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Northwest NEWS

August/September 2004

A bimonthly newsletter for IU Northwest faculty and staff

Sowing the seeds of pride

To the untrained eye, it may seem that the patch of prairie to the north of the main parking lot is undisturbed, with only mother nature's hand guiding its natural rhythm of life. Thankfully, this is not true. There are several additional hands at work in different ways to restore this tallgrass prairie to a more native state. The area is one small part of an ambitious, long-term initiative to restore more than 1,000 acres of wetlands, prairie and savanna. The entire area will be known as the Little Calumet River Prairie and Wetlands.

Currently several small, but high quality, natural areas remain in northwest Indiana. Notable preserves near the university include Hoosier Prairie, Ivanhoe Dune and Swale, Oak Ridge Prairie, Indiana Dunes (Miller Woods area) and Cressmoor Prairie. The small size of these areas and isolation from one another prevent them from living up to their full ecological potential. According to its primary caretaker and IU Northwest Professor of Biology, Spencer Cortwright, Ph.D., the LCRPW are situated such that this emerging natural area can both reduce the distances among other natural areas and potentially link or nearly link them, which would boost their ecological quality of life.

Just six years ago, the initial 10-acre site that stretches from the campus north to 80/94 and west around the Gleason Golf Course and park area, contained only 10 plant species native to northwest Indiana. Most of the site was dominated by Eurasian weeds, which stifle native plant growth and are of no use to wildlife. Thanks to Cortwright's watchful eyes and expertise, today we can spot more than 150 native plant species. Today some of these stand nearly six-foot-tall and are exploding with color and full blooms. One can hear bullfrogs, see Green Herons perched on small



Spencer Cortwright, Ph.D., collects seeds from native wildflowers he has planted in the prairie located just north of IU Northwest's main parking lot. The area, which is part of a 1,000 acre area restoration project, began six years ago with only 10 native plant species and has grown to 150. Shown are hoary vervain (dark purple), wild bergamot (light purple), black-eyed susan (yellow with brown center) and some white daisy fleabane and yellow coneflower.

trees and smell the sweet aromatic mix of wildflowers.

Nearly each day of the late spring and summer Cortwright is out in the prairie and wetlands area yanking weeds, collecting seeds, and hand planting. He fights passionately to save such plants as primrose and yellow coneflower in their fight with the aggressive purple loosetrife and Canadian thistle, both Eurasian weeds. A healthy purple loosetrife plant can produce a million or more seeds. With help from NiSource, beetles from the weed's native country have been reared and released on the site.

"They are starting to chomp on the plant and with deep ecological prayers they will help in my battle," Cortwright said.

With each step through the area Cortwright can find a plant in need of some help against the weeds. He knows the name and personality traits of almost every species. He thins the cattails before they take over the dike on which they root. He sets up controlled burns when necessary. Using his own garden at home as a test site, it is his constant duty to find dif-

ferent ways to speed up Mother Nature's millennium long process of restoration. He is there to maintain balance and order in a vulnerable environment.

Sometimes he pauses to count the butterflies. Increasing each year, he has spotted 20 different species.

"I'm usually too busy planting that I don't get to look at the butterflies," he said.

In two to three years, the area should be nearly all native with little need for round-the-clock personal attention. When that occurs he will switch LCRPW's focus to the additional 90 acres to the east and west. This work will incorporate funding and assistance from the U. S. Army Corps of Engineers and a consulting company. He has also established relationships with and received grants from NiSource, Indianapolis Power and Light Company, U.S. Fish and Wildlife Service, the Indiana Department of Natural Resources and the IU Northwest Grant-in-Aid Summer Faculty Fellowship. At the same time, he will be seeking funding to restore an

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This Buzz's for you

This summer you may have noticed a new publication delivered to your mailbox. Techbuzz made its debut in May and is the official publication of the Information Technology Department at IU Northwest. To find out more, I sat down to talk with Editor Mike Maroulis.

What is TechBuzz?

TechBuzz is a monthly newsletter that keeps people on this campus informed about the latest technology news that affects them.

How often is TechBuzz published?

The full-color print version is delivered once a month to all employees of IU Northwest. The Web site is updated regularly with breaking news and every story we print can be found online. Employees and students can also subscribe to our listserv, via a subscription form on the Web site, www.TechBuzz.iun.edu, to receive breaking technology news in their e-mail inbox. We have more than 50 people already subscribed to the mailing list and that number grows every week.

What has been the campus response?

