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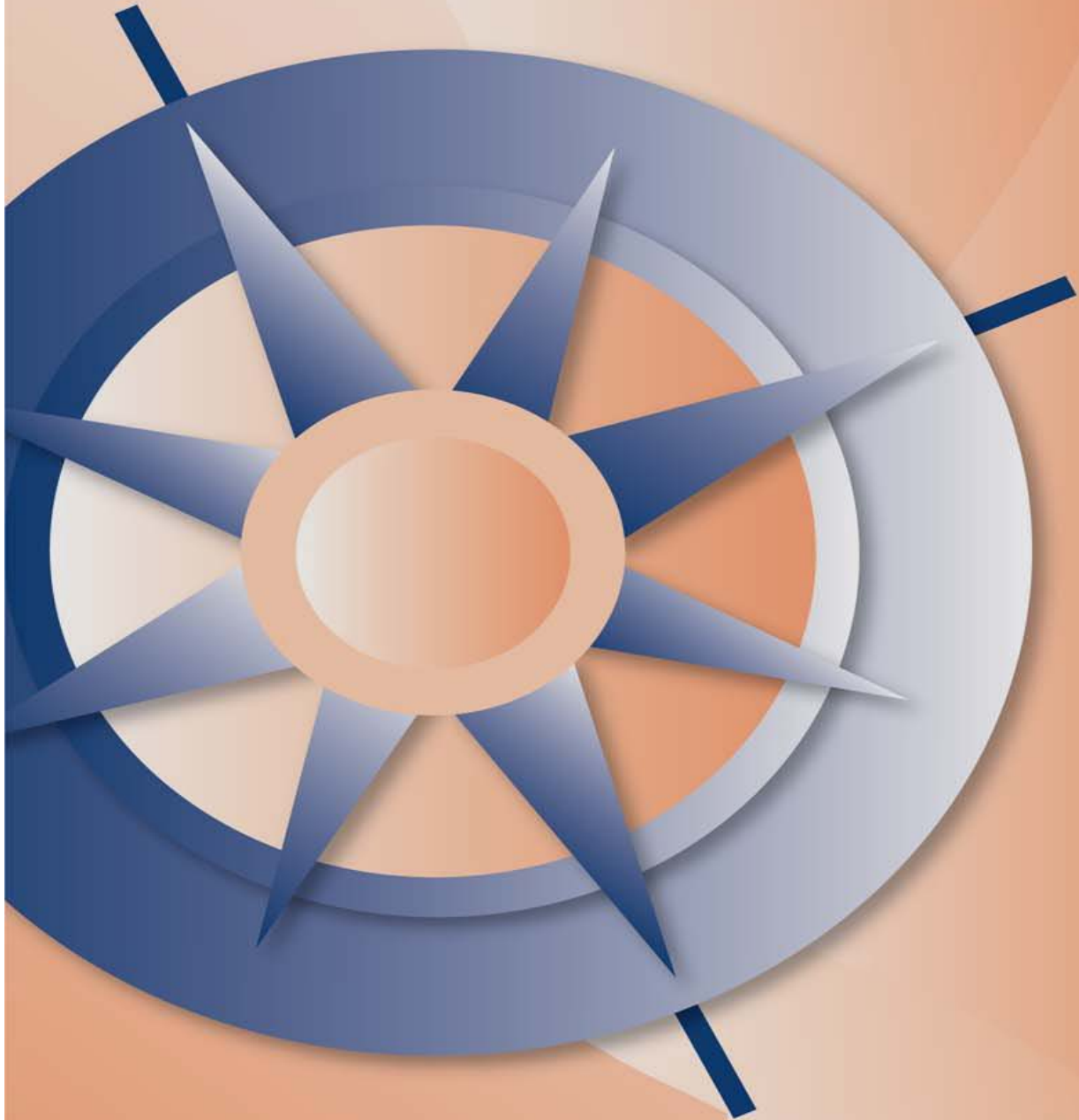
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COLLEGE of EDUCATION and
HEALTH PROFESSIONS



UNIVERSITY of ARKANSAS

Our Cover: A Banner for Explorers

A new banner was carried into the commencement hall in May 2003. This emblem of the college uses the traditional regalia colors of dark blue for graduate studies, light blue for education, apricot for nursing, and white for teaching. The compass evokes the world, the sense of exploration and discovery fostered by the college, and guidance toward goals. As a banner, it represents a college of forward-looking individuals who encounter the world's challenges with the open minds of explorers and who guide generations of students to embark on their own journeys.

College of Education and Health Professions

University of Arkansas

Annual Report

Fiscal Year 2004

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College of Education and Health Professions

University of Arkansas

Annual Report

Fiscal Year 2004

August 15, 2004

Dean
Reed Greenwood

Associate Deans

John Murry, Associate Dean for Administration
Betsy Orr, Associate Dean for Academic Affairs

Department Heads and Directors

Roy Farley, Educational Leadership, Counseling and Foundations
Barbara Hinton, Rehabilitation, Human Resources, and Communication Disorders
Sharon Hunt, Health Science, Kinesiology, Recreation and Dance
Tom Kippenbrock, Director, Eleanor Mann School of Nursing
Tom Smith, Curriculum and Instruction

A Message from Dean Greenwood.....

In the pages that follow you will find a report of the great work completed by the College of Education and Health Professions over the past year.

Our faculty, staff and students used their time and resources wisely in doing our part toward the fulfillment of Chancellor John White's vision of transforming the University of Arkansas into a nationally competitive, student-centered research university serving Arkansas and the world.

During this exciting year, our faculty, staff and students brought about:

- Exceptional teaching for a student body that numbers over 2300 and includes programs as diverse as teaching and nursing.
- Great success in our pursuit of excellence in research, as our faculty garnered substantial grants to enable work that will improve the lives of Arkansans and others throughout the world.
- Publication of hundreds of scholarly works and proceedings.
- Delivery of presentations, workshops, and professional development programs in many states and a number of foreign countries.
- Excellent public service to our community, state, nation, and the world.
- Comprehensive intramural and recreational sports programming for the entire campus.

We received excellent support from the administration of the University, from our colleagues in other colleges of the University, and from benefactors who generously became or continued as our partners in research, teaching, and service.

We remain committed to our mission of enhancing the quality of lives of the citizens of Arkansas, the nation and the world through the development of scholar-practitioners in education, health and human services through regionally and nationally accredited programs.

And we remind ourselves daily of the trust placed in us as an institution *where we are preparing the professionals who touch peoples' lives every day.*

Reed Greenwood
Dean



I. Accomplishments Impacting the College, Campus and the State

The College of Education and Health Professions devoted fiscal year 2004 to pursuing the vision of the college to become a “nationally competitive, student-centered research college serving Arkansas and the world.” This vision closely parallels the vision of Chancellor John White and was used to guide the development of a strategic plan for the college focused on the five goals of the University. These goals were collapsed into three major goals for the college focused on excellence, quality, growth, diversity and funding. This summary provides a review of the accomplishments of the college in pursuit of these goals.

Goal 1: Strengthen the academic quality and reputation of the college by developing and enhancing programs of excellence in teaching, research and service

A commitment to excellence guides the work of the college faculty, staff and students and is evidenced by a number of accomplishments.

National Recognition: The faculty of the program in Rehabilitation Education continued to provide extensive leadership at the state, regional and national levels. The national research and training center continued its 23rd year of continuous funding for research and service across the nation. In addition, the regional rehabilitation continuing education center provided professional development services for a five state region, representing its 30th year of continuous programming.

Faculty Recognition: College faculty continued to earn recognition for outstanding achievements in a number of areas. A number of faculty serve as officers in state, regional and national organizations and on the editorial boards of many national publications. This year seven faculty members were recognized at the college honors convocation for excellence with awards in six areas: Christy McGee, Service; Linda Morrow, Advising; Steve Langsner, Teaching; Charles Riggs, Research; Glenn Anderson and Charles Riggs, All Around Faculty; and Barbara Shadden, Career Achievement.

Professorships and Doctoral Fellowships: The college benefited from the creation of new doctoral fellowships and professorships by the University using part of the historic \$300 million gift from the Walton Family Charitable Support Foundation. Professorships were approved for Science and Technology Education and Education Research and Statistics. A chair was approved in Education Reform. Multiple doctoral fellowships were secured as indicated in Section II of this report.

Research and Service Programs: Building on a tradition of service to education and health organizations across the state, region and nation, the college continued to pursue excellence through a variety of units providing research and service programs for a variety of populations and organizations. Included in these are the Arkansas Leadership Academy, National Office of Research, Measurement and Evaluation Services, Research and Training Center for People Who are Deaf or Hearing Impaired, Regional Continuing Education Program in Rehabilitation, Great Expectations of Arkansas, National Writing Project, Human Performance Laboratory, Lake Wedington Laboratory, Health Education Projects Office, Early Childhood Education Projects, Research Advocacy Network, A Plus Arts Education, Teacher Advancement Program and Office of Education Policy.

Organizational Changes: The organizational structure of the college has been reviewed and changes made in order to achieve success at the level of national recognition. As a result of two resignations from the Office of the Associate Dean for Academic Affairs, a review of the structure of the office was done. It was decided to establish the position of Assistant Dean for Academic Affairs to perform much of the work that was done by two staff positions. An internal search was initiated to select a faculty member whose primary responsibilities are to assist the college with the multiple accreditations and program reviews conducted on college programs, the college honors program and other responsibilities related to academic affairs.

Partnerships in Education: The college continued to focus on building and sustaining critical strategic partnerships with public school districts in Arkansas to foster improved preparation opportunities for education students and to facilitate more productive policy discussions with school administrators. For example, the college continued a long-standing relationship with the Arkansas Association of Education Administrators that provides continuing opportunities for collaboration and communication with the leadership at all levels in the K-12 public schools throughout Arkansas. Connections with the larger school districts were renewed through the continuation of the Research Advocacy Network, a partnership program devoted to cooperative research on topics of significant interest to the leadership of the public schools. A variety of public schools serve as practicum and internship sites for students in the college, including programs serving future teachers, nurses, counselors, and administrators.

Partnerships in Health and Human Services: The college worked closely with local hospitals and schools in both nursing and health disciplines to continue and enhance strong relationships that improve educational and training opportunities for students.

One of the continuing cooperative relationships was the maintenance of a consortium among nursing education programs in northwest Arkansas. Through efforts of the administrators of the five institutions and their nursing program directors, the Northwest Arkansas Nursing Education Consortium continued collaborative efforts to develop programming that would result in an increased supply of highly qualified nurses at several levels of preparation.

Technology Systems Development and Distance Education: The college continued its efforts to more widely apply focused technology in serving the population of the state to provide higher education to areas where access is limited. Programs were delivered for both undergraduate and graduate degrees in human resource development, elementary education, health care administration, special education, and education administration. The college, through cooperative efforts with the Division of Continuing Education, utilizes three complete interactive compressed video classrooms to support these instructional outreach programs to a number of community colleges and other sites around the state.

