



Quality Education. Lifetime Opportunities.

Northwest NEWS

October 2004

A monthly newsletter for IU Northwest faculty and staff

The new home for Strategic Plan Update!

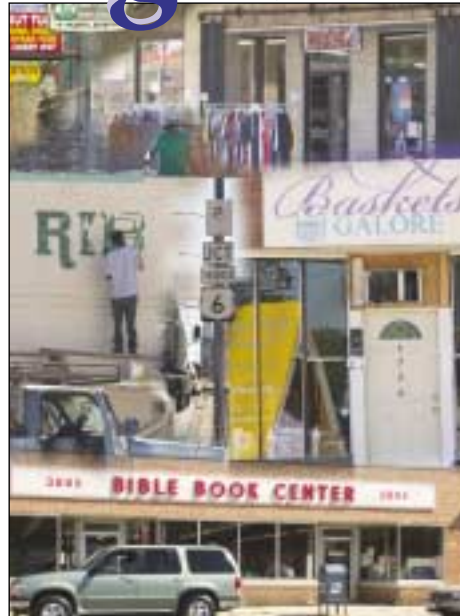
See pgs.4-5

Meet the neighbors

The stretch of Broadway Avenue from the south edge of the city heading north to our campus is the face of the Glen Park community. Along that drive, many changes have taken place. Buildings are coming down, going up, changing owners and adding storefronts. Our backyard is a myriad of service and retail possibilities. Dry cleaning, books, music, gift baskets, clothing, filling prescriptions, banking and getting lunch are all available to us each day.

Some of these stores have been there for years, but many are relatively new. Spurred by the excitement generated by community and university initiatives, these small business owners are banding together to help their businesses and their community grow. Many of them belong to the revitalized Glen Park Merchants Association. For a small annual fee, based on the number of employees, members meet monthly to discuss and participate in activities that unite and promote their businesses.

One advantage for members of the Glen Park Merchants Association is a connection to our university. The School of Business and Economics, along with numerous other schools, departments and individuals on campus, has played an active role in creating services, workshops and activities for the benefit of these businesses. One such activity is the inaugural Vendor Fair, which will take place on



Several business from along the Broadway strip will be showcased at the Vendor Fair on Wednesday, Oct. 13 from 11 a.m. to 3 p.m. in the Moraine Student Center.

Wednesday, Oct. 13 from 11 a.m. to 3 p.m. in the Moraine Student Center.

Students, staff and faculty will have the opportunity to visit numerous noteworthy businesses without leaving the campus. Each vendor will have a table to showcase their products. The Service Core of Retired Executives and some student groups will also have representatives at the fair.

This is your opportunity to meet these business owners who are excited to be in partnership with IU Northwest. This enthusiasm was expressed in a meeting on campus with the Students

in Free Enterprise group, a program that involves students in educational projects in the local community to provide services related to business. SIFE is creating a Web site for the merchants association and individual members. In the upcoming year they plan to provide additional marketing and organizational assistance.

A small business owner present at the meeting spoke out and said that he and his peers want to belong to the larger campus community, creating a safe atmosphere for students, staff and faculty to linger and shop in the area.

Yvette Irons-Johnson, treasurer for the Glen Park Merchants Association and assistant vice president of the Cleveland branch of Bank Calumet, agrees with this sentiment.

"There is so much this university can do for the merchants. And so much we can provide to the community. We all help each other out and are working towards creating one better community that is safe and thriving," Irons-Johnson said. "There is no need to travel outside the city when everything you could possibly need is right here."

Dean of the School of Business and Economics Anna Rominger says that is how economic development begins: by taking care of your own.

"They are very small, but are making it. The Vendor Fair is a way to show our support of these business owners," Rominger said.

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Career Services adds team member

On Sept. 13 the Office of Career Services hosted an Open House, welcoming several employers and members of the IU Northwest community. Director Katheryne Pavey also used this event to showcase the newest members of their team: Nita Joselyn and Mara Brie Deckter. Pavey said the Open House had a positive turnout and she is excited to be have the office operating at full capacity.