We've gotten very positive feedback. People say they like the features and they've learned things. The feedback that we receive is higher than my expectations were when we first started. From July 1 through the 13 we received 1,513 hits on our site. This has motivated me to do a lot more with the Web site to make it more interactive and I am considering expanding the print version to more pages. I'd really like to get students to write articles too. The idea of having high school journalism students submit articles is also being considered. Right now, I am working on new graphics and a new look for the print version. People can expect to see these changes in the August edition.

What other features can readers look forward to in upcoming issues?

Well, we have a new face for Mr. Knowitall, an expert who answers any kind of question about technology. We always have a monthly feature, which



Mike Maroulis

usually explores larger technological issues that affect everyone. For example, in the July issue we had a feature on email privacy issues focusing on spyware. Spyware is Internet jargon for data collection programs that secretly gather information about you to pass on to advertisers or other interested parties. And, we are trying to include more information about software and computer discounts offered to students and employees from companies such as Dell, CDWG and Apple.

How did the idea for TechBuzz come about?

Donald Steward, Ph.D., vice chancellor of information technology, approached me to develop a communication tool, which would deliver technology news to the campus. He knew I had a background in journalism and expertise in technology issues. The first issue came out in May. Soon after we developed the online version.

Would you elaborate on your background?

After high school I started working for AT&T Broadband as a contractor where I did tech support, computer repair, networking, and Web applications. I also used to be the technology editor for "The Spectator," which is the Purdue North Central campus newspaper. While I was there we really made a lot of updates to the Web site and to coincide with the 2000 Presidential elections we produced a 32 page edition, the largest to date at that time. During this time, I won a journalism award from the campus and was published in several literary journals.

Check it
out
online!

www.techbuzz.iun.edu

Welcome New Staff!

Lawrence Adair, Physical Plant
Gerald Allen, IU Northwest Police Officer
Noelle Bates, Secretary, Department of Chemistry and Geosciences
Kathleen Berda, Interim Executive Director, Leadership Northwest Indiana
Twana Bostick, Student Records Specialist, School of Nursing and Health Professions
Roxann Brown, Program Assistant, Center for Cultural and Discovery Learning
Kenneth Crews, Unit Assembly Coordinator School of Education and School of Nursing and Health Professions
Sandra Gonzalez, IU Northwest Police Officer
Jason Griffith, Counselor, Student Support Services
Shane Hric, IU Northwest Police Officer
Shirley Kozikowski, Accounts Payable Clerk, Purchasing Department
Cheryl Lukas, Head Cashier, Bookstore
Victoria Milenkovsky, Department Secretary, Department of History
Jennifer Nolan, Program Assistant, School of Education
Elaine Parker, Senior Secretary, Northwest Center for Medical Education
Ana Sanchez, Secretary, School of Education
Cheryl Sutherland, Principal Secretary to Vice Chancellor of Academic Affairs
John Williamson, Mail Clerk

SIS training update

More than 120 IU Northwest faculty and staff completed new Student Information System academic advising training sessions. Approximately 100 more faculty and staff still need to complete the SIS training. These people are strongly urged to attend the training because it will help them in advising their students. Sessions will continue throughout August and September. Those who still need to complete training should request a schedule and details for registration from their school office or Dean.

The new SIS is being implemented in phases with completion expected in December. Students are registering for Fall 2004 classes using the new SIS. The Financial Aid office has begun awarding financial aid for the fall semester using the new SIS and students will be able to access their financial aid and bursar account information via OneStart. The Bursar's office will no longer "wash" students from their classes for nonpayment and will not send account statements to students who register for Fall '04 classes.

For more information, contact SIS Training Coordinator Kathryn Lantz at klantz@iun.edu or 981-4229.

Seeds

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additional 55 acres of wetlands north of the site next to IU Northwest.

"The clear goal of LCRPW is thus to enhance the ecological quality of north-west Indiana natural areas in the hopes of better preserving some of the incredible ecological mosaic once extinct throughout our area. The project will not happen overnight, it may take decades. But the ultimate ecological gains clearly favor pursuit of this project," Cortwright said.

In addition to the ecological value of LCRPW, the area will also serve as an educational tool for students of all ages and as a way to continue the one part of the overall vision of the University Park project. Already, local school children have visited the area near the campus to participate in seed collecting and played games to identify different plant species. Biology students have also used the area to conduct quantitative research.