A college-wide technology committee is working to achieve the goal of developing “smart” classroom technology in each classroom of the college. This effort is spearheaded by the Associate Dean for Administration and is supported by a faculty and staff committee.

The college prepared proposals for the addition of 5 smart classrooms in the Graduate Education Building, 8 smart classrooms in the HPER Building and 3 classrooms in Peabody Hall to improve instruction with the expectation this equipment would be installed during the Summer 2004. Part of the planning for this included the improvement of the counseling skills

development technology and laboratory serving the Counselor Education and Rehabilitation Counseling programs.

Facility Planning and Improvements: The college embarked on a major effort to establish long-range plans for facilities. Several of the college's facilities are in need of major renovation or replacement and improvements were initiated in some facilities during this fiscal year.

- Peabody Hall -- Specific planning was completed for Peabody Hall through efforts with the University architect to renovate this facility as the home for the Department of Curriculum and Instruction. A proposal was submitted to the faculty in Curriculum and Instruction to determine their interest in moving to Peabody and they approved the move. The decision to allocate funding within the college's resources was made to begin renovations to Peabody with the expectation of moving in the summer 2004. The offices of the Boyer Center for Student Services Advising Center will be moved to the second floor and the Office of the Associate Dean for Academic Affairs will be moved to the third floor of the Graduate Education Building.
- Speech and Hearing Clinic -- The building occupied by the Speech and Hearing Clinic has been identified as one where additional renovation is not planned, necessitating identifying an alternate facility.
- Ozark Hall -- The Mann School of Nursing is located in Ozark Hall, a building not well suited for a health education program. A new structure is needed to house nursing, communications disorders and additional large and technologically equipped classrooms for the college.
- Graduate Education Building -- Renovations in the Graduate Education Building, a 30-year old facility, continued with new carpet in a number of offices and corridors. The auditorium was renovated with new carpet throughout, new chairs and new soundboards to improve the acoustics. Smart classroom equipment was installed and a screen was added to the foyer for use by large groups.
- Health, Physical Education, and Recreation -- The old HPER Fitness Center was converted into a second "smart" classroom that can seat 78 students. The availability of this large classroom has allowed the department to increase class sizes of selected courses, reduce the number of sections needed and free up faculty members for more research. Two smart classrooms have been paid for with monies generated by the IMRS Program, but as of Summer 2004 the college is funding the conversion of five classrooms and the HKRD Computer Lab into fully equipped, high tech classrooms. This will result in all HPER building classrooms possessing state-of-the-art teaching technology. Television cable was run to the mechanical room to complete the first phase of cable accessibility to the classrooms. The building-wide fire alarm system was upgraded and a public address system was installed. Work started on the construction of a loading dock on the south side of the building and window tinting was done to reduce glare and prevent excessive heat/cool loss or gain.
- Intramural Playing Fields -- A new jogging track surface was installed; six bleachers were purchased; an electronic timer/clock was installed on the jogging track wall and a Polaris four-wheeler and a Hustler commercial lawn mower were purchased.
- West Avenue Annex -- The college housed six of its research and service offices into West Avenue Annex: The Arkansas Leadership Academy, the National Office for Rural Measurement and Evaluation Systems, Office for Education Policy, Great Expectations of Arkansas/Arts in Education Program, Teacher Advancement Program, and the Early

Childhood Education Office. Improvements were made in offices and a keyless entry system was added for security.

- Research and Training Center in Deafness and Hearing Impairment -- The RT Center in Little Rock made a number of improvements during the 2004 fiscal year. A distance education studio was added with special technology for students who are deaf or hard of hearing. The student computer lab was upgraded with new Dell computers and all faculty and research associates were provided with new upgraded computer equipment.

Contributions to the Literature: As major contributors to the literature in several areas, faculty of the college published 10 books, 17 book chapters, 94 refereed articles, and 45 unrefereed publications and proceedings. Additionally, college faculty delivered 120 invited lectures in 25 states and 2 foreign countries; and presented 175 other lectures, papers, and oral presentations in 27 states and 3 foreign countries.

Accreditations: To prepare for the upcoming National Council for Accreditation of Teacher Education (NCATE) accreditation visit in November 2004, the college steering committee, under the leadership of the Associate Dean for Academic Affairs, met regularly to prepare specialty reports and other accreditation materials. The steering committee includes representatives of all of the professional education programs in the college and University and public school partners as well.

Goal 2: Improve the quality and diversity of our students, faculty and staff, and increase the size of our student enrollment

Enrollment: The year was marked by improvements in several key indicators, including increased enrollment in a number of program areas, the awarding of \$275,123 in scholarships, and increasing retention rates for freshmen returning for a second year by over 98 per cent.

Efforts to increase enrollment at all levels continued across the college. Total enrollment in the college from Fall 2002 to Fall 2003 increased to 2,372, a 7 percent increase. Total enrollment in the Fall 2003 represented 14.4 percent of the total for the University. Undergraduate degree seeking enrollment increased by 10.2 percent for the same period while graduate degree seeking students in the college remained the same.

Enrollment increased from Spring 2003 to Spring 2004 by 4.8 percent, with most noticeable gains in undergraduate and losses in graduate degree seeking students. During the Fall 2003 semester there were 332 minority students in the college, representing 14 percent of the total enrollment. An initiative driven by the faculty in the Mann School of Nursing resulted in significant increases in admissions to nursing beginning in the Summer 2004.

In addition to on-campus enrollment, there were several programs delivering off-campus instruction throughout the state via distance education and on-site instruction. These include degree-completion programs at the undergraduate level and master's and specialist programs at the graduate level.

Curriculum Changes: Several programs have conducted reviews of their admission criteria and their curriculum offerings in order to improve the quality of the student body and course offerings.

Graduate Student Quality: The awarding of several doctoral fellowships through the Walton Gift will make it possible to attract higher quality students as well.

Goal 3: Generate increased private and public support for the college’s research, academic and service initiatives

Capital Campaign: College participation in the Campaign for the Twenty-First Century enjoyed significant success during the year. At the close of the fiscal year, the college had raised \$3,524,458 for a campaign total of \$15,846,437 – 106% of the college’s campaign goal.

Some notable gifts from individuals and corporations include:

- The Great Expectations of Arkansas Masters of Arts in Teaching Scholarship program received significant support from a private foundation.
- As a part of their estate plans, Col. and Mrs. Eddie Bradford of Fayetteville established an endowed scholarship in the College in the amount of \$50,000. Col. Bradford, a 1955 graduate, has also served the University of Arkansas as Chairman of the Alumni Association and is a member of the women’s athletics capital campaign committee.
- Mrs. Mary Lou Miller of Springdale, a retired public school teacher and widow of former faculty member Donald Miller, has designated a portion of her estate, approximately \$52,000, to go to the Donald Miller Memorial Scholarship in her husband’s memory.
- The college secured \$250,000 matching funding for the Parks Family Professorship in Science and Technology from a combined gift from Mr. and Mrs. Donald Parks, their son David Parks, and Prairie Grove Telephone Company. There is currently a nation wide search underway to fill this position.
- The Billingsley Chair in Education Research was established by a generous gift from the late George and Mrs. Boyce Billingsley. This position, to be held by Sean Mulvenon, will be the second matched professorship within the college.
- Continuing the strong tradition of support from foundations, the college secured funds from the Walton Family Foundation, the Donald W. Reynolds Foundation, and Community Care Foundation. In addition, fifty percent of the Office of Education Policy was funded by a private foundation that wishes to remain anonymous.

Grants: The college secured over \$6,615,712 in external support for research and sponsored programs, a 25% increase over 2003. These grants represent 10% of the total for the University and the total number of awards increased from 64 to 72. Funding in excess of \$100,000 annually was received to support the National Office of Research, Measurement and Evaluation Services, Arkansas Leadership Academy, Research and Training Center for People Who Are Deaf or Hard of Hearing, Regional Continuing Education Center in Rehabilitation, Early Childhood Education Projects, and Health, Kinesiology, Recreation and Dance.

II. Achievements, Changes and Progress Toward Strategic Goals and Plans

Each department provided a report on their efforts to achieve the three goals for the college and each of these is presented below.

Goal 1: Strengthen the Academic Quality and Reputation of the College by Developing and Enhancing Programs of Excellence in Teaching, Research and Service

Department of Curriculum and Instruction

The departmental faculty engaged in a two day, off-campus retreat at the beginning of the academic year that focused on strategic planning around several major department initiatives. This retreat resulted in modifications to the Ph.D. program, development of the proposed NorthWest Arkansas Community College (NWACC) program, changes in the requirements to enter the secondary Master of Arts in Teaching program, and beginning efforts of the departmental research committee. Based on the success of the first retreat, an annual retreat will be held.

Led by the research committee, a half-day department retreat focused on ways to increase research productivity. The committee worked for the entire year on developing proposals to present to the faculty for discussion and input. The retreat resulted in the faculty developing several actions that can be implemented immediately to improve research productivity among departmental faculty.

Faculty in the Secondary Education Program approved a change in the number of hours required for students to enter the MAT program from 18 to six. This change will make it much easier for students earning a bachelor's degree from the Fulbright College to enter the Secondary MAT program.

Faculty continued to be very productive in their teaching, research, and public service. Examples of achievements in these areas include: two books; one book chapter; six articles in refereed journals; three articles in non-refereed journals; more than 30 invited presentations; more than 20 presentations at national, refereed conferences; nine editorships or editorial board memberships.

Department of Educational Leadership, Counseling and Foundations

There are 210,536 students enrolled in Arkansas school districts led by superintendents who are graduates of our Educational Administration Program. This represents 47% of the 2003-2004 enrollments of 452,037 students in K-12 public schools and demonstrates the contribution of the EDAD program to education in Arkansas.

In February 2004, the state legislature passed Act 44 that created the Master Principal Program. The act authorizes principals designated as Master Principal to receive up to \$34,000 annually for five years to serve in "high need" Arkansas public schools. In Act 51, the legislature committed \$1,000,000 to the department's Arkansas Leadership Academy (ALA) to implement and administer the program demonstrating their confidence in ALA.

The Research Advocacy Network was also implemented this year. It is a research and service unit consisting of a consortium of 37 Arkansas school districts networking with a number of educational entities including the Arkansas Education Association, Arkansas School Board Association, Arkansas Association of Education Administrators, the Public Policy Ph.D. program and the department's Arkansas Leadership Academy, Office for Education Policy, and Education Administration program.

Carl Holt was nominated to serve as a trainer of mentors for beginning building-level school administrators for the Arkansas Department of Education. This new licensure program has provided mentor support for new school administrators since January 1, 2003. Carl Holt has been a member of the National Council of Professors of Educational Administration's Technology Committee for two years and also serves as a member of the AEFA executive board.