Career Services staff from left: Nita Joselyn, secretary; Sharese Dudley, career counselor and internship coordinator; Katheryne Pavey, Ph.D., director; and Mara Brie Deckter, career counselor.



Faculty awarded tenure



A recent luncheon celebrated the latest faculty to earn promotion and tenure. This year's honorees to receive tenure were Associate Professor of Marketing in the School of Business and Economics Subir Bandyopadhyay Ph.D., and Associate Professor of Public and Environmental Affairs Karen Evans, Ph.D.

Welcome back!

With the last vestiges of summer now behind us, once again the campus is alive and buzzing with students, faculty and staff who are looking forward to yet another year of fun, friendship, and educational growth.

Get a Student Life week, held Sept. 13-16, kicked off the school year to get everyone back in the swing of things. The university is enjoying record enrollment, an increase in course offerings and has welcomed new faculty members who will enrich the diverse environment for

which IU Northwest is known. The new medical professional building is now open for classes and construction of the new sculpture garden has already begun.

IU Northwest is attracting the best and brightest that the north-west Indiana region has to offer in terms of students, educators and community partnerships. So here's to another year of academic excellence, the prospect of shaping young minds and a chance to open doors of opportunity for our students.



ABSO and UPS hosted their annual BBQ during Get a Student Life week. A rock band provided entertainment for the rows of students and employees gathered outside.

Grant helps nursing students defray costs

IU Northwest was awarded a \$16,000 grant from Area Health Education Centers, an organization that looks to educate and recruit health care professionals to work in underserved areas. Linda Delunas, Ph.D., associate dean and professor, says the grant will be used to defray some extra costs of attending the School of Nursing.

"Our students are hit with so many additional fees after paying tuition, and it can be a terrible financial burden for them," Delunas said. "We plan to use the very generous grant to purchase stethoscopes, nurse pack supplies, and skills lab supplies for our incoming students."

Lynn Olszewsik, interim director of the Northwest Indiana AHEC, says IU Northwest is a good match for the organization's mission. "We are excited to have the opportunity to partner with IU Northwest School of Nursing with its diverse population," Olszewsik explained. "We want to establish a relationship with the incoming students and build on that connection over time. The objective is to raise awareness of unmet healthcare needs in our surrounding communities, urban and rural, and encourage future professionals to consider ways they can make a difference."

Notes of Distinction

Ken Coopwood, Ph.D., director of Equity and Diversity, completed the Community Leadership Program offered by Leadership Northwest Indiana. Participants engage in a year-long commitment where they are exposed to the challenging issues that face northwest Indiana as they connect with key leaders and decision makers in the region. Coopwood joined 30 diverse individuals from business, government and non-profits. **Charlotte Reed, Ed.D.**, associate professor of education and director of the Center for Excellence in Teaching and Learning, is participating in the 2004-05 program.

Keith Kirkpatrick, executive director for the Institute for Innovative Leadership, has additionally been named Executive Director for Leadership Northwest Indiana. The institute and LNI began collaboration two years ago. Through the arrangement the institute provided support to LNI and opened enrollment into its leadership skill building workshop series for LNI alumni and participants. Under the new agreement, the Institute will assume operation of LNI and its programs.

Assistant Professor of Philosophy **Gianluca Di Muzio, Ph.D.**, has been invited to spend the Academic Year 2004-2005 at the University of Virginia, where he will teach undergraduate and graduate courses in ancient philosophy.

William K. Buckley, Ph.D., professor of English, has published a chapbook of poems entitled *Lost Heartlands Found* (Cleveland, Ohio: Pudding House Press, 2004). The book describes life in Lake County, Ind. in words and drawings.