The UP project is a collaborative effort between the City of Gary, IU Northwest and Ivy Tech State College to improve the quality of life in the Glen Park area. With the support of Gary Mayor Scott King, a steering committee has worked



Passers-by are encouraged to take a walk through the trail and sidewalk surrounding the prairie. The dike shows Cortwright's latest efforts in restoration. The brown patches to the right are patches of Canada thistle sprayed with herbicide. Despite the name, the thistle is not native to Canada. It is from Eurasia and one of many aggressive weeds Cortwright battles.

tirelessly for the past two years in specific areas needing improvement such as education, public safety and business and residential development. Another target area of the project includes revitalizing open space and creating more parks and recreational areas. Cortwright says that as the UP project moves forward, LCRPW will contribute to its momentum by adding an area that is "floristically beautiful to residents."

Cortwright encourages the campus community as well as residents to take advantage of exercise opportunities on the site. Walking on the trails and sidewalks provide one with a view of the spectacular diversity and richness of land that is lost in urbanization and suburban sprawl. "Unlike other areas, this isn't tucked away. You can drive right up and see what's taking place here," Cortwright said.

Local university consortium, school districts enter into improve-

A consortium of four area universities and a coalition of 18 north-west Indiana regional school corporations have entered into an agreement to support a local educational improvement initiative that results in higher proficiency test scores for students in grades P-12.

The Northwest Indiana Consortium for Teacher Education comprised of IU Northwest, Purdue University Calumet, Purdue University North Central and Valparaiso University has signed a letter of commitment with the Northwest Indiana Education Coalition to conduct a project entitled, "Educational Success: Transforming the Lakeshore."

The goals of the project—scheduled to be met by 2013—are to improve:

- average region ISTEP+ scores in reading and mathematics from 66 percent to 95 percent,
- reading comprehension and writing application proficiency of all students from 68.5 and 68.9 percent, respectively, to 95 percent, and
- the average Math SAT scores from 467 to 525, and average Verbal SAT scores from 471 to 530. In addition, the project's goal is to close the achievement

gap between the lowest performing groups and the highest performing groups to within 5 percentage points.

Comprising the NIEC are school districts of: East Chicago, East Porter County, Gary, Griffith, Hammond, Hanover, Hobart, Lake Central (Dyer, St. John, Schererville), Lake Ridge (Gary), Lake Station, LaPorte, Merrillville, MSD Boone Township, Michigan City, River Forest, Tri-Creek (Lowell), Union Township and Whiting.

Coalition schools, in partnership with the universities, systematically will use data warehousing and analysis to support data-driven decision-making. They also will use trained teacher-coaches to implement highly effective instructional practices in all coalition schools.

The universities will work with coalition schools to prepare teacher and school leader candidates with the knowledge and teaching or administrative skills needed to be successful in their first teaching or administrative job.

The letter of commitment outlines the specific roles that the universities will play as the "Transforming the Lakeshore" project evolves. Key university roles include working with NIEC to

provide on-going support of education leaders in project school districts, developing a research agenda in partnership with NIEC that helps the project leaders assess the effectiveness of various project activities, and leading the grant writing process to fund the initiative.

The universities also will work with the partner P-12 schools to establish criteria for the selection of effective, research-based methods to be used by the schools in literacy, language and mathematics teaching.

The NICTE universities in cooperation with NIEC will appoint a co-director of curriculum and instruction who will be responsible for administering the instructional alignment and mentoring process.

Plans for the project will require partner schools and universities to provide more than \$18 million for the project and other federal, state, regional and local agencies and foundations to provide \$41.5 million. Locally, the Discovery Alliance granted the project \$52,500 in seed money and the Indiana Department of Education granted \$100,000 to help initiate and pilot projects in several districts. In all, the project will reach 163 schools and 163,000 students.

Notes of Distinction

Debi Pillarella, a lecturer in continuing studies and exercise manager of the Fitness Pointe in Munster, was selected as a recipient of the 2004 Teaching Excellence Award from the IU School of Continuing Studies. Pillarella was honored at a luncheon at the Indiana Memorial Union in Bloomington.

After completion of a bachelor's degree in May, **Cindi Bohman**, was promoted to a professional staff position and made Assistant to the Director of Education Student Services in the School of Education.

Roberta Wollons, Ph.D., professor of history and chair of the Department of History and Philosophy, received an Indiana Arts and Humanities Grant to complete the research on a study of American women missionaries in Japan, Turkey and India in the late 19th century. In conjunction with the grant, she will be a Fellow at the Charles Warren Center for Studies in American History at Harvard for the spring semester of 2005. She was one of the FACET facilitators for the Summer Institute for the Future Faculty Teaching Fellows program at Bloomington in July. Wollons will also present, "Christian Missionary Women in Asia: A Reinterpretation," at The History Society conference at Boothbay Harbor, Maine in June of 2005. Her paper, "The World of Mount Holyoke Missionaries," will be presented at the American Education Research Association meeting in San Diego in April of 2005.