Educational Administration (EDAD) and Counselor Education (CNED) conducted activities to strengthen their accreditations. EDAD faculty, led by Carlton Holt, completed and submitted the Educational Leadership Constituent Council (ELCC) Report for National Council for the Accreditation of Teacher Education in September 2003. As a result, the program received word that the ELCC had recognized them. The CNED faculty, led by Rebecca Newgent, submitted their self-study for re-accreditation by the Council on Accreditation of Counseling and Related Programs.

The Office for Education Policy was implemented during this year. It is a research and service office within the department and has the mission to serve as a resource to aid state legislators, school board members, and other policymakers in decision-making concerning K-12 education in Arkansas. Monthly "Research in Progress" seminars conducted in collaboration with the Public Policy program and the Office for Education Policy continued throughout the year.

The National Office for Research, Measurement and Evaluation Services (NORMES) expanded its infrastructure, with faster web processing and better access to state educational data. The National Science Foundation recognized NORMES' efforts with IGERT as a "best practices" evaluation model. Faculty members were invited to present the model at the national conference of the American Evaluation Association. The NORMES publication, *Educational Research and Policy Studies Journal*, will be moving to a national level with the next issue.

Lyle Gohn led a second Higher Education study abroad program to Ireland and England with 36 participants from 16 U. S. institutions.

The Counselor Education program offered professional development seminars focusing on addiction and counseling during the Fall 2003 semester that involved some of the leading authorities in the addiction field in Arkansas. The seminars were well attended by school, community agency, and higher education personnel. At the major state and national counseling conferences, the Counselor Education program had 12 faculty and students collaborating in the delivery of multiple presentations.

Mary Hughes developed an effectiveness and efficiency index on Arkansas school districts. She worked in collaboration with the Arkansas Association of Education Administrators on a reform

proposal to address the Lake View Case. The effectiveness and efficiency index continues to contribute to the school reform debate in the state.

Several faculty members serve in important capacities for major professional organizations: Carl Holt is Treasurer of the Arkansas Professors of Educational Administration; Mary Hughes is a board member of ACCLAIM National Advisory Board; Chris Lucas is a consultant on education-related issues for the Associated Press, the *Wall Street Journal*, and the *New York Times*; Sean Mulvenon is a member of the National Center for Educational Accountability Research Advisory Board and a member of the National Center for Educational Accountability Research Panel. He was also named to the National Advisory Board for the study of teacher preparation programs for the nine academic components in the University of Texas System.

Faculty serve as editors and/or members of editorial boards for eleven journals: *Journal of Research on Technology in Education*; *Journal of Educational Research*; *American Association for the Advancement of Computers in Education*; *Canadian Journal of Native Education*; *Journal of Women in Educational Leadership*; *Journal of Education Finance*; *Journal of Educational Research and Policy Studies*; *Journal of College Orientation and Transition*; *Community College Journal of Research and Practice*; *School Psychology Quarterly*; and the *Journal of Research in Education*.

Departmental faculty published four books, five book chapters, 59 journal articles and delivered 76 presentations at conferences and meetings in 18 states and Canada.

Eleanor Mann School of Nursing

Curricular changes occurred to eliminate the required junior year summer courses. Upper division nursing courses were concentrated in four semesters. When fully implemented, all upper division nursing courses will be taught every semester.

The Eleanor Mann School of Nursing (EMSN) and Pi Theta Chapter of Sigma Theta Tau International Honor Society sponsored the 13th Annual Nursing Research Conference in Northwest Arkansas in April 2004. Terry Miller, dean and professor of Pacific Lutheran University, was the keynote speaker. Students presented posters about databased research findings and there were round table discussions to network with colleagues on a variety of topics and issues pertinent to nursing practice.

Kathleen Barta and Marianne Neighbors organized and conducted a summer institute for school nurses. This institute provided an opportunity for school nurses to acquire new skills, to share clinical updates on health issues relevant to school nurses and network with school nurses.

The school is an active partner and leader in the Northwest Arkansas Nursing Education Consortium (NEC). The mission of the NEC is to provide nursing education to meet the evolving healthcare workforce needs of northwest Arkansas and beyond. A major goal is to enhance the school's efficiency by sharing a single facility.

The approval of the baccalaureate of science in nursing program by the Arkansas State Board of Nursing was an indicator of quality teaching and student learning. The EMSN was approved for the maximal time period of five years. The report contained favorable feedback about faculty,

students, administration, curriculum, and resources. Other external recognitions of program excellence are continued national accreditation by the National League of Nursing Accrediting Commission and the Commission of Collegiate Nursing Education. Another indicator of academic excellence is the 2003 BSN graduates' performance on the National Council Licensure Examinations (NCLEX-RN). The class results were above the state and national average. Ninety-six percent of the 2003 graduates passed the NCLEX on the first attempt compared to the state average of 87% and the national average of 88%.

Department of Health Science, Kinesiology, Recreation and Dance

The entry-level graduate degree program in Athletic Training prepared for its Fall 2004 accreditation visit by completing a self-study, re-negotiating the salary of an instructor assigned to the program, and secured \$28,750 in stipends for the students enrolled in the two cohorts made available by the Men's and Women's Athletic Programs. Three of the four students graduating in the first entry-level Athletic Training graduate cohort passed all three parts of the National Athletic Trainers Association Board of Certification Examination on their first attempt--the pass rate for all three parts on the first attempt is 38% nationally.

The Department invested \$20,000 from the Human Performance Lab, the College matched it with \$20,000 from research incentive funds and Provost Smith contributed \$10,000, resulting in \$50,000 available to purchase new equipment. In addition, a \$95,178 Arkansas Biosciences Institute grant secured by Charles Riggs provided \$56,250 for lab equipment.

Charles Riggs continued his outstanding work in mentoring the undergraduate research process. He secured funding to support undergraduate research through SURF/SILO, the Honors College Undergraduate Research Council, and college and departmental research incentive funds. In addition, the research of Dr. Riggs and several of his undergraduate students was selected as one of two research presentations to be given at the University Academic Convocation to all incoming U of A freshmen in August 2003.

The K-12 Kinesiology faculty closely scrutinized their undergraduate and graduate curricula as they prepared the NASPE Program Review which is required for the NCATE visit in November 2004. The 151 hours of required field experience in the public schools during the undergraduate degree program is considered a strength. The faculty voted to eliminate the comprehensive exam and adopt the use of portfolios and research papers as assessments for the MAT interns.

The Health Education Projects Office continues a successful publishing venture by marketing the sale of curricula and ancillary materials for drug education programs. Approximately \$160,000 was generated in calendar year 2003, and thus far in 2004 more than \$100,000 in sales have occurred.

By utilizing departmental graduate assistants and health professionals employed by the University Health Center, the three Health Science faculty have reduced their teaching loads to two courses per semester, providing more time for them to pursue scholarly activities and external funding.

Three recreation majors passed the National Council for Therapeutic Recreation Certification exam, maintaining the fifteen year 100% pass rate for therapeutic recreation students from the University.

The Health, Physical Education and Recreation (HPER) fee was used to improve the intramural fields, enhance the HPER Building facilities as well as expand the program offerings of intramurals, the Outdoor Connection Center, Fitness Wellness, Accessible Recreation, and Special Events. Participation in all programs offered by the Intramural/Recreation Sports Program (IMRS) increased dramatically. HPER memberships will exceed 3000 in FY04, and there was a 31% increase in HPER Building use during the past year. The Donna Axum Fitness Center was formally dedicated on September 7, 2003, exactly forty years from the date that Donna Axum Whitworth was crowned Miss America.

IMRS conducts a benchmarking study with 17 sister institutions every other year. Participants in the most recent study were: Auburn University, Florida State University, Michigan State University, Mississippi State University, Oklahoma State University, Penn State University, Texas A & M University, Texas Tech University, Vanderbilt University, University of Alabama, University of Florida, University of Georgia, University of Missouri, University of Nebraska, University of Tennessee, University of Texas, and University of Virginia.

The last benchmarking study was conducted during the 2003 spring semester. Several interesting findings from the benchmarking effort follow:

- The University ranked last in the number of full-time staff assigned to programming. The institutions participating in the benchmark study had an average of 12.4 full-time staff members while IMRS has five full-time staff.
- The University ranked 11th out of the 18 institutions in total budget, the average being \$3,598,528, while the IMRS budget for FY04 was \$2,398,173.
- Thirteen institutions responded to questions concerning faculty/staff facility membership fees. The average faculty/staff membership fee was \$186.83 per year with the University having the lowest fee at \$75.00 per year.
- Fourteen of eighteen benchmark institutions had a facility or facilities that designated recreation as the first priority of usage. Two institutions had academics as the first priority of usage and two institutions had a revolving priority based on time of day.

The department successfully competed for Walton Fellowships with three continuation Distinguished Doctoral Fellowships and three Doctoral Academy Fellowships awarded. Four new Walton Fellowships were awarded in the department for 2004-2005. Funding for doctoral level graduate assistants within the department increased to \$10,000 for the 2003-2004 FY. Eighteen graduate assistantships were funded by University sources.

The faculty once again maintained an international presence with faculty presenting at international conferences in Hawaii, Atlanta, Vienna, Austria, and Athens, Greece.

Department of Rehabilitation, Human Resources and Communication Disorders

Vocational and Adult Education faculty members are planning a re-design of the Industrial Technical undergraduate program, moving to a national model of Industrial Technology and

reflecting changes suggested by the Arkansas Department of Workforce Education. A plan to continue these efforts has been approved by the Dean and Provost. Consultants from benchmark institutions will visit the campus in Fall 2004. Notification has been received that the program will have two new tenure-track assistant professor positions in FY05 to support these changes.

The Vocational and Adult Education programs continued to meet criteria for membership in The University Council for Workforce and Human Resource Development (UCWHRE). These programs are reviewed annually for compliance with UCWHRE membership criteria and have continued to be found in compliance since granted membership in 1988. Surveys are conducted every two years to benchmark member institutions.

Fredrick Nafukho made a scientific review of the World Health Organization (WHO) World Report on Road Traffic Injury Prevention. The report, released in April 2004, is in response to WHO's Five-year Strategy for Road Traffic Injury Prevention, the WHO Department of Injuries and Violence Prevention. Nafukho is completing a two-year research study of a large over-the-road transportation company, funded by the Mack-Blackwell Transportation Center, College of Engineering. Results from the study will suggest factors related to road accidents in the US trucking industry.

Barbara Hinton served as Vice President for Membership and Board Member of The Academy of Human Resource Development, an international organization with the mission of "Leading the Human Resource Development Profession through Research." Fredrick Nafukho, Barbara Hinton, and Gene Yang conducted on-line surveys of current and former members of The Academy concerning membership satisfaction. Results were presented to AHRD Board of Trustees in March 2004 and were used to guide their strategic planning.

Fred Wills received contracts from the Arkansas Department of Workforce Education to deliver Performance Based Teacher Education, a field-based teacher education model, to technical instructors at the Technical Institutes, School for the Deaf, and prisons in Arkansas. In addition, he received contracts to field-test competency-based materials developed at Virginia Tech to technical instructors in secondary schools.