Nancy Coffman-Kadish, clinical assistant professor the clinical coordinator of the Health Information Technology Program in the School of Nursing and Health Professions, recently published an Instructor's Resource Guide to accompany the text, "Medical Terminology: A Living Language."

Ana Osan, Ph.D., assistant professor of Spanish, was selected to participate in "Five Major Odes," a National Humanities Center Summer Institute in Literary Studies. The program ran from July 11 through 16, 2004, at the

Center in Research Triangle Park, N.C., and was led by poet and critic, **Susan Stewart, Ph.D.**, of Princeton University. To celebrate the 100th anniversary of Pablo Neruda's birth, Osan presented a critical analysis of his book, *Elementary Odes*, along with her translation of two of these odes.

Desila Rosetti, executive director for the Center of Management Development in the School of Business and Economics, received the Empowerment Zone Community Business Service Award at the Northwest Indiana Minority Business Opportunity Committee luncheon at the South Shore Events Center, Buffington Harbor, in September.

SPEA Professor Emeritus **George Roberts, Ph.D.**, received the prestigious Sagamore of the Wabash for his contributions to the Hoosier heritage. Roberts gained acclaim for his skills in the classroom and his abilities as an observer of the political scene. State Rep. **Bob Kuzman** (D-Crown Point) presented the award from Gov. **Joe Kernan** to Roberts during a brief ceremony in the Library Conference Center. The Sagamore of the Wabash award is the highest award that can be bestowed by the governor of Indiana. It is a personal tribute given to those who have rendered a distinguished service to the state.

Associate Professor of Sociology **Tanice Foltz, Ph.D.**, organized and convened the session, "The Role of Music in Spiritual Ritual and Healing," for the Association of the Sociology of Religion annual meeting and presented a paper, "Women's Drumming, Spirituality and Healing." She also served as discussant for a session on pagan ethics at the same meetings in San Francisco, Cali., Aug. 13-15. Foltz also mentored students from her spring Women and Crime class to revise and present their papers in a gender session that she will convene for the Indiana Academy of Social Science meeting on Oct. 15 at Butler University in Indianapolis. **Julie Campbell** will speak on "Women and Corporate Deviance" and **Pamela Key** will be presenting her paper on "Women in Prison: The Effects their Families."

Two IU labor studies professors, **Ruth Needleman, Ph.D.**, IUN, and **William**

Mello, Ph.D., from IU Kokomo, were the only Americans at the conference who presented papers as part of a main panel at the World Forum on Education in Porto Alegre, Brazil. Invited to participate by the Central Confederation of Unions in Brazil, Mello outlined how workers acquired university access through the labor studies program and Needleman outlined the efforts to customize education for working adults through Swingshift College. Also, at the "Eleventh International Literacy and Education Research Network Conference on Learning" held in Havana, Cuba, June 27 through 30, labor studies student and alumnus Charlie Brooks joined Needleman in providing an hour-long workshop on Swingshift College and its student-centered, experience-based educational approach. In addition, Needleman had a new article published this summer in the *New Labor Forum* journal on "Going Back to School: What Union Education Should Be About."

Welcome new faculty: **Regina Jones, Ph.D.**, visiting assistant professor of minority studies; **Sara Linton, Ph.D.**, associate professor of accounting; **Erin Argyilan**, lecturer of geosciences; **Taylor Lake, Ph.D.**, assistant professor of communication; **Katherine Arfken**, assistant professor of theatre/scene design; **Gayla S. Domke, Ph.D.**, visiting associate professor of mathematics; **Joanne Scalzitti, Ph.D.**, assistant professor of biology; **Rachael Molenhouse**, lecturer of allied health Sciences, **Manoj Padasani, Ph.D.**, assistant professor of social work; **Jerry Pierce**, lecturer of history; **Judith Longfield**, lecturer in the School of Education.

Lori Montalbano-Phelps, Ph.D., assistant professor of communication, had two short articles published in the following book: *Quick Hits for New Faculty*, Lucal, B, R. Morgan, B. Orr, S. Hamilton (Eds). Indiana University Press, (2004). The title of the articles are, "Is There a Mentor in the House?" and "Reflect, Refine, Refresh."