Felicia A. Young was promoted to Associate Librarian on July 1, for the Indiana University School of Medicine, Northwest Center for Medical Education with tenure starting on July 1, 2005.

E. Scooter Pégram, Ph.D., assistant professor of French, spoke at the national conference of the National Association of Ethnic Studies in Philadelphia this spring. His lecture concerned itself with "Shifting self identities among Haitian Youth in Montreal."

Director of Human Resources **Carolyn Hartley** successfully completed the certification test for Senior Professional Human Resources from the Human Resource Certification Institute, Society for Human Resource Management.

After 16 years of service, **Geoff Schultz, Ph.D.**, professor of Education, will leave IUN to assume the Chair of Teacher Preparation at Purdue University Calumet in Hammond. This year Schultz was a co-recipient for the Founder's Day Teaching Award.

Linda Delunas, Ph.D., associate professor in the IU School of Nursing and associate dean of the IU Northwest School of Nursing and Health Professions, recently received an \$18,000 grant from the Northwest Indiana Area Health Education Center to purchase nursing supplies and stethoscopes for all incoming nursing students. These supplies are used for students to practice nursing skills in the laboratory as well as for nursing clinicals throughout their education.

As co-editor of *The Lion and the Unicorn* (Johns Hopkins University Journals Press), **George Bodmer, Ph.D.**, professor of English, spoke on "Scholarly Publishing in Children's Literature Journals" at the Children's Literature Association conference at California State University in Fresno in June. He also chaired the panel "Political Visions: Class and Eco-ethics."

Janice Grskovic, Ph.D., assistant professor in Education, was lead author on the following research study that was published in March. Grskovic, J. A., Hall, A. M., Montgomery, D. J., Vargas, A. U., Zentall, S. S., & Belfiore, P. J. (2004). "Reducing time-out assignments for students with emotional/behavioral disorders in a self-contained classroom: Class-wide implications." *Journal of Behavioral Education*, 13, 25-36. Grskovic also co-authored a proposal, "Tightening the Screws from All Directions: Evaluation of Student Services in Education," accepted for presentation at the 2004 annual conference of the American Evaluation Association in Atlanta on November 5, 2004. **Pam Sandoval, Ph.D.**, associate professor of education, and **Carrie Cate-Clements**, director of Education Student Services, will also present. Three IU Northwest students from Grskovic's K536 course were selected to present their class projects at the conference of the Indiana Council for Exceptional Children in Bloomington

this October. Their presentation will be, "Using Applied Behavior Analysis to Solve Classroom Problems and Identify Effective Instruction." The three students whose projects were chosen were **Amy Domoras**, **Shawn Hoover-Davis** and **Marc Chavez**. All student projects from the course can be viewed at: <http://www.iun.edu/~grskovic/K5362004.htm>

A teaching supplement used in class by **Jackie Zalewski**, adjunct professor of sociology, entitled "Reviewing Books and Articles," will be published in the American Sociological Association's 5th edition of "The Sociology of Work and Occupations: Syllabi and Other Instructional Materials."

Fine Arts Professor **David Klamen's** recent work is currently being shown in an exhibition titled "Temporalscape" at the Haines Gallery in San Francisco. He also presented a lecture on his work for the University of Chicago.

This month, **Lori L. Montalbano-Phelps, Ph.D.**, released her book, *Taking Narrative Risk: The Empowerment of Abuse Survivors*. Lanham, MD: University Press of America.

Ken Coopwood, Ph.D., director of the Office of Diversity and Equity, recently attended the National Conference on race and ethnicity where he participated in several diversity and equity related workshops. NCORE, hosted by the University of Oklahoma, is the largest conference in the nation addressing diversity and race relations in the higher education and corporate America. This year, Coopwood completed the Institute for Diversity Training design at NCORE, which he plans to use in his leadership of campus faculty development and general diversity programming.

Silquia Vela, who has worked at the campus for 27 years, recently received a promotion and was hired as a Financial Aid Counselor/Work Study Coordinator in the Financial Aid and Scholarships office. Vela previously served as faculty secretary in School of Education.

Steve Dunphy, Ph.D., associate professor of management, was recently nomi-

fied that his research project, "Using Hollywood One-Liners to Illustrate the Communication Process: An Interactive Approach," has been accepted for publication in the journal *Behaviour and Information Technology*. Also, Dunphy was hired by Kaplan Test Preparation Services to be a lead, G.M.A.T. instructor for the Chicago center.