Communication Disorders faculty participated in strategic planning throughout the year, resulting in development of new approaches to clinical training; development of learning objectives linked to clinical certification standards for all courses; creation of a master plan for coursework and a clinical practicum that identifies with great specificity where knowledge and skills standards are met.

The Rehabilitation Continuing Education Center (RCEC) in Hot Springs provided human resource and organizational development interventions that led to improved quality of life and employment outcomes for people with disabilities. It serves rehabilitation professionals in Arkansas, Louisiana, Oklahoma, Texas, and New Mexico. RCEC staff, directed by Jeanne Miller, traveled extensively providing professional development assistance to professionals throughout the region.

A significant RCEC project this year was coordinating a regional work group on marketing and recruitment to the vocational rehabilitation profession. This project produced and disseminated recruitment materials in English and Spanish and designed a website in collaboration with the

National Rehabilitation Recruitment Center at Oklahoma State University. RCEC played a significant role in bringing together all invested partners, providing both leadership and support to reach outcomes established with the Rehabilitation Services Administration to meet the current and anticipated shortages of rehabilitation personnel.

Rehabilitation faculty in Fayetteville and Little Rock completed preparation for the successful Council on Rehabilitation Education (CORE) accreditation visit, and subsequently have revised many master's degree documents to make them common to the tracks at both locations. The program received a three-year re-accreditation. The Communication Disorders faculty members continue preparation for national accreditation review. Department teacher education faculty members continue actively planning for NCATE accreditation review in Fall 2004.

Glenn Anderson is chair of the Board of Trustees of Gallaudet University, vice-chair of the state Rehabilitation Council and newsletter editor with the Arkansas Association of the Deaf.

Rick Roessler, in collaboration with colleagues at Kent State University, continued a Multiple Sclerosis Placement Grant, aimed at providing services and support for MS patients as they seek to enter or re-enter the job market.

The federally funded Research and Training Center for People Who Are Deaf and Hearing Impaired, located in Little Rock, acquired technology to establish an interactive compressed video laboratory and classroom.

Faculty at the Little Rock Rehabilitation Research and Training Center presented to 2,744 professional and consumer participants in 45 invited conference or training programs during the past year. They presented one or more invited lectures, workshops, or training programs at 45 national, regional, statewide, or local conference/training programs. Faculty made presentations to at least eight of ten RSA geographical regions of the U.S. In addition, faculty participated on the editorial review boards of three national journals and served as editor of one national journal and one statewide consumer-oriented publication. One faculty member serves as editor of the major professional journal in the field of sign language interpreting, the *Journal of Interpretation*. A second faculty member serves as editor of the statewide consumer-oriented publication, *The Deaf Arkansan*. Faculty serve on the editorial review boards of the following professional journals: *American Annals of the Deaf*; *Rehabilitation Education*; and *Journal of the American Deafness and Rehabilitation Association*. Faculty serve as Chair of the Board of Trustees at Gallaudet University (Washington, DC), Second Vice-Chair on the National Council on Disability, and as members of Arkansas Rehabilitation Council, National Association of the Deaf Committee on Vocational Rehabilitation Services, Arkansas Association of the Deaf, Little Rock Deaf Community Center, and the Consumer Advisory Council for Arkansas Relay Services.

Brent Williams and Fred Wills utilized on-line software as part of their data gathering for a funded project with the statewide Coalition for a Tobacco Free Arkansas. The contract supports their role as external evaluators for all the Tobacco Free programs in Arkansas.

Fred Wills, Brent Williams and Frederick Nafukho served as external evaluators for the Arkansas Adult Numeracy Campaign. The campaign, directed by Judy Ward, Ed. D. in Adult

Education, was funded by the Rockefeller Foundation and provided professional development for adult education instructors throughout Arkansas.

Barbara Hinton served as external evaluator for Walton College's Fund for the Improvement of Postsecondary Education grant. The College is making major revisions in their undergraduate curriculum.

Four Walton Doctoral Fellowships were filled and two Doctoral Academy Fellowships were approved for FY05.

Boyer Center for Student Services

Melissa Powers, a doctoral fellow, former academic advisor and Jerri Dwyer, Associate Director of Career Development and former Director of Academics and Accreditation, presented a concurrent session on Advising Research in Arkansas at the Arkansas Academic Advising Network conference in March 2004 in Fayetteville, Arkansas.

Gloria Flores served as the Director of the Minority Undergraduate Fellows Program Summer Leadership Institute for the National Association of Student Personnel Administrators (NASPA).

Tay Sha Carter was elected as a member of the Staff Senate for the University of Arkansas.

Betsy Orr gave numerous welcome speeches this past year: Nursing Pinning Ceremony, Ozark Mountain Business/Marketing Education Conference, NCATE Forum, Early Childhood Education Seminar, HRD annual meeting and numerous on campus student recruitment events. Betsy Orr, served as the co-sponsor of Delta Pi Epsilon, an honorary association for graduate students in business and marketing education.

Goal 2: Improve the Quality and Diversity of Our Students, Faculty and Staff and Increase the Size of Our Student Enrollment

Department of Curriculum and Instruction

The most important achievement was the development and submission of a proposed collaborative degree plan with NorthWest Arkansas Community College (NWACC). The proposal will offer a Bachelor of Science in Education degree on the NWACC campus to students who complete the first two years of coursework at NWACC. This program, which should be approved by the Department of Higher Education this summer, will assist local schools in meeting an increasingly high demand for teachers while giving students in the Rogers and Bentonville area an opportunity to complete their four year degree and teaching license. The department expects to see a significant increase in enrollment as a result of the program.

A second significant achievement was completion of a web-based master's degree program in special education. There is major shortage of qualified special education teachers in Arkansas and the nation. The web-based degree program will provide teachers from all over Arkansas access to a degree program that will lead to licensure in special education. A very positive outcome of this initiative is the increased enrollment in the graduate special education program

Department of Educational Leadership, Counseling and Foundations

To recruit minority and international students, the Educational Technology (ETEC) web site was updated and two multilingual ETEC sites were added, one in Arabic and one in Chinese.

To increase enrollment the Educational Administration program completed a distance-learning program at the Education Specialist degree level and developed a proposal for a Doctor of Education through a combination of distance learning and on-campus courses. Cooperative agreements were signed with Henderson State University and University of Central Arkansas to facilitate students from those schools being admitted to the Education Administration doctoral program.

The Arkansas Department of Higher Education Coordinating Board granted final approval for the Educational Foundations program to offer the Master of Science in Educational Foundations with a concentration in Educational Research and Policy Studies and the first master's student was admitted Fall 2003.

The Board of Trustees approved the proposal for a Doctor of Philosophy in Educational Statistics and Research at their June meeting. The EDFD program received approval to offer four 18-hour graduate certificates in Educational Statistics, Educational Measurement, Educational Program Evaluation, and Educational Policy Studies.

The department was awarded five Walton Doctoral Academy Fellowships in 2003-2004.

The department admitted 89 students, graduated 63, and had a total enrollment of 333 with approximately 17% of the students being minorities (207 master's, 26 specialist, and 100 doctoral students). The department offers a total of 25 graduate assistantships, 14 funded by the state and eleven funded by external grants and contracts.

Eleanor Mann School of Nursing

The nursing program increased the number of student admissions. The 2003 Bachelor of Science in Nursing (BSN) class consisted of 65 students with GPAs exceeding 2.75. In June 2004, another BSN cohort of 72 students was admitted (66 non-licensed and 6 licensed). The school plans to further expand BSN enrollment by admitting students twice a year; cohorts will be admitted in the spring and fall. The goal is to admit between 100 and 110 students per year.

Recruiting and admitting underrepresented students is a school goal. An initiative to accomplish a more diverse student composition occurred with a \$15, 000 planning grant from Community Care Foundation. The funding will enable the five nursing programs in northwest Arkansas to develop a model to recruit, educate and retain bilingual nursing students. An implementation grant was submitted June 2004 and NEC is awaiting approval.

The Master's of Science in Nursing proposal was approved by the University of Arkansas Graduate Council, Faculty Senate, Board of Trustees, as well as the Arkansas Department of Higher Education. The proposed program of study will prepare graduates to serve as clinical nurse specialists for adults with medical-surgical health problems. The purpose of the program is to address the current shortage of nurses with advanced practice skills required for clinical

leadership positions in service settings and faculty positions in schools of nursing or other institutional settings. Graduates from the program will be eligible for national certification as clinical nurse specialists in medical-surgical nursing and licensure as advance practice nurses in the state of Arkansas.

Department of Health Science, Kinesiology, Recreation and Dance

The department has one of the largest numbers and highest percentages of minority students enrolled in the University. Thirty-five (28 African American, 3 Hispanic, 4 Native American) minority graduate students were enrolled in departmental degree programs representing 26% of the total graduate student enrollment in HKRD. Also, 13 international graduate students from 9 different countries (Bahamas, Bangladesh, Bulgaria, Canada, Cyprus, India, Jordan, Saudi Arabia, South Korea) were enrolled. The combined number of graduate minority students and international students within HKRD is 48, 36% of the graduate students in the department. Based on these figures and the Fall 2004 Graduate Minority Enrollment Report, the department has one of the most diverse graduate populations on the university campus.

HKRD actively markets its programs in various venues. Advertisements for graduate programs and assistantships/fellowships were placed in eleven journals/directories/ websites. A new display board with customized headers was purchased to use at conferences. Additional funds supported display booths at the AAHPERD National Convention in New Orleans and the Arkansas AHPERD Conference in Eureka Springs. The department secured more Benjamin Lever Tuition Fellowships for its students than any other department on campus with a total of nine in 2003-04.

Charles Riggs mentored the research of an African American undergraduate student from the University of Arkansas at Pine Bluff as a part of the George Washington Carver Program designed to provide research experiences to students from historically black colleges and universities.

When compared to the 54 academic departments on campus, the HKRD Graduate Program consistently ranks in the top five in student semester hour production per year, and the undergraduate BSE degree program in Kinesiology consistently ranks as one of the top five programs in terms of numbers of majors enrolled.

Department of Rehabilitation, Human Resources and Communication Disorders

The undergraduate Human Resource Development (HRD) option was approved by the Arkansas Department of Higher Education as a concentration in Vocational Education. The program will be offered at two additional off-campus sites, NorthWest Arkansas Community College and the University of Arkansas-Monticello at McGehee, starting Fall 2004. Master's degrees in Vocational Education and in Adult Education will move to total web-based delivery starting Fall 2004. Searches are underway to fill three clinical assistant professor positions to support these enrollment growth efforts.

Rehabilitation students added a rich diversity to the department enrollment, with several blind, deaf, hard of hearing, or disabled students enrolled. The HRD concentration, offered at 12 sites statewide, reached out to working adults in Arkansas and added diversity to the undergraduate

enrollment by offering classes at locations with high populations of African Americans and non-traditional students. Both the undergraduate HRD concentration and the master's degrees in Adult Education and Vocation Education are hosted at the University of Arkansas at Pine Bluff, resulting in an increased enrollment of African Americans. In addition, these programs are available at sites in the Delta, including Blytheville, Batesville, Pine Bluff, Forrest City, Helena, and Stuttgart.