Emily Hixon, instructional design specialist for the Center for Excellence in Teaching and Learning, presented a workshop entitled, "Teaching Online: Is it Really That Different?" at a Purdue University Calumet Faculty Club luncheon on Sept. 8.



Strategic Plan UPDATE

October 2004 to achieve our Shared Vision

University extends offerings to Newton County

By Alisha Throckmartin

The Outcome 8 objective set out to implement IU Northwest programs in Newton County. After speaking to local leaders and citizens, it was determined that the residents of Newton County desired services directed at returning adults and transitional students.

To that end, IU Northwest, in conjunction with Newton and Jasper Counties Lifelong Learning Network, began offering non-credit courses in Newton County on Sept. 21. The first class offered by IU Northwest was a Digital Photography workshop. With 10 students attending, instructors were able to interact with students for a hands-on classroom experience using computers and digital cameras. One of the objectives of the program is, according to Robert Lovely, Ph.D., Outcome 8 committee member and associate dean of the School of Continuing Studies, "Taking people from where they are... to gauge the class that incorporates everyone's skill level."

The committee, which meets regularly, has also elected to hold credit courses beginning Oct. 26 with a College of Arts and Sciences S104 Freshman Seminar class and a non-credit class on how to use eBay, an online auction and retail Web site, on Nov. 6. Lovely was encouraged by the progress made so far, and feels that future growth in the project can be sustained by eventually adding new courses, materials and new technology.

Jeff Lorber, Ed.D., vice chancellor of university advancement, is the Outcome 8 sponsor and believes that with a new public facility being built in Morocco, people who otherwise would not have access to college courses will now have the opportunity to continue the learning process, but closer to home. With IU Northwest serving the seven-county northwest Indiana region, accessibility to classrooms and instructors is limited for some who live far from the campus or who work too late to make it to the cam-

pus for class, but still desire to continue their education. This is an obstacle that all commuter campuses face, but one which the Shared Vision hopes to, at the least, alleviate for some students. "We have made it of paramount importance that the outreach has...academic service to each county in the region," Lorber said.

With that concept in mind, Outcome 8 members will begin this fall conducting needs assessment focus groups in Starke
See offerings, page 5



Outcome 8 Sponsor Jeff Lorber, Ed.D., meets with some committee members. This cabinet was instrumental in conducting needs assessments and developing course offerings in Newton County. This fall the group will begin to research in Starke County. Members from left are: Lorber, Dan Lowery, Ph.D., T.J. Stoops, Lori Montalbano-Phelps, Ph.D., and Carrie Greer.

Offerings

Continued from page 4

County to evaluate the academic needs and desires of the citizens there. Next, they will determine what programs they can offer in Starke County to those residents. The committee hopes to see services in that region by next spring or fall and will be continually working on the development of that program in Starke County. Even though this initiative is still in the early phases, there is much work being done to see the plan to fruition. "Progress doesn't necessarily mean that a class is going on today,"

Lovely said, "The groundwork is being laid now. This is progress."

Achieving the goals set by the committee entails the cooperation of other individuals, groups and institutions outside of the university. IU Northwest has worked diligently with the Lifelong Learning Network, Purdue University Extension Services, county officials and residents to ensure that prospective students' needs are identified and that the university can

act promptly to meet those needs.

The Shared Vision foresees, along with other sustainable objectives, cultivating the northwest Indiana region's vitality, cultural discovery and continued commitment to education. The nine outcomes envisioned by the Shared Vision initiative will work together for years to come in an effort to see that the objectives set forth by Chancellor Bergland and his Cabinet are realized.

"We have made it of paramount importance that the outreach has...academic service to each county in the region," Lorber said.