Ranjan Kini, Ph.D., professor of management, with H.V. Ramakrishna, Ph.D., and B.S. Vijayraman, Ph.D., published an article entitled, "An Exploratory Study of Moral Intensity Regarding Software Piracy of Students in Thailand," in the journal of *Behavior and Information Technology*. Kini's article entitled, "Shaping of Moral Intensity Regarding software Piracy: a Comparison between Thailand and U.S. Students," has been accepted by the *Teaching Business Ethics* journal. His article on "mCommerce and eCommerce in Thailand – A Value Space Analysis," has been accepted by the journal *Inderscience Enterprises*, Wolverton Mill, England, United Kingdom. Kini and **Charles Hobson, Ph.D.**, associate professor of management, published an article, "Making Total Quality Initiatives Successful in Thailand – The Motivation Theory Effect," in the *Journal of Transnational Management Development*.

Annemarie Keinath, Ph.D., associate professor of accounting, recently co-authored an article with Judith Walo, Ph.D., on the "Disclosures of Audit Committee Responsibility," that appears in the *CPA Journal*.

Rajan Selladurai, Ph.D., associate professor of management, was the recipient of the *Mercantile National Bank Award for Excellence in Research and Scholarly Activity* this year. Also, Selladurai's article entitled, "Mass Customization in Operations Management: Oxymoron or Reality?" has been accepted by the *Omega Journal of Management Science*.

Dave Strupeck, Ph.D., associate professor of accounting, was elected President of the *Academy of Business Disciplines* and served as Editor of the *Proceedings of the Annual Meeting of the Academy*. Strupeck was also invited to present, "If you build it, they may come. If they build it, they will learn," as a member of the *Effective Learning Strategies Forum* for the *American Accounting Association* annual meeting.

And Strupeck was elected to *FACET* this year.

Cuthbert Scott, Ph.D., Shawn Carraher, Ph.D., M.R. Buckley, J. Parnell, Ph.D., and C.Carraher, Ph.D., have published an article, "Service Selection in a Global Entrepreneurial Information Services Organization," in the *Journal of Applied Management and Entrepreneurship*. Scott's article "A Comparison of Polychronicity Levels among Small Business Owners and Non-Business Owners in the U.S., China, Ukraine, Poland, Hungary, Bulgaria, and Mexico," is forthcoming in the *International Journal of Family Business*.

Constance Milbourne, Ph.D., assistant professor of marketing and communications, won the *Mercantile Bank Award for Outstanding Teaching* this year. Also, Milbourne presented a paper co-authored with S.L. Ellis, Ph.D., **Charles Hobson, Ph.D.**, and K Heler, Ph.D., entitled, "Marketing Volunteerism to College Students: The Role of Satisfaction," at the national meeting of the *Academy of Business Disciplines*.

Surekha Rao, Ph.D., associate professor of economics, presented a paper at a national conference in economics in February. Her paper entitled, "What Goes Wrong with Classical Models: Examples from Inventory Investment Model," was presented at the *Missouri Valley Economic Association* in St. Louis, Mo.

Tin-Chin Lin, Ph.D., assistant professor of economics, presented at two national conferences in economics during January and February. He presented a paper entitled, "The Impact of Investment Tax Credit Policy on Investment Behavior," at the *Allied Social Science Associations Conference* held in San Diego. He presented a second paper entitled, "Determinants of Parental Choice of Education and Policy Implication: The Case of Pennsylvania," at the *Missouri Valley Economics Association* in Kansas City, Mo. held in February. Chin Lin has published the article, "The Role of Higher Education in Economic Development: An Empirical Study of a Taiwan Case," in the *Journal of Asian Economics*.

Charles Hobson, Ph.D., associate professor of management, has been notified that the article, co-authored with **Desila**

Rosetti, executive director of the *Center for Management Development and Linda Delunas, Ph.D., associate dean of *Nursing and Health Professions*, entitled, "Motivating Employee Commitment with Empathy and Support During Stressful Life Events," has been accepted and is in press in the *International Journal of Management*. The *Society for Human Resource Management* has published a white paper entitled, "Updating Company Sexual Harassment Programs Using Recent Behavioral Science Research," authored by Hobson, Rosetti, **Dawn Kesic**, and **Jennifer Guzewicz**, graduate and undergraduate program director for the *School of Business and Economics*.*

Bala Arshanapalli, Ph.D., Edmond d'Ouille, Ph.D., and **William Nelson, Ph.D.**, professor of finance, published the article, "A New Endowment Distribution Plan: How to Insure Current Spending while Growing the Fund Corpus," in the Spring 2004 issue of the *Journal of Wealth Management*. Arshanapalli also has an article entitled "Memory in World Stock Prices," in the forthcoming Winter 2004 edition of the *International Journal of Business*. Further, Arshanapalli, Nelson and T. Coggin, published an article entitled "Value Investing and the January Effect: Some More International Evidence," in the *Handbook of Equity Style Management*, 2003, 3rd Edition, John Wiley and Sons.