During 2003-2004, Kenda Grover created plans to assist off-campus Vocational and Adult Education master's students. She developed an outline of recruitment efforts; consulted with colleagues on campus in similar positions to determine effective ways to reach our audience; consulted with current students to ascertain how they found out about the program and what ways they thought others in similar areas can be reached; communicated with prospective students by phone and email and ensured that information regarding the program was mailed when appropriate; and acquired recruitment materials and equipment for use by program administration, faculty, and staff. In addition, she developed recruitment materials for marketing on campus, locally, and at community colleges, technical institutes, and education service cooperatives around the state, held a workshop at the HRD Cohort Weekend in March, and participated in Human Resources' Employee Development during Spring Expo.

The faculty composition includes three who are deaf or hard of hearing, one who is visually impaired, two African Americans, one Asian and twelve women.

Boyer Center for Student Services

The Sylvia Hack Boyer Center has made a significant effort to improve the ability of the college to be more student-centered. For example; communications with all students were enhanced through Listserv broadcast messages; training was provided to all departments in the college to enhance academic advising and academic program changes and graduate student information databases were developed. The Boyer Center continues to focus on providing students with accurate and efficient advising. The number of contacts the academic advisors made during the 2003 – 2004 academic year is reflected below.

| Advising Contacts | Number of Students |
|----------------------------|--------------------|
| Advising Appointments | 1200 |
| Prospective | 140 |
| Pre-Grad Checks | 287 |
| Degree Audits | 86 |
| Phone Calls | 1350 |
| Walk-ins | 325 |
| Withdrawal Interviews | 93 |
| Mandatory Mentoring | 47 |
| E-mails | 2072 |
| HRD Pre-Grad Check | 64 |
| Prospective Student Visits | 133 |
| Student Athletes Certified | 25 |
| Veteran Students Certified | 37 |

Tay Sha Carter, academic advisor, participated in the Annual Recruitment Fair held at the NorthWest Arkansas Community College in February and the North Arkansas College Recruitment Fair in Harrison in February. Gloria Flores, Tay Sha Carter, and Betsy Orr participated in recruitment fairs in Little Rock, Dallas, and at public schools in Northwest Arkansas. In addition, they also participated in several on-campus events: College Life 101, Diversity Day, Gifted and Talented Day, etc.

Goal Three: Generate Increased Private and Public Support for the College’s Research, Academic and Service Initiatives

The following describes external funding and grant awards by department.

Department of Curriculum and Instruction

Faculty were awarded \$64,534 in federal and state funds.

Department of Educational Leadership, Counseling and Foundations

Twenty-nine proposals were submitted this year. Fifteen were approved for a total of \$2,534,284. An additional four requests in the amount of \$695,970 are pending review. Of special note are these grants:

- Beverly Elliott: Master Principal Program, \$1,000,000, Arkansas Department of Education.
- Sean Mulvenon, Charles Stegman and Rebecca Newgent, NORMES, \$820,000 U. S. Department of Education and AR Department of Higher Education.

Eleanor Mann School of Nursing

During the academic year, faculty submitted 14 grant proposals requesting \$1,148,150. Two research grants were funded for \$40,000 and one educational grant for \$925. Many proposals are under review.

- The Nursing Education Consortium, of which EMSN is a member, was successful in funding a proposal entitled, “Nursing Education Excellence Project”. Multiple private foundations gave \$110,750. The grant will support the efforts of the five nursing schools in Benton and Washington counties.
- The EMSN faculty, graduates and students participated in the Northwest Arkansas for Nurses Gala entitled “Stars for Nursing.” EMSN received more than \$15,000 for scholarships. In four years of collaboration, Stars has raised over \$258,000 and awarded over 300 nursing scholarships to students attending the five local schools.

Department of Health Science, Kinesiology, Recreation and Dance

The department continued its efforts to secure funding from outside sources to support departmental efforts with \$518,307 in funds received from alumni contributions, HPER membership sales, the publication of drug education materials, lab services and fees for rents and assessments.

Faculty submitted 27 proposals and received funding for 19 - \$709,718 in grant funding.

In addition to the 18 graduate assistantships funded by the College, outside funding for 22 additional assistantships was secured by the department. Of the \$361,882 awarded to HKRD graduate assistants during the 2003-04 academic year, \$191,697 was generated from outside sources.

Gifts-in-kind provided new teaching equipment, supplies or travel support, including:

- Robert Ferguson received equipment from the Professional Golfers Association to teach classes utilizing the Start New At Golf (SNAG) equipment and to conduct research on the effects of this equipment on student learning.
- Jeff Bonacci has secured a number of gifts that provide much needed supplies to the Human Performance Lab: \$2300 worth of electrodes for EKG readings and \$4200 in athletic training supplies and educational software.

Seven Funding Research Initiatives designed to help the college create a targeted approach to funding research initiatives were submitted by faculty. In addition, five white papers were developed and two of these papers were selected by the university to be presented to representatives from Van Scoyoc and Associates. Five proposals were submitted by faculty to the Women's Giving Circle.

Mike Young and Charles Riggs responded to the Arkansas Bioscience Institute's (ABI) request for proposals to support basic and applied biomedical research projects at the University. Dr. Riggs received \$95,178 for his research.

Department of Rehabilitation, Human Resources, and Communication Disorders

Several of the newly formed program areas within the department collaborated on research proposals. The department continues to lead the college in grant submissions, grants awarded, percentage of grants funded, and largest amount of indirect costs earned. The department received \$3,152,166 in federal, state and other sources of grant funding. Notable among these awards were:

- Brent Williams – long term training grant of \$150,000 from the U.S. Department of Education for vocational rehabilitation students with an emphasis on training qualified state vocational rehabilitation counselors.
- Brent Williams and Rick Roessler received two training grants from the federal Rehabilitation Services Administration for FY05, totaling \$250,000 annually.

Many grants are funded over a period of years. Among these are:

- Bobbie Biggs received grants from the Division of Child Care and Early Childhood Education, Department of Human Services, to provide training to approximately 3,500 early childhood educators in Arkansas.
- The National Institute on Disability and Rehabilitation Research, United States Department of Education, funded the Research and Training Center for People Who Are

Deaf and Hearing Impaired under the direction of Doug Watson, representing continuous funding since 1981, \$600,000 annually.

- The Rehabilitation Continuing Education Program in Hot Springs, continuously funded since 1974, received continued grant funding of \$555,830 for professional development programs in Arkansas, Louisiana, Texas, New Mexico and Oklahoma from the US Department of Education under the direction of Jeanne Miller.

In addition to the core grant, the Research and Training Center in Rehabilitation for People Who Are Deaf or Hearing Impaired conducted seven additional externally funded research and training grants including:

- Graduate Training in Independent Living Rehabilitation: Emphasis in Deafness. Rehabilitation Services Administration, \$500,000, 2000-2005.
- Graduate Training in Rehabilitation Counseling: Emphasis on Deafness. Rehabilitation Services Administration (RSA) grant of \$500,000, 1999-2004.
- Reaching Hard of Hearing Workers in the Mainstream: Implications for Consumers and Service Professionals. National Institute on Disability and Rehabilitation Research, \$450,000, 2001- 2004.
- Development of Digital Support Resources for Early Hearing Detection and Intervention, National Institute on Deafness and Other Communicative Disorders, \$119,354, three-way research collaboration by UAMS, Children's Hospital and the Center, 2001- 2004.
- Development of Technologies to Improve the Transition From School-to-Work and Employment for Students and Adults With Disabilities: Virtual Interview Exercises for Workplace Success, SBIR Subcontract of \$25,000, 2003-2004.
- Improving Outreach to American Indians and Alaska Natives, National Institute on Disability and Rehabilitation Research, \$49,828, 2002- 2004.
- An Examination of Qualitative Differences in Rehabilitation Outcomes Between Minority Deaf Consumers and White Deaf Consumers, National Institute on Disability and Rehabilitation Research, \$49,828, 2002- 2004.

The department also conducted several grant-funded evaluations:

- The Arkansas Adult Numeracy Campaign is a third-party evaluation of a Winthrop Rockefeller Foundation grant.
- The Coalition for a Tobacco-Free Arkansas (CTFA) contract is a second year continuation of a third-party evaluation of a Robert Wood Johnson Foundation grant. The assessment provides for data collection and management of the 76 local tobacco coalitions that CTFA serves
- The Madison County Health Coalition (MCHC) evaluation was developed to assist the coalition in assessing their presence in Madison County and to develop a health needs assessment for residents of the county.

Research incentive fund policies were revised, given that the College now returns the department's share of indirect costs back to the principal investigator. The two exceptions are the two RHAB centers, whose rent charges are paid by indirect costs from their grants.

Fredrick Nafukho completed the final year of the Mack-Blackwell Transportation Center Grant, an investigation into the factors associated with truck driver accidents. J.B. Hunt Transport, Inc. cooperated with Nafukho in the use of their database upon which the study was based.

The Speech and Hearing Clinic received additional funding of \$7,000 from the Western Arkansas Scottish Rite Bodies for a RiteCare Childhood Language Program in FY 2004.

III. Achievements in Teaching, Research and Service

See Section II Goal 1 – page 7 - above for details about Achievements in Teaching, Research and Service.

IV. Achievements of Students and Alumni

The students and alumni of the college continue to receive recognition for outstanding accomplishments in their chosen professions.

Department of Curriculum and Instruction

Students graduating from CIED programs continue to receive awards and recognition for their efforts. All MAT graduates secured teaching positions. Several students were singled out for specific awards:

- Jason Fernandes, Wal Mart Teacher of the Year
- Paige Wegerer, MAT Advisee and Intern, Outstanding Elementary MAT student
- Tracey Ashley, 2001 MAT graduate, VFW award as an outstanding social studies teacher.
- Lindsey Phillips, Outstanding Middle Level MAT Intern

Department of Education Leadership, Counseling and Foundations

- Dr. Audrey Barthel, Outstanding Research Award from the Arkansas Counseling Association, the second year in a row a CNED graduate received this award.