The Shared Vision of Indiana University Northwest

We, the students, faculty, staff, and alumni of IUN, take pride in our unique identity as Indiana University serving the seven-county region of northwest Indiana.

As a student-centered campus, we commit ourselves to academic excellence characterized by a love of ideas and achievement in learning, discovery, creativity, and engagement.

Because we value the complete richness of the human family, we embrace diversity in all its facets and aspire to the full nobility of our shared humanity.

We interact in caring and competent ways to support individual and community aspirations and growth.

We honor and value the contributions of all our members.

We promote well-being through an attractive and convenient environment conducive to learning. Our graduates are prepared for life-long learning, ethical practices, successful careers, and effective citizenship.

Indiana University Northwest collaborates and cooperates with other educational institutions, external partners, and the surrounding communities to enhance our overall quality of life.



Photo provided by Jon Benchik

On Sept. 21, 10 students attended the first non-credit course offered by IU Northwest in conjunction with the Newton and Jasper Counties Lifelong Learning Network. The course was a digital photography workshop. The small class size allowed instructors an opportunity to interact with students for a hands-on classroom experience using computers and digital cameras.

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Reaching Commuter Students

By Emily Hixon,
Instructional Design Specialist

It's easy to describe the "typical" undergraduate student at an institution like IU Bloomington. He or she is likely between 17 and 22 years of age, goes to school full-time, works part-time (if at all), lives on campus or very nearby and takes most of his/her classes during the day.

It is far more difficult to describe a "typical" undergraduate student at IU Northwest. Some of our students are "college age," but others are older and many have children. About half our students attend college full-time, while the other half-attend part-time. Some of our students do not work, but many work part-time, full-time or hold down numerous jobs. None of our students live on-campus, but some live relatively close by while others commute quite a distance. Many of our students take classes during the day, but most take at least some of their classes in the evenings, perhaps at off-campus instructional sites.

Even with the diversity of our student body, they all have one thing in common...they are all commuter students; and, according to B. Jacoby in a 1989 report entitled, *The commuter as student: Developing a comprehensive institutional response*, "the fact that they commute to college profoundly influences the nature of their educational experience" (p. 4). Jacoby also identifies some common needs and concerns shared by commuter students, including (p. 5-7):

- **Transportation Issues:** This may include concerns about parking, traffic, inclement weather, maintaining a car, transportation costs, arranging for transportation, etc. Taking transportation issues into consideration, our students may schedule classes in blocks and spend little additional time on campus.
- **Multiple Life Roles:** Although being a student is demanding, it is only one of our students' many important and demanding life roles. Our students are also spouses, parents, children, siblings, friends, employees, co-workers, community members, heads-of-households, caregivers, etc. Having these various responsibilities in addition to completing their education leads our students to choose their campus involvements carefully.
- **Integrating Support Systems:** Our students' primary support network likely exists off-campus and may include parents, siblings, spouses, friends, co-workers, etc. Students must continually renegotiate priorities and time requirements

to ensure that all areas of their life are being adequately supported. For our many students who are first-generation college students, gaining support for their education may be more difficult if individuals within their support network are not familiar with the challenges and opportunities of college.

- **Developing a Sense of Belonging:** Since our students likely have an established support network outside of the university and may spend relatively little of their "free" time on campus, they may lack a sense of belonging on campus. Students who don't feel connected to the institution will have a different collegiate experience than students who develop personal relationships and feel a sense of belonging.

It is important for faculty and staff at IU Northwest to recognize the challenges and opportunities associated with these issues related to our students-as-commuters. T.J. Stoops, director of the Occupational Development Program which provides tutoring and other services to students, recognizes the importance of helping students develop a sense of belonging on campus. She emphasizes that students need a person and/or place on campus to identify with, somewhere they can feel "at home." She says, "When I was a student here, I also worked on campus and that provided me with a connection that I am sure helped me succeed in my classes." Stoops works hard to create a welcoming atmosphere for students. She has learned that even the little things like having some extra pens and pencils around in case a student doesn't have one, keeping a supply of gum and coffee on-hand for tired students who may be coming to class after a hard day's work, or having a water cooler that also has hot water for students to make a hot beverage or a quick meal, go a long way with students. She emphasizes, "If we can get them hooked in that first year, then we've got them."