Subir Bandyopadhyay, Ph.D., associate professor of marketing, published an article entitled, "How to Manage Online Brands Successfully: Managers May Draw from traditional Brand Management Experience but It may not be Enough," in the *Contemporary Research in Marketing Journal*. His article, "Is Television Advertising Good for Children? Areas of Concern and Policy Implications," is featured in the promotional materials for the *International Journal of Advertising*. Bandyopadhyay co-authored this article with Gunprit Kindra, Ph.D., and Lavinia Sharp, Ph.D.

James Thomas, lecturer of accounting, published a paper, "Getting Personal with Today's College Students: The U4e of the Web in the College Selection Process," in the *AACRO College and University Journal*.



An Invitation to Learn

By Instructional Design Specialist
Emily Hixon, and Director of CETL
Charlotte Reed, Ed.D.

It's no secret that people are more motivated and productive when they are comfortable in their environment. Certainly this applies to student learning as well. As we begin a new academic year, we wanted to provide you with some suggestions for welcoming students to IU Northwest, and to encourage everyone who is part of IU Northwest's academic community to think about their role in inviting students to learn.

The theory of invitational education emphasizes the importance of a supportive and caring environment, and provides a structure for thinking about welcoming students to the campus and offering them an invitation to learn. This perspective recognizes the importance of taking an "invitational stance" when interacting with students. Underlying this "stance" are five key qualities of respect, trust, care, optimism and intentionality.

Respect: "People are valuable, able, and responsible and should be treated accordingly." Recognize and respect the unique qualities and situations of each student, and expect interactions to result in positive outcomes.

Trust: "Education is a cooperative, collaborative activity." Demonstrate "trustworthy patterns of interaction" by being reliable, genuine, truthful, and competent.

Care: "The process is the product in the making." Remember that means and ends are integrally linked and that you will not arrive at inviting ends through disinviting means. It has been said that "students don't care what you know until they know you care."

Optimism: "People possess untapped potential in all areas of human endeavor." This is "not a naive belief that good things will happen automatically," but a reminder to maintain high expectations, especially in challenging situations. Students will live up to or down to your expectations.

Intentionality: "Human potential can best be realized by places, policies,

processes, and programs specifically designed to invite development and by people who are personally and professionally inviting with themselves and others." Every invitation or disinvitation has the ability to help or harm, so it is imperative that people understand the power of invitations and consciously choose when and how to send them.

Invitational education suggests that we move beyond mindless civility to genuine caring where we intentionally strive to demonstrate these qualities in interactions with all persons. And, if we are to create a truly inviting atmosphere for students and colleagues, we must attend to more than our interactions with people. We must endeavor to apply these concepts to all aspects of the academic environment including: places, policies, programs, processes and people. In invitational education, these are referred to as the "Five P's."

People: "It is people who create and maintain positive patterns of interpersonal behavior," and these interactions must create a sense of acceptance and belonging for students and all who are part of IU Northwest's academic community. People, regardless of their role, can be either a lethal or beneficial presence by what they choose to say or do.

Places: "Places are powerful, and they can influence the performance and satisfaction of all who inhabit the school." The physical environment is the most visible aspect of IUN and will certainly influence students' first impressions. It's the little things, like comfortable seating and adequate lighting that can make a big difference in making students feel welcome.

Policies: "When policies are perceived as fair, inclusive, democratic, and respectful, they will have a positive effect on people's attitudes." Be sure that the policies surrounding your job function fit into this category and are being applied consistently — nothing is more frustrating to a student than getting contradictory answers from different individuals or departments about the same issues and circumstances.

Programs: "Programs can be formal or informal, curricular or extracurricular," and it is important that all programs "encourage students to see



themselves as lifelong learners capable of understanding matters of importance." Students should gain the ability to think critically and creatively in a variety of settings and circumstances.

Processes: "The final P, processes, addresses the feel and flavor of the other four factors and orchestrates them in a democratic manner." It is the sum of how we get things done in our academic community, like getting admitted to a program, changing a grade, getting a parking ticket dismissed, applying for financial aid, being advised or getting a new club started.

As another semester starts, take a moment to consider how you personally can incorporate these ideas into your work at IU Northwest. Think about how you can ensure respect for individual uniqueness, encourage a cooperative spirit, create a sense of belonging, contribute to a pleasing habitat and maintain positive expectations. It's easy to see how a little extra effort could go a long way!

Faculty can also learn more about invitational education and how to incorporate it into their teaching at a CETL-sponsored workshop entitled "What is an Inviting Professor?" to be held on Thursday, Sept. 9 from 1-3 p.m. or Wednesday, Sept. 15 from 1-3 p.m. If you are interested in attending, please register at the CETL Web site.

The quotations in this article were taken from Phi Delta Kappa Fastback No. 488 encapsulating the tenets of Invitational Education by William Watson Purkey and John M. Novak. Copies of this publication can be obtained from the Center for Excellence in Teaching and Learning.

Upcoming CETL Events

ERIS Workshop

Wednesday, Aug. 25
10:30 – 11 a.m. OR 2 – 2:30 p.m.

In this session, you will learn how you can utilize IU Northwest's Electronic Reserves Information System to make reserve class material available to students electronically. ERIS and the library staff make it quick and easy for you to post documents in a secured online environment so students don't have to make a trip to the library to copy reserve materials...and they take care of the copyright issues! This session will be facilitated by a member of the library staff.

Introduction to Oncourse

Thursday, Aug. 26
10 – 11 a.m. OR
Wednesday, September 1
2 – 3 p.m.

In this session, you will learn about the features of Oncourse, Indiana University's online course management system, and how you can use Oncourse to enhance your course and save time for yourself and your students. This session will be facilitated by Emily Hixon, CETL instructional design specialist.

(Note: This session is intended for faculty members who are new to using Oncourse. If you are already using Oncourse and have specific questions or want to know about the advanced features of Oncourse, please contact CETL to schedule an individual consultation.)

What is an Inviting Professor?

Thursday, Sept. 9
1 – 3 p.m. OR
Wednesday, Sept. 15
1 – 3 p.m.

In this interactive workshop, you will learn about the central tenets of invitational education, including how to teach from an inviting stance, know your level of functioning, and extend the theory to four areas of practice. You are cordially invited to attend this session facilitated by Charlotte Reed, Ed.D., CETL executive director and international trainer for the International Alliance for Invitational Education.

Teleconference: Classroom Strategies for Adjunct Faculty

Thursday, Sept. 16
1:30 – 3 p.m.

This live teleconference will provide teaching tips to assist part-time faculty in promoting student learning. The teleconference will also be available on-demand via the Internet for six days following the live broadcast – please contact CETL for access information. A tape of the session will also be available for check-out from CETL.

Brown Bag: Addressing Diversity

Tuesday, Sept. 28
12:30 – 2 p.m.

Bring your lunch and join your colleagues in an informal Brown Bag Discussion related to the topic of "Addressing Diversity." Director of Diversity & Equity Ken Coopwood, Ph.D., will assist in the facilitation of the session.

For more information, please visit:

<http://www.iun.edu/~cctl/services/workshops.shtml>

Resource Spotlight:

Successful Beginnings for College Teaching

This book addresses classroom management, first-day activities, creating a welcoming atmosphere, promoting student participation, dealing with incivility, and wrapping up the semester.

Tips from this book:

- Consider using an icebreaker activity during the first class meeting to get students comfortable in the classroom and with one another. Several icebreaker activities are described on pages 35-53.
- To help build rapport and connect with your students, "use your students' names in class in ways that will boost their self-esteem" (p. 66).
- Teach students to do well in your course by discussing appropriate study habits and other strategies that are necessary for success in your course. Although it may seem that you don't have time to address this issue in addition to class content, the payoff will be worth the time you invest (p. 15-16).
- Make your lectures more interactive by starting with an interesting story/anecdote, using plenty of examples, and building in opportunities for students to respond to questions or provide examples. Additional tips for creating an interactive lecture are found on pages 75-79.

For more tips, stop by CETL to borrow this book!

McGlynn, A. P. (2001). *Successful Beginnings for College Teaching*. Madison, Wis.: Atwood Publishing.

Contact Us:

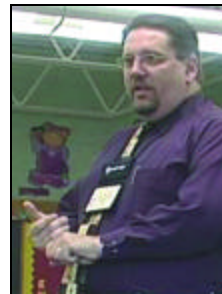


Center for Excellence in
Teaching and Learning
IU Northwest
3400 Broadway
Library, 332B
Gary, IN 46408
phone: (219) 980-6755
fax: (219) 980-6762
email: cctl@iun.edu

www.iun.edu/~cctl

Faculty Spotlight:

Jon Becker



After teaching high school for eight years, Jon Becker, an IU Northwest alumnus (B.S. and M.S. in Mathematics Education), rejoined IU Northwest's academic community as an adjunct faculty member in 1992. He is currently a Senior Lecturer and the Director of Developmental

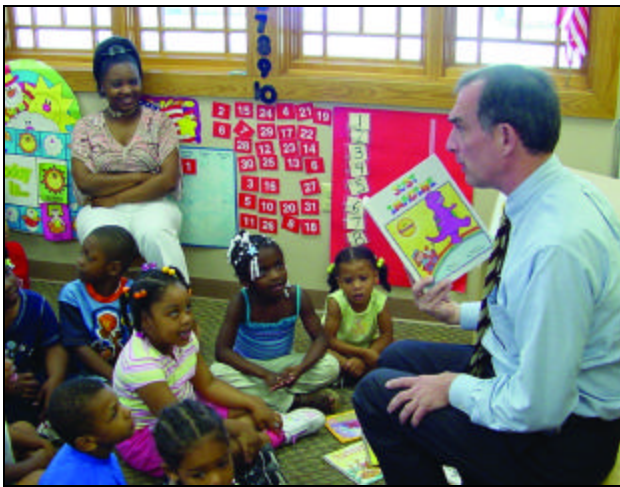
Mathematics in the Department of Mathematics and Actuarial Science, and serves as the Liaison between the College of Arts and Sciences and regional high schools.

Becker's dedication to his students is evident in his approach to teaching. He states, "I find that students work and learn more effectively in an environment where they believe that the instructor genuinely values them and cares about their success." He learns each student's name early in the semester and makes himself available to students outside of class, recognizing that being an effective math instructor also requires him "to help the student develop as an individual."

While acknowledging that every student has the ability to learn, Becker also recognizes that students learn differently and that it is his "responsibility to find the method which best meets the needs of each individual." He understands that math is often a dreaded subject for students and works to create and maintain a non-intimidating learning environment where his enthusiasm and passion for his subject come through in his teaching.

Becker has received numerous awards and recognitions for his teaching including the Founder's Day Teaching Award (2001), the Trustee's Teaching Award (2002, 2004), and FACET (2002). He is active within the Center for Excellence in Teaching and Learning, where he regularly attends and presents at workshops and is a member of the Steering Committee. He considers himself a lifelong learner and states, "I will continue to grow and learn so that I will be a better teacher tomorrow than I am today."

Around Campus



Congressman Pete Visclosky, D-Ind., read to children at the IU Northwest Child Care Center on Thursday, July 1. The Child Care Center offers three state-of-the-art multi-purpose classrooms that are specifically designed for children 3 to 12-years-old. With a staff trained and experienced in childcare, the center offers developmentally appropriate educational activities and games.

It was at least 80 degrees and sunny on the day that Rory McMahan dressed head-to-toe in an authentic Civil War soldier's uniform for the Kid's College history course "Meet the Fathers." Using props sold from high school theatres and the Internet, he brought history to life in his class. More than 600 children between the ages of seven and 16 participated in Kids College, which was held in two three-week sessions.



Calendar of Events

Diversity Landmark Celebration

Monday, Aug. 30
1 p.m. to 3 p.m.

Annual Campus Picnic

Friday, Sept. 24
Time TBA

Campus Convocation

Friday, Sept. 23
Time TBA

Fall Classes Begin

Saturday, Aug. 28

Announce your campus event!

Send info to:
Sycamore Hall, Rm. 203
newsnw@iun.edu

Northwest NEWS Staff

Editor in Chief

Michelle Searer
OMC Director
980-6686; msearer@iun.edu

Managing Editor

Kim Kintz
OMC Assistant
980-6802; kkintz@iun.edu

Creative Director

Ryan Shelton
OMC Specialist
981-4279; rydshelt@iun.edu

Copy Assistant

Kristie Gilmore
University Advancement Secretary
980-6800; krlgilm@iun.edu

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OMC
Sycamore Hall, Rm. 203
newsnw@iun.edu
980-6685
fax: 981-4244 or
download submission form at:
www.iun.edu/~marcom or
www.iun.edu/~newsnw