Eleanor Mann School of Nursing

- Carrie Moler, Outstanding Student of the Year, District 9 Arkansas Nurses Association
- Amber Dixon, Outstanding Student Award, Pi Theta Chapter of Sigma Theta Tau International Honor Society of Nursing

Department of Health Sciences, Kinesiology, Recreation and Dance

- Don Kessler, Ed.D., member of the United States Olympic Committee medical team at the World University Games in Daegu, South Korea
- Michael Young, M.Ed., 2004 Scholar Award from the American Association for Health Education

Southeastern Conference Academic Honor Roll – 2003-2004 fall, winter and spring sports

- Kellie Bedient, soccer
- Clint Brannon, baseball
- P. J. Brown, track
- Ashley Carter, softball
- Karla Crose, volleyball
- Scott Davenport, football
- Nicole Deeter, softball
- James Duke, track
- Clay Goodwin, baseball
- Lana Hass, swimming

- Scott Hode, baseball
- Trey Holloway, baseball
- Dowell Loggins, football
- Audra Loveless, gymnastics
- Hannah McLeod, gymnastics
- Darren Rogers, football
- Maureen Scott, cross country/track
- John Slaughter, football

Department of Rehabilitation, Human Resources and Communication Disorders

- Frank Johnson, B.S.E., Vocational Education HRD Concentration, named Fayetteville Chief of Police, the first African-American Chief for the city.
- Robin Bowen, Ed.D. in RHAB, Dean of the School of Graduate and Professional Studies at Rockhurst University, Kansas City, Mo.
- Jeanne Loyd, Ed.D., Adult Education (1999), State Director for the Department of Rehabilitation Services in Missouri.
- Paul Osborn, Ed.D. Adult Education (2002), Kansas Director of Technical Education, Kansas Board of Regents.
- Tom Woodruff, Ed.D., Vocational Education (1996), named a Bessie B. Moore Arkansas Award Winning Teacher. Gene-Huang Yang, doctoral candidate in Vocational Education, International Award, the Silver Medal in Recognition of Innovative Excellence in the Category of Industrial Equipment at the INPEX 2004 Conference held in Pittsburg, Kansas.
- Holly Ketchum, (2001) elected President of the Arkansas Association of the Deaf for 2003-2005.
- Jami Forrester, Faye Turner, and Tracey Gibson initiated into Phi Kappa Phi Honor Society.

V. Personnel Changes

Department of Educational Leadership, Counseling and Foundations

Roy Farley was appointed Department Head in January 2004. He had served on an interim basis since July 2003 replacing Jim Swartz who returned to his position as Graduate Coordinator.

A number of faculty changes occurred. Catherine Roland left the Counselor Education to become a department chair at Montclair State University and Mike Miller joined the Higher Education program as an associate professor with the start of Fall 2003. Three faculty searches were completed during the year: Matthew Capps assistant professor will begin in the Educational Administration program during Summer 2004; Sang Ming Lee and Dan Kissinger will start as assistant professors in the Counselor Education program in the of Fall 2004.

The department bids farewell to Jim Swartz who will become a professor in the Educational Psychology department at Miami University of Ohio.

Department of Health Sciences, Kinesiology, Recreation and Dance

With the resignation of John Horn and the retirement of John Leach, IMRS reclassified the Leach position to non-classified. This change will help IMRS better meet the challenge of providing facilities and programs that help the University meet its recruitment and retention goals.

Department of Rehabilitation, Human Resources, and Communications Disorders

Three additional clinical assistant professor positions were added to support VAED distance learning efforts. Searches are underway with the intent to have the new faculty hired by Fall 2004. VAED is considering offering an Ed.D. in Vocational and Adult Education through web-based delivery as well as seeking an on-campus Ph.D. with tracks in adult education, vocational education and/or human resource development.

The Hot Springs Rehabilitation Continuing Education Center (RCEC) had several staffing changes in 2003: two resignations; reassigning Kim Worlow from Research Associate to Event Coordinator for People First, promoting Judy Garrett from Admin Asst I to Event Coordinator as well as plans to hire a new Administrative Assistant in June 2004.

Kenda Grover, Ed.D. in Adult Education (2003), was named liaison for off-campus master's students in Adult Education and Vocational Education programs.

Sharon Sabik accepted a position as Research Assistant Professor with the Little Rock Research and Training Center. Kathy Wheeler-Scruggs and Michelle Capella left the Research and Training Center to accept positions in other states. Chyrle Cantrell resigned her position with the Little Rock Research and Training Center; Mary O'Rourke retires June 30, 2004.

James Snow, Instructor in Industrial Technology, left in May 2004.

Buel (Buddy) Lyle announced his retirement, effective August 15, 2004, but he will continue on a part time basis in FY 2005.

Boyer Center for Student Services

The Director of Student Services and the Director of Academic and Accreditation positions were eliminated. An Assistant Dean position was created and will be filled by the beginning of the Fall term.

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Watson, D. & Piper, L. (Eds.). (2003). Selected proceedings of the 14th national conference of the Association of Late-Deafened Adults. Web site: <http://uark.edu/deafrtc.pdf>.

Wills, F. (May 2004). What Might Have Been: Cross-Cultural Planning and Collaborative Evaluation, Symposium Presented at the Fifth International Conference on HRD Research and Practice, Limerick, Ireland.

Invited lectures

Anderson, G.B. (April 2004). Perspectives on black deaf culture. Invited presentation conducted at the Interpreter Education Program, University of Arkansas at Little Rock. Little Rock, AR. (31 students).

Anderson, G.B. (March 2004). Everything you wanted to know about ASL and deaf culture but were afraid to ask. Invited presentation, Interpreter Education Program, University of Arkansas at Little Rock, Little Rock, AR. (15 students).

Anderson, G.B. (February 2004). Little known facts about black deaf history. Invited presentation, Black History Month program, Philander Smith College, Little Rock, AR. (100 students and adults).

Anderson, G.B. (October 2003). Perspectives on American sign language and deaf culture. Invited presentation, Interpreter Education Program, University of Arkansas at Little Rock, Little Rock, AR. (18 students).

Anderson, G.B. (August 2003). Historical development of the state-federal vocational rehabilitation program. Invited presentation, New Employee Orientation Program, Arkansas Rehabilitation Services, Hot Springs, AR. (20 agency staff).

Anderson, G.B. (July 2003). Finding your own path to success as a leader. Invited presentation, Youth Leadership Forum for Students with Disabilities, Arkansas Governor's Commission for People with Disabilities, Little Rock, AR. (50 youth with disabilities, family members, and agency staff).

Anderson, G., Boone, S., & Watson, D. (October 2003). Vocational rehabilitation services and research in the new millennium. Invited presentation, Illinois Department of Rehabilitation Services, Springfield, IL. (25 rehabilitation professionals).

Anderson, G., Boone, S., & Watson, D. (October 2003). Mapping the future of VR services to persons who are deaf or hard of hearing: Collaborative efforts between service providers and researchers. Invited presentation, Southeast Regional Institute on Deafness, Mobile, AL. (40 rehabilitation professionals).

Anderson, G. B., & Dunn, L. (July 2003). Rehabilitation and education: Essential tools for liberation in a global world. Invited presentation, the world congress of the World Federation of the Deaf, Montreal, Quebec, Canada. (150 deaf participants).

Anderson, G.B. & Dunn, L. (July 2003). Telling it on the mountaintop: Vignettes of successful black deaf persons. Invited presentation, the world congress of the World Federation of the Deaf, Montreal, Quebec, Canada. (200 deaf participants).

Ballinger, Julie. SILC Congress, Phoenix. AZ. January 2004.

Ballinger, Julie. Worlow, Kim. Emerging Leaders in the Disability Community, Oklahoma City, OK. February, 2004.

Ballinger, Julie. Ability CIL; Board and Staff Training, Las Cruces, NM. April 2004

Ballinger, Julie. Worlow, Kim. Emerging Leaders in the Disability Community, Casper, WY. September 2003

Barta, K., Neighbors, M., Smith, R., & Holt, C., Perceptions of the Role of the School Nurse: Comparisons between Superintendents and School Nurses in Arkansas, Sigma Theta Tau International Honor Society of Nursing Biennial Conference, Toronto, Canada, November 2003.

Biggs, B. T. with UA Pre-K ELLA trainers. Pre-K Early Literacy Learning Environment. Springdale, June The Nation's Network of Child Care Resource and Referral (NACCRRRA) session (4 hours).

Biggs, B. T. with UA Pre-K ELLA trainers. An Overview: Pre-K Early Literacy Learning In Arkansas. Hot Springs, October AR Early Childhood Association (AECA) Pre-Conference Session (3 hours).

Biggs, B. T. with UA Pre-K ELLA trainers. Pre-K Early Literacy Learning In Arkansas. Chicago, IL, November, National Association for the Education of Young Children Pre-Conference Session (4 hours).

Boone, S.E. (October 2003). Overcoming stress. Invited presentation, annual conference of the Association of Late-Deafened Adults, Las Vegas, NV. (75 rehabilitation professionals and consumers with hearing loss).

- Boone, S.E. (August 2003). Contemporary practices in employment service delivery for persons who are deaf or hard of hearing: Louisiana rejuvenation! Invited presentation, Louisiana Rehabilitation Association, Baton Rouge, LA. (100 rehabilitation professionals).
- Boone, S.E. (July 2003). Section 21 projects underway at the University of Arkansas. Invited presentation, National Institute on Disability and Rehabilitation Research meeting on capacity building for Section 21 projects, Washington, DC. (25 professionals).
- Boone, S.E., Larew, S., & Watson, D. (October 2003) Shaping your future. Invited presentation, annual conference of the Association of Late-Deafened Adults, Las Vegas, NV. (30 rehabilitation professionals and consumers with hearing loss).
- Balkin, R. S., & Turner, R. C. (September 2003). Utilizing the Goal Attainment Scale of stabilization for adolescents in psychiatric hospitalization. *Annual meeting for the Association in Assessment for Counseling and Education*, Timonium, MD.
- Bonacci, J., Hendrickson, L. (2004). The Use of the otoscope in the athletic training clinical setting, Arkansas State Athletic Trainers Association, Jonesboro, AR, May 2004.
- Brescia, W.F., Swartz, J., Pearman, C., Williams, D., & Balkin, R. (May 2003). Peer Teaching in Web-based Threaded Discussions. *American Educational Research Association, Annual Meeting*, Chicago, IL.
- Brescia, W. F. & Murphy, C., and 4 graduate students (October 2003). Factors Effecting Educational Technology Self-efficacy in Preservice Teachers. *Mid-South Educational Research Association*, Biloxi, MS.
- Brescia, W.F. & Martindale, R. (November 2003). Grant Writing CD-ROM Production: Application of Instructional Design Models in Developing Philanthropic Learning Tools. *NOVA*, Denver, CO.
- Brescia, W.F. (July 2003). Proposal Writing for Educational Technology. *Regional Technology Education Conference*, Rogers, AR.
- Brescia, W. F. (July 2003). Using threaded discussions to improve student-professor and student-student interaction online. *University of Arkansas Teaching Camp*.
- Cavell, T., Newgent, R., Stegman, C., & Ladd, B. (October 2003). PIVOT: Preventive Interventions for Victims of Teasing (Bullying and Other Forms of Harassment). *Research in Progress Seminar Series sponsored by Public Policy Ph.D. Program & Educational Research and Policy Studies Program*, University of Arkansas, Fayetteville Arkansas.
- Cochran, William. Ethics & Case Management, Oklahoma City, OK. November, 2003.
- Cochran, William. Neurological Disorders, Texas Blind Services, BridgeWorks Seminar, April, 2004.
- Daniel, A., Newgent, R., Stegman, C., Mulvenon, S., & McKenzie, S. (February 2004). *All Children Excel in School (ACES): Evaluation of Social Service and Academic Interventions to Address "No Child Left Behind" Legislation*. Southwest Educational Research Association [SERA] 2004 Annual Meeting, Dallas, Texas.
- DeBasio, N., Kippenbrock, T., Jensen, D., & Siler, R., A Report from Task Force K on Recruitment and Retention of Nurse Educator, National League for Nursing Education Summit, San Antonio, TX, September 2003.
- Denny, G., & Young, M. (November 2003). Abstinence education programs that actually work? You've got to be kidding! *Annual meeting of the Society for the Scientific Study of Sexuality*, San Antonio, TX.
- Denny, G., & Young, M. (October 2003). The impact of an abstinence education program on student outcomes: Results of an 18-month followup. *Annual meeting of the American School Health Association*, El Paso, TX.

Farley, R., Newgent, R., & Stephen, J. (October 2003). ACRC: The Arkansas Center for Research and Counseling. *Research in Progress Seminar Series sponsored by Public Policy Ph.D. Program & Educational Research and Policy Studies Program*, University of Arkansas, Fayetteville Arkansas.

George, Carri. Tribal VR Training Conference, Lake Texoma, OK. August 2003.

George, Carri. 2004 Texas State Independent Living Conference, Lubbock, TX. March 2004.

Gohn, L. (November 2003) Student Spirituality, *NASPA national conference*, New Orleans

Gohn, L. (December 2003) Guess Who's Coming to College, *Arkansas ACPA Conference*, Eureka Springs, Nov. 2003

Hagstrom, F. Creating the Subject, Roundtable on Identity and Clinical Discourse, University of Rhode Island, RI (May 2004).

Hammons, J. O. (April 2003). AACC's focus on leadership: One program's response. *Annual Conference of the Council for the Study of Community Colleges*, Dallas, Texas.

Hammons, J. O. (July 2003). *Myths and misconceptions about leadership and management*. Invited speaker at the first Summer Leadership Institute of the American Association of Community Colleges. Pittsburg, Pennsylvania. (See Appendix III.K.5)

Hammons, J. O. (July 2003). *Effective strategies for developing mid-level managers*. Invited feature speaker at the Research Universities Section of the National Association of College and University Business Officers, Gaylord Opryland, Nashville, Tennessee. (See Appendix III.K.6)

Hammons, J. O. (July 2003). Effective strategies for developing mid-level managers. *Research Universities Section of the National Association of College and University Business Officers*, Gaylord Opryland, Nashville, Tennessee.

Hammons, J. O. (November 2003). $T + I + P = O$ or $T + I + P = T$? *Annual Lilly Conference on College Teaching*, Oxford, Ohio.

Hammons, J. O. (November 2003). Steps to follow in developing a faculty performance appraisal plan that works. *Annual Lilly Conference on College Teaching*, Oxford, Ohio.

Hill, V. J., Hughes, J. S., & Langsner, S. J. (2004). Adventures in an outdoor learning laboratory. Seventh Biennial Coalition for Education in the Outdoors Research Symposium, Bradford Woods Outdoor Education Center, Martinsville, IN, January 10, 2004.

Holt, C. R., De Vore, J. B., Denny, G. S., Smith, R. M., & Cambiano, R. L. (August 2003). Learning preferences of 3rd and 4th grade students in northwest Arkansas. *Annual meeting of the National Council of Professors in Educational Administration*, Sedona, AZ.

Hughes, Mary F. (August 2003). Index of Fiscal and Academic Efficiency of the Public School Districts of Arkansas. *Arkansas Association of School Administrators*, Executive Board, Little Rock, AR

Hughes, Mary F. (September 2003). Index of Fiscal and Academic Efficiency of the Public School Districts of Arkansas Executive Board, North Little Rock

Hughes, Mary F. (September 2003). Index of Fiscal and Academic Efficiency of the Public School Districts of Arkansas Small and Large School Districts, AASA, Fayetteville, Arkansas.

Langsner, S. J., & Brescia, W. Leading discussion: Let others talk too. University of Arkansas's Wally Cordes Teaching & Faculty Support Center Retreat on Teaching, Eureka Springs, AR, July 2003.

Leckner, Lee. Youth Leadership Forum, Conway, AR. July 2003.

Leckner, Lee. Focus: Achieving Your Highest Priorities, Hot Springs, AR, August 2003 Seminar.

Leckner, Lee. Focus: Achieving Your Highest Priorities, Hot Springs, AR, September 2003.

Leckner, Lee. Communication Skills Training, Baton Rouge, LA, September 2003.

Leckner, Lee. Focus: Achieving Your Highest Priorities, Little Rock, AR September 2003.

Leckner, Lee. Employment Outcomes Training, Little Rock, AR. September 2003.

Leckner, Lee. FOCUS: Achieving Your Highest Priorities, Little Rock, AR, October 2003.

Leckner, Lee. Communications Skills Training, Lafayette, New Orleans, and Lake Charles, LA, October 2003.

Leckner, Lee. Communication Skills Training, Monroe and Shreveport. LA, November 2003.

Leckner, Lee. FOCUS: Achieving Your Highest Priorities, Hot Springs, AR, March 2004.

Leckner, Lee. ARS Support Staff Conference "Everyday Creativity," Little Rock, AR, April 2004.

Leckner, Lee. Self Employment, Little Rock, AR, June 2004.

Mann, E., Biggs, B. T., & Zimmerman, A. Writing for the ATEA Journal. Nashville, TN, April, American Technical Education Association Conference Workshop (1½ hours).

Miller, Jeanne. Vocational Implications of Specific Disabilities: Chronic Pain BridgeWorks Seminar, October 2003

Miller, Jeanne. National Rehabilitation Education Conference: Region 6 Marketing and Recruitment Initiative, Washington, DC. October 2003

Miller, Jeanne. ARS Support Staff Conference: Your Signature Strengths, Little Rock, AR. April 2004

Miller, K.R. (2003, May). Rehabilitation behind bars: Integrated approaches to service delivery for deaf offenders. Invited presentation, biennial national conference of the American Deafness and Rehabilitation Association, East Rutherford, NJ. (40 vocational rehabilitation professionals).

Miller, M. T. (October 2003) How did we do? The story of an orientation assessment. *National Orientation Directors Association Annual Conference*, Seattle, WA (with Dr. D. Nadler).

Miller, M. T. (September 2003). Shared governance and intercollegiate athletics: Strategies for a more effective partnership. *Missouri Valley Research in Education Society Annual Meeting*, Cape Girardeau, MO (with Dr. R. Newman)

Miller, M. T. (October 2003). Writing for professional development and personal growth. *National Orientation Directors Association Annual Conference*, Seattle, WA (with Dr. D. Nadler, C. Hatch, and D. Johnson)

Miller, M. T. (December 2003). Assessment of student affairs functions: Lessons for orientation and transfer programs. *Tulane University Division of Student Affairs*, New Orleans, LA (with Dr. D. Nadler).

Miller, M. T. (October 2003). Discussant, *Designing Successful Transitions Panel*, *National Orientation Directors Association*, Seattle, WA.

Miller, M. Dr. D. Nadler, C. Hatch, and D. Johnson (October 2003) *Writing for professional development and personal growth*. National Orientation Directors Association Annual Conference, (invited presentation) Seattle, WA)

- Miller, M. & Nadler D. (December 2003) *Assessment of student affairs functions: Lessons for orientation and transfer programs*. Tulane University Division of Student Affairs (invited workshop), New Orleans, LA
- Mulvenon, S., Ritter, G., & Stegman, C. (2003). Test Anxiety: A Multifaceted Study on the Perceptions of Teachers, Principals, Counselors, Students and Parents. Manuscript accepted for presentation at the Annual Conference of the American Educational Research Association, April, 2002.
- Mulvenon, S., Stegman, C., Ganley, B., & McKenzie, S. (2003). Little Rock School District Revisited: Is Desegregation Working? *Annual meeting of the American Educational Research Association*, Chicago, IL April.
- Murphy, C. & Martindale, R. (March 2004). Electronic tools for technology evaluation, assessment, and planning. *Annual conference for the Society for Information Technology and Teacher Education*, Atlanta, GA.
- Murphy, C. (August 2003). Lessons we can learn from the Internet: Finding, evaluating, and implementing online lesson plans. *Feature workshop session for the Regional Technology in Education Conference*, Rogers, AR.
- Neighbors, M. and Barta, K., The School Nurse Summer Institute: A Model for Professional Development, Sigma Theta Tau International Honor Society of Nursing Biennial Conference, Toronto, Canada, November 2003.
- Nafukho, F. M. "Africa Growth and Opportunity Act: A New Path to Africa's Recovery" Invited as a panelist by the Council for the Development of Social Sciences Research in Africa during its 30th Anniversary. Dakar, Senegal, December 2003.
- Newgent, R. (November 2003). Back Off Bully. *Asbell Elementary School*, Fayetteville, Arkansas.
- Newgent, R., Daniel, A., & Mulvenon, S. (October 2003). ACES: All Children Excel in School – The Second Year. *Research in Progress Seminar Series sponsored by Public Policy Ph.D. Program & Educational Research and Policy Studies Program*, University of Arkansas, Fayetteville Arkansas.
- Newgent, R. (November 2003). Learning to Think Like a Supervisor. *Arkansas Counseling Association Annual Conference*, Hot Springs, Arkansas.
- Newgent, R. (November 2003). Legal Liability in Clinical Supervision. *Arkansas Counseling Association Annual Conference*, Hot Springs, Arkansas.
- Newgent, R., Davis, H., & Farley, R. (April 2004). *Supervisors'-in-Training Perceptions of Individual, Triadic, and Group Models of Supervision*. American Counseling Association [ACA] 2004 World Conference. Kansas City, Missouri.
- Oehlers, Leon. Intro to Professional Ethics for Rehabilitation Counselors, Baton Rouge, LA, August 2003
- Oehlers, Leon. LA Rehabilitation Association Conference: A Guide for Decision Making, Baton Rouge. LA. August 2003
- Oehlers, Leon. Region 6 RCEP Information and Resources, Fayetteville. AR, October 2003
- Oehlers, Leon. SAILS Board of Directors Training, San Antonio, TX, November 2003
- Oehlers, Leon. NCRE Conference -Region 6 Marketing & Recruitment, Tucson, AZ, February 2004
- Oehlers, Leon. Rehabilitation Legislation: ADA and the Rehabilitation Act, Albuquerque, NM, April 2004
- Paladino, D., & Newgent, R. (November 2003). Supporting the Multiracial Child: Salient Issues, Themes, and Counseling Strategies. *Arkansas Counseling Association Annual Conference*, Hot Springs, Arkansas.
- Pottenger, Paula. Career Ladder Consultation, Oklahoma City, OK, August 2003

Pottenger, Paula. Vocational Implications of Specific Disabilities: Deaf-Blindness, BridgeWorks Seminar, December 2003.

Ritter, G. W., Lucas, C. J. (November 2003). Implementing the No Child Left Behind Act. *Association for Public Policy and Management*, Washington, D.C.

Schroedel, J. (April 2004). Reaching the “invisible population” of hard of hearing adults in Main Street America. Paper presented at the meeting of the Inter-agency Committee on Disability Research, Washington, DC. (120 researchers on disability issues).

Schroedel, J., Watson, D., & Ashmore, D.H. (April 2004). How many hard of hearing and deaf college students are there? Implications for program planning from a demographic update: A public forum. Invited presentation, biennial conference of the Postsecondary Education Network, Pittsburgh, PA. (60 college support service providers).

Shadden, Barbara. “Assessment and Intervention with Older Adults Using the ICF Framework (ICF). (November 2003). Short course co-presented with T. Threats and C. Vickers at the Annual Convention of the American Speech-Language-Hearing Association Convention, Chicago, IL.

Shadden, Barbara. “PUSH: Project Urging Senior Health.” (November 2003). Lecture co-presented with R. DiBrezzo, I. Fort, and M. Powers at the Annual Partnerships for Aging Regional Conference, Tulsa, OK.

Shadden, Barbara. “Making It Happen – Using Community Resources to Serve Underserved Seniors. (November 2003). Interchange co-presented with R. DiBrezzo, I. Fort, and M. Powers at the Annual Partnerships for Aging Regional Conference, Tulsa, OK.

Shadden, Barbara. “Aphasia as Identity Theft: Lessons Learned the Hard Way.” (May,2004). Keynote address to the annual Clinical Aphasiology Conference, Park City, UT.

Shadden, Barbara. “Avoiding Caregiver Burnout.” (June 2004). Keynote address to the National Aphasia Association Conference, Tampa, FL. Miller, M. T. (October 2003). Applying reflective learning in a college level computer survey course to reduce computer anxiety: Results and effective strategies. *Association for Educational Communications and Technology Annual Convention*, Anaheim, CA (with Dr. M. Lu and Dr. L. Chen)

Smith-Blair, N., Dobutamine's Effect on Diaphragm Fatigue, Poster presentation at the Friends of the National Institute of Nursing Research (NINR), Washington, DC, September 2003.

Smith-Blair, N., The Effect of Dobutamine on Contractility, Oxidative Stress and Lipid Peroxidation, Southern Nursing Research Society's Annual meeting, Louisville, KY, February 2004.

Stephen, J. (March 2004) "Good Intentions are Not Enough: Active Listening Skills for Advisors" presented at *Arkansas Academic Advising Network*, Fayetteville, AR.

Stephen, J. & Rye, C. (May 2004)"Restorative Yoga: Benefits to Clients and Counselors", at *Arkansas Mental Health Counselors Association*, Little Rock, AR.

Swartz, J., & Denny, G. (April 2004). A survey of best practices for project-based instruction using Internet resources and computer-based multimedia in Arkansas. *Annual meeting of the American Educational Research Association*, San Diego, California.

Turner, L. W. (2003). Nutrition assessment for athletes: Guidelines for health professionals. National Athletic Training Association Annual Meeting and Clinical Symposia, St. Louis, MO.

Turner, L. W. (2003). The role of diet in osteoporosis prevention. University of Arkansas Medical Sciences, Nutrition Department, Little Rock, AR.

Turner, R. C., Salamo, G., & Vickers, K. (December 2003). Student Psychosocial and Creativity Characteristics in a Physics Program Using a Cohort Methodology. *Poster presented at the annual Project Directors' Meeting for the U.S. Department of Education Fund for the Improvement of Post-Secondary Education, Denver, CO.*

Turner, R. C., & Ritter, G. (April 2004). Does the impact of preschool childcare on cognition and behavior persist throughout the elementary years? *Accepted for presentation at the annual meeting for the American Educational Research Association, San Diego, CA.*

Watson, D., Anderson, G., & Paris, D. (2003 July). Building a better future for deaf Americans. Invited presentation, biennial convention of the Arkansas Association of the Deaf, Little Rock, AR. (200 consumers and service providers).

Watson, D., Bakke, M., Harkins, J., & Boone, S. (October 2003). Innovative technology applications to enhance rehabilitation services and outcomes. Invited presentation, annual conference of the Association of Late-Deafened Adults, Las Vegas, NV. (80 consumers with hearing loss and service professionals).

Williams, T. L., Turner, R. C., & Hulett, L. (April 2004). Parents' perceptions of their students' attitudes about science and mathematics. *Accepted for roundtable presentation at the annual meeting for the American Educational Research Association, San Diego, CA.*

Williams, T. L., & Turner, R. C. (April 2004). Personality and learning style differences between multidisciplinary and traditional engineering graduate students. *Accepted for roundtable presentation at the annual meeting for the American Educational Research Association, San Diego, CA.*

Young, M., Denny, G., & Bailey, W. (November 2003). Correlates of adolescent sexual behavior and behavioral intent. *Annual meeting of the Society for the Scientific Study of Sexuality, San Antonio, TX.*

Other Lectures and Oral Presentations

Barta, K., Neighbors, M. *Clinic Issues*, Third School Nurse Summer Institute, AHEC-NW. August 2003.

Buron, B. *The Use of Personal Digital Assistants (PDAs) in the Nursing Profession*. Annual Arkansas Student Nurse Convention in Little Rock, Arkansas. October 2003.

Kippenbrock, T. *A Distinguished Past: A Dynamic Future*. Sigma Theta Tau International, Pi Theta Chapter Induction Ceremony, Fayetteville AR. November 2003.

Kippenbrock, T. *Family health today: Nursing shortage in NWA*. Jones Television Network. Springdale, AR, June 2004.

Lawson, G. *Teaching ABI's in Health Assessment: The Other Vital Sign*, UAMS College of Nursing Nurse Educator Conference, Little Rock, AR, June 2004.

Lawson, G. *Peripheral Arterial Disease: Sign, Symptoms, and Treatment Options*. Arkansas Nursing Meadows, C. *Examination of Ears, Nose, Throat, Heart & Lungs*, Arkansas Athletic Training Association Annual Meeting: Physical January and May 2004.

Meadows, C. *Physical Examination of Heart and Lung Sounds*, UA Men's Athletic Department, Fayetteville, AR, January 2004.

Meadows, C. *Basic Suturing Techniques*, UAMS MSN course, Fayetteville, AR October 2003.

Meadows, C. *Health Assessment*, UAMS MSN course, Fayetteville, AR. Student Association State Convention, Little Rock, AR. October 2003.

Neighbors, M. and Boyer, M. *Using Humor in the Classroom*, TFSC Teaching Camp, Eureka Springs, AR. August 2003.

Neighbors, M. and Barta, K. *The School Health Index*, School Nurse Summer Institute, Fayetteville, AR. August 2003.

Selby, A. *Freedom from Stigmatization of Mental Illness*, presented at the first annual "Freedom Fest" sponsored by Community Access Television. July 2003.

Selby, A. *Current Issues in Mental Health Care: Is Stigma Part of This Picture?*, Arkansas Nursing Student Association State Convention, Little Rock, AR. October 2003.

Selby, A. *Targeted Aggression Control Training*, Northwest Medical Center. February, March, November, December 2003.

Invited Presentations:

Agan, J. P. & Hagstrom, F. Exploring a dialogical approach to spoken language with aphasics. Platform paper. Clinical Aphasia Conference, Park City, UT (May 2004)

Anders, M., Turner, L., Wallace, L., Young, M. (2004). Smoking and osteoporosis risk among men: Results from a national survey. American Academy of Health Behavior Annual Conference, Sedona, AZ, February 2004.

Bartley, S., Turner, L., Hunt, S., Lirgg, C. (2003). Physical activity of Arkansas youth compared with United States youth. Presented at the Arkansas Alliance for Health, Physical Education, Recreation and Dance Annual Conference, Eureka Springs, AR.

Anderson, G., Boone, S., & Watson, D. (Oct. 2003). Mapping the future of VR services to persons who are deaf or hard of hearing through collaborative efforts between researchers and service providers. Poster at the SERID. Mobile, AL.

Anderson, G., Boone, S., & Watson, D. (Oct. 2003). Vocational rehabilitation services and research in the new millennium. Invited presentation at the Illinois Rehabilitation Services, Springfield, IL.

Boone, S. (July). Section 21 projects underway at the University of Arkansas. Presentation at NIDRR research capacity building: Section 21 Projects, Washington, D.C.

Boone, S. (Aug. 2003). Contemporary Practices in Employment Service Delivery for Persons who are Deaf or Hard of Hearing. Louisiana Rejuvenation! Louisiana Rehabilitation Association's Annual Training Conference Baton Rouge

Boone, S. (Oct., 2003). Rehabilitation intervention through technology. Presentation in Watson, D.W. (Moderator), Boone, S. Bakke, M. & Harkin, J. Innovative Technology Applications to Enhance Rehabilitation Service and Outcome. Workshop at the Association of Late Deafened Adults Las Vegas, NV.

Boone, S. Larew, S. & Watson, D. (October, 2003). Shaping your Future. Invited workshop at the Association of Late Deafened Adults Las Vegas, NV.

Boone, S.E. (Oct., 2003). Overcoming Stress. Workshop at the Association of Late Deafened Adults Las Vegas, NV.

Bonacci, J., Plant, J., & Van Lunen. The relationship between graduate athletic training students: Learning styles preferences and demographic qualities. NATA Convention, St. Louis, MO, July 2003.

Bonacci, J. Incorporating learning styles in athletic training clinical education. NATA 54th Clinical Symposium Abstracts, Session 27, pg. 219, July 2003.

- Brown, B. S. (2004). Current trends in exercise programming and its incorporation into a community-wide setting. Leadership Fayetteville Committee and Fayetteville Chamber of Commerce, Fayetteville, AR.
- Brown, B., Gorman, D., DiBrezza, R., Fort, I., Cho, H. (2003). Variability in explosive power and effects of stature during aging process. American College of Sports Medicine Annual Meeting, San Francisco, CA, May 29, 2003.
- Brown, B., Gorman, D., & Ferguson, R. Discerning abdominal strength and endurance and its association with recurrent injury in female athletes, VIIth IOC Olympic World Congress on Sport Sciences, Athens, Greece, October 2003.
- Cazer, E., Gray, M., Di Brezzo, R., & Fort, I. The effects of exercise on body composition and bone mineral density among middle-aged women. Central States ACSM Proceedings, Kansas City, MO, October 2003.
- Colliler, M. (2004), Presentation at the Winter Celebration for Great Expectations of Arkansas, College of the Ozarks, Clarksville, Arkansas. Focus on using Children's Literature as vehicle for integrating the arts throughout the curriculum.
- Collier, M. (2004). Presentation at the Nadine Baum Arts Center for A+ Schools Project, University of Arkansas, Fayetteville. Focus on the works of African American artist Jacob Lawrence as adapted for children and youth literature by author Walter Dean Myers.
- Collier, M. (2004). Presentation at National Youth At Risk Conference, