

■ **Dr. Gary Reglin**, Division of Administrative Studies, published an article in the fall 2002 edition of the journal *Education*. The article is titled "Project Reading and Writing (RAW): Home Visitation and the School Involvement of High-Risk Families."

■ Adjunct English instructor **Reginald Shepherd's** essay "The Other's Other: Poetry, Possibility and Utopia" has just been accepted for future publication in *Michigan Quarterly Review*.

Footnote:



If you want to make peace, you don't talk to your friends. You talk to your enemies.

MOSHE DAYAN, 1915 - 1981
Israeli soldier turned peace activist



Director of Publications/Executive Editor: Connie Marse
Managing Editor: Jason Whited
Art Director: Lynn Gould
Creative Director: Stephanie Clay

Assistant Vice President of Marketing Communications: Pat Crawford
Director of Communications: Janice Cooper

UWF is an equal-opportunity, equal-access institution
The *Fountain* is published by the Office of Marketing Communications for the university community. The January issue will be published Dec. 23. Send news and calendar items by Dec. 9 to *Fountain* editor, Building 12, or to jwhited@uwf.edu.

FOUNTAIN

University of West Florida December 2002 Vol. 37(4)

@Your Service

CAVANAUGH ANNOUNCES NEW HOLIDAY LEAVE PLAN

By Jason Whited

In an effort to give UWF employees more time to spend with friends and family this holiday season, President John Cavanaugh has announced a new leave policy.

The president has authorized each vice president to determine the holiday schedule in their departments and units from Dec. 24 through Jan. 1. Vice presidents are also allowed to make arrangements for employees who don't have enough annual leave or who choose to work during this period, however everyone is encouraged to take the time off.

Besides wanting employees to have time to spend with loved ones over the holidays, Cavanaugh also said the break is a good time to perform equipment maintenance, since most offices will be deserted.

"While the university lacks the authority to close the campus from Dec. 24 through Jan. 1, we can permit a beneficial schedule by reducing operations," said Cavanaugh. "Activity on campus is extremely low during the holiday period. In addition, nine

Continues on page 2

INSIDE:

- Avoid workplace gridlock
- HR staff changes
- Holiday Open House

The times they are a-changin' UWF reorganization includes new senior vp, departmental shifts

By Jason Whited and Janice Cooper

The only "sure thing" in academia is change. As the years advance, so must universities and the faculty and staff who are the lifeblood of higher education.

UWF, like any other dynamic university, is about to experience some changes of its own, and the first of those changes involves a new senior vice president.

Harold (Hal) White is set to come on board Jan. 1 as the new senior vice president and general counsel for UWF. His responsibilities will also include oversight of the university's legal affairs, Human Resources, University Communications (currently Marketing Communications) as well as WUWF 88.1 FM and WUWF-TV, Information Technology Services and special projects.

UWF President John Cavanaugh says White, who worked as university counsel and assistant to the chancellor at the University of North Carolina at Wilmington since 1996, is

the right choice to help him lead a growing university. "Hal brings a special blend of talents that will serve UWF well on its march to become a world-class university," says the president.



White

White's appointment is part of the president's restructuring of the university's senior management team. University committees are interviewing candidates for the vice president of Development, and applicants are being solicited by another search committee for the dean of the College of Arts and Sciences. These positions are expected to be filled by the beginning of next year.

White, who is spoken of fondly by former colleagues, is a former professor of law at the Western State

Continues on page 3

If the shoe fits...

Avoid workplace gridlock by cruising in coworkers' shoes

Think you could walk in another's shoes? You might stumble in their footsteps.

In today's organizations, we find ourselves working with people who are different from us in many ways. Our colleagues may be of another ethnic group or religion, they might be disabled or they might have a different educational background and work experience than we've had.

The differences can bring creativity and energy to the university as we share varied ideas, perspectives and methods. Sometimes, though, the differences in values, outlooks and preferences plant the seeds of misunderstanding and discord.

One of the first steps in overcoming barriers created by our differences is to increase our understanding by walking in another's shoes.

Try this experiment (and use the box at the end of this article): imagine that you wake up tomorrow, and you are the opposite sex and a member of a different group in society. For example,

if you're an able-bodied white female in your 40s, you might imagine waking up to find you are a black male in his late 50s or a Latino in his 20s who uses a wheelchair. Once you have your imagined identity in mind, think about how much your life would be different

you were stumped because you didn't know enough about the experiences of individuals in that other group. Are there any problems or obstacles you might encounter because of your different gender, ethnicity, physical ability, age or race? How would you deal with these?

Even though you must rely on your assumptions to answer these questions, this exercise can tell you a little about what it might be like to belong to a different group on our society. While taking this imaginary walk in another's shoes won't give you all the answers, it might start you asking questions and thinking about the situations and points of view of many of your diverse colleagues. It may also trigger some interesting and enlightening discussions with your co-workers and friends. Each time you take such a walk or have such a talk, you'll be chipping away at the

barriers that separate you from others who are different.

We can increase understanding by walking in another's shoes.

Responding to the checklist below can guide your thinking.

If you woke up tomorrow and found that you belonged to another gender and identity group, would your life be the same or different?

	Same	Different
Friends you associate with	<input type="checkbox"/>	<input type="checkbox"/>
Your social activities	<input type="checkbox"/>	<input type="checkbox"/>
Foods you prefer	<input type="checkbox"/>	<input type="checkbox"/>
Religion you practice	<input type="checkbox"/>	<input type="checkbox"/>
Clothes you wear	<input type="checkbox"/>	<input type="checkbox"/>
Where you live	<input type="checkbox"/>	<input type="checkbox"/>
Type of house you have	<input type="checkbox"/>	<input type="checkbox"/>
Job you hold	<input type="checkbox"/>	<input type="checkbox"/>
Vehicle you drive	<input type="checkbox"/>	<input type="checkbox"/>
Music you enjoy	<input type="checkbox"/>	<input type="checkbox"/>
Languages you speak	<input type="checkbox"/>	<input type="checkbox"/>
Political party affiliation	<input type="checkbox"/>	<input type="checkbox"/>

and how much would remain the same.

What is your reaction? Does the number of checks you find in the "different" column surprise you? Perhaps

Holiday Leave, continued from page 1

out of 10 university employees take annual leave during this period, resulting in just a few people working in each building, which becomes a security concern. We can provide greater security by closing as many buildings as possible."

Employees who choose to work may be assigned to another building for reasons of security and economy, or they may be given an assignment to complete at home.

Employees who require a leave advance in order to take time off during the holiday period should request this leave from their immediate supervisor. This leave will be deducted from future accruals until the balance is "paid back." OPS staff, OPS students and college work-study student employees are only paid for hours actually worked.

The offices of the president and the

vice presidents will remain open to handle critical issues and to provide information and some services to the public.

"I hope this plan provides a maximum number of our employees the chance to fully enjoy the holiday season, freed from any concerns about job issues," said the president. "We can take this time to rest, recreate and prepare for the achievements and challenges of the year to come."

By Rosalind Fisher, Office of Equal Opportunity and Diversity

The Times they are a-changin',

continued from page 1

University College of Law in Los Angeles and also has international experience. He served as the senior assistant attorney general for the Federated States of Micronesia, where he was chief of the Division of International Law and was a delegate of Micronesia to the United Nations in

1992. Also, he was project counsel and associate researcher at the Smithsonian Institution (1982-87) where he co-authored a book on space law for the Smithsonian Press that was nominated for a Pulitzer Prize.

White says he's eager to get started at UWF.

"I look forward to the exciting opportunities at the University of West Florida," White said. "During the last few months, I have spent many hours on the UWF Web site and talking with President Cavanaugh and other colleagues about the institution. I am impressed by what I've discovered. UWF has several academic programs worthy of national attention, and others are ready to make that step. With a growing student population, established and well-respected research centers and renewed enthusiasm from the Northwest Florida communities, UWF certainly is prepared for the next stage of development."

"Hal brings a special blend of talents that will serve UWF well on its march to become a world-class university." President John Cavanaugh

News from Human Resources

RETIREMENT INFORMATION

Beginning in mid-2002, most pension plan members were offered an option to participate in the Public Employee Optional Retirement Program (an investment plan) or to remain in the Florida Retirement System Pension Plan. Many employees have received their

selection information from the Division of Retirement regarding the PEORP. The notice merely confirms any changes made during the selection process. If a selection was not made by the employee he/she remains in the original FRS Pension Plan.

Holiday Open House
Faculty and staff are invited to attend a Holiday Open House Dec. 4 from 2 to 3:30 p.m. in Buildings 20 East and West Hosted by Purchasing, Internal Auditing, Business and Auxiliary Services, Controller, Human Resources, Nautilus Card and Telecommunications.
For additional information, contact Betsy Bowers at Ext. 2637.

WELCOME ABOARD

Marcia Rollins, Telecommunications Operations; **Regina Bates**, Educational Research Center for Child Development; **Katherine Brooks**, Registrar's Office; **Roxanne Johnston**, Enrollment Services; **Jo Anne Meyer**, Office of Admissions; **Christine Whitfield**, West Florida Historic Preservation Inc.; **Sandra Vanderheyden**, Office of Research; **Kate Baumann**, Department of English and Foreign Languages; **Cecilia Vance**, Office of the associate vice president for Student Affairs; **Judith Jones**, College of Arts and Sciences dean's office; **Yvonne Terry**, Controller's Office; **Paul Nelson**, Information Technology Services; **Laurie Jones**, Office of Human Resources; and **Kari Nowak**, Controller's Office

PROMOTIONS

Alesia Ross, Financial Aid, and **Scott Barlow**, College of Professional Studies

Events for the university community

December

4

Faculty, Staff Open House. Faculty and staff are invited to attend a Holiday Open House Dec. 4 from 2 to 3:30 p.m. in Buildings 20 East West. The Open House is hosted by Purchasing, Internal Auditing, Business and Auxiliary Services, Controller, Human Resources, Nautilus Card and Telecommunications. For additional information, contact Betsy Bowers at Ext. 2637.

5

University of West Florida Symphonic Band Concert. The band will perform at 7:30 p.m. in the Mainstage Theater. It was previously scheduled for Dec. 6. For more information, call Rick Glaze, music department chair, at Ext. 2181.

6

UWF Holiday Gala is slated for Dec. 6 from 7 to 10 p.m. in Historic Pensacola Village. Check-in at the Bowden Building, lower Level, 120 Church Street. For more information, send an e-mail to presidentsoffice@uwf.edu or call Ext. 2200.



Seasoned Greetings from *RadioLive*.

This year's *RadioLive* concert featuring Spencer Bohren will take place on Dec. 5 from 6:30 to 8:30 p.m.

RadioLive fans are familiar with Spencer's soulful voice, atmospheric guitar work and unpredictable stories. For the 2002 concert he brings along a cadre of musicians from New Orleans: son Andre Bohren, a member of Johnny Sketch and the Dirty Notes and the Loyola String Trio, along with classical music students Marc Paradis (cello) and Harry Hardin IV (violin). And Seasoned Greetings wouldn't be as spicy without a visit from Leigh "Little Queenie" Harris. Tucker Bohren, the youngest family musician, will also play, having only this past year decided to take up the guitar. In Spencer's words, "Look out, y'all!"

Joining the New Orleans gang for the evening will be *RadioLive* favorites, original blues and roots musicians Dos Underdogs (JAB Wilson and Bill Garrett) from Destin, Fla., and the inimitable, crowd-pleasing, Gove Scrivenor (with autoharp and guitar) from Gulf Shores, Ala.

Your only admission to this extravagant evening of celebration Gulf Coast style is a donation of non-perishables (or cash) for our local Manna Food Bank. Food sponsor, Everman Natural Foods will be on hand with seasonal goodies, if you need some refreshment.