Paul Blohm, Ph.D., professor of education, also recognizes the importance of helping students develop a sense of belonging. He has been pleased to notice that students have been "hanging out" more on campus in the last few years. He notes that the tables placed outside around the grounds are serving as meeting places for students, and that Moraine Student Center is being used more, especially since the Office of Career Services moved there.

While acknowledging the importance of feeling connected to campus, Patricia Hicks-Hosch, Ph.D., director of Student Support Services, points out that, "For students who are commuters, one benefit is that they still

have the support they grew up with in contrast to students who go away to school." She emphasizes that, "When you're at a commuter school, you have some advantages with regard to not having your life disrupted in the same way. You can still maintain your same friendships, your job and you won't miss your dog."

Blohm agrees, adding that one of the university's greatest strengths is the fact that we are able to offer a high-quality, Big Ten education to people of Northwest Indiana who otherwise may not be able to get a college education.

The fact that IU Northwest is a commuter campus serving a diverse region presents opportunities for enhanced learning. Hicks-Hosch says, "One of the main opportunities for IU Northwest students and professors is related to the high level of diversity in the classroom. The opportunity to teach and interact with returning adult students (who bring a lot of life experience into the classroom) enhances the educational experience for all." While students may struggle to negotiate their many life roles and integrate their support networks, faculty can build upon the diversity of our student body and help students understand how their vast life experiences can enhance their educational experience.

Faculty are invited to join Patricia Hicks-Hosch, Ph.D., in an informal Brown Bag Discussion about teaching at a commuter campus. The CETL-sponsored session will be held on Thursday, Oct. 14 from 12:30 – 2 p.m. If you are interested in attending, please register at the CETL Web site.

Upcoming CETL Events

To register, please visit: <http://www.iun.edu/~cetl/services/workshops.shtml>

Oncourse Training

Monday, Oct. 4
9:30 a.m. – 3:30 p.m.

9:30 – 11:00 a.m. *In Touch Tools*

Learn about the various communication tools within Oncourse including Course Mail, Discussion Forums, Chat Rooms, Drop Boxes, and Group Spaces.

Noon– 1:30 p.m. *Gradebooks*

Learn how to use Oncourse to manage your students' grades and allow your students to monitor their progress 24/7.

2:00 – 3:30 p.m. *Oncourse Assessment Manager* (information session) The NEW Oncourse Assessment Manager will be replacing the current Test & Survey tool. Learn about the features of the new Assessment Manager and participate in a question/answer session.

Student Evaluation of Online Teaching

Wednesday, Oct. 13
Noon – 12:50 p.m.

In this session, presenters Saxon Reasons, Ph.D., and Charles Harrington, Ph.D., University of Southern Indiana, will describe the USI's pilot project supporting online evaluation for distance education courses, outline the early successes and challenges thus far, plans for the future, and provide recommendations for institutions facing similar challenges.

Brown Bag: Teaching at a Commuter Campus

Thursday, Oct. 14
12:30 – 2 p.m.

Teaching at a commuter campus presents faculty with some unique challenges, but also a wealth of opportunities. Bring your

lunch and join your colleagues in an informal Brown Bag Discussion related to the topic of "Teaching at a Commuter Campus." Patricia Hicks-Hosch, Ph.D., director of Student Support Services and an adjunct professor of minority studies, will assist in the facilitation of this session.

Outlook Tips & Tricks – Basic

Monday, Oct. 18, 10 – 11 a.m. **OR**
Tuesday, Oct. 19, 2 – 3 p.m.

Learn some tips and tricks of Microsoft Outlook to help you manage your e-mail. Topics that will be addressed include:

- Creating and using folders
- Deleting old mail messages
- Creating contacts and distribution lists
- Using IU's SPAM blocking tool

This session will be facilitated by Carol Wood, Ph.D., director of technical services.

Teaching Tips Roundtables & Poster Sessions

Wednesday, Oct. 20
Noon-1:30 p.m.

Bring your lunch, choose a topic of one of the roundtables or poster sessions and join your colleagues in a discussion of what has worked especially well for them in the classroom. Examples of roundtables include: how to use the Web for presenting classroom content and for improving communication between students and with the professor, and how research projects and papers can involve library databases and other electronic fulltext resources that in the process increase students' critical thinking skills and add diversity of viewpoints into the course. This session is co-sponsored by the Faculty Development Committee and CETL.



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Faculty Spotlight:

Ana Osan, Ph.D.



When Ana Osan, Ph.D., was a student at IU Northwest pursuing three majors, she wasn't sure what career she wanted to follow. It was her teachers and mentors who helped her realize her passion for learning and helping others learn. Inspired and

encouraged by her professors at IU Northwest, including the late Inma Myers, Ph.D., and Angeline Komenich, Ph.D., Osan attended graduate school at the University of Chicago and is now in her eighth year of teaching at the university, as an assistant professor of Spanish.

Remembering what it was like to be a "non-traditional" college student, Osan recognizes that many of her students are juggling numerous responsibilities including work, family, and school. She says, "This is a commuter campus, and I keep that very much in mind." Osan believes that faculty members need to be empathetic with their students and acknowledge that a student's personal life can impact the learning process. She states, "I have adopted a very flexible stance, but that doesn't mean that I compromise my standards." Osan doesn't accept laziness and reminds her students at the beginning of the semester that while she is there to help them learn, they have to put forth the effort.

In 2003, Osan received both the Founder's Day Teaching Award and the Trustees Teaching Award in recognition of her dedication to exemplary teaching. Her passion for teaching is evident, and is reflected in a comment she made about a recent student. As she shared how one of her students will be attending graduate school after completing her Bachelor's degree while working full-time and being a single parent, she affectionately said, "I am very proud of her." Osan is active within the Center for Excellence in Teaching and Learning where she continues to develop her skills as a teacher and share what she has learned about teaching with others.

Resource Spotlight:

Learner-Centered Teaching: Five Key Changes to Practice

This book addresses what changes when teaching is learner-centered and how to implement a learner-centered approach.

Tips from this book:

- Instead of covering content, use content to develop a knowledge base, develop learning skills, and create learner awareness. To make these changes, utilize "active learning strategies that allow students firsthand experience with the content" (p. 52).
- While there are times when it is important for you to do learning tasks (e.g., organizing content, generative examples, asking questions, answering questions, summarizing discussion, solving problems), try doing these activities less frequently and allowing students to complete such tasks. (p. 82).
- Help students see that learning matters more than grades by focusing on learning processes, reducing the stress and anxiety associated with evaluations, and incorporating more formative feedback (p. 125-130).
- When moving toward a more learner-centered approach, be open and honest with students about how your approach may be different from what they are used to, and don't assume that anything is obvious (p. 157).

For more tips on these topics and others, stop by CETL to borrow this book!

Weimer, M. (2002). *Learner-Centered Teaching: Five Key Changes to Practice*. San Francisco: Jossey-Bass.

INDIANA UNIVERSITY NORTHWEST
cordially invites you to an evening of fine wines,
hors d'oeuvres, desserts and entertainment.

19th Annual



Gala
A Celebration of
**Art &
Education**

Wednesday, October 20, 2004

6:00 to 10:00 p.m. Avalon Manor 3550 East Highway 30 Merrillville, Indiana

Business Attire

Proceeds raised will support IU Northwest Scholarships & the IU Northwest Sculpture Garden

RESERVATIONS \$150 Each / RSVP by October 12, 2004

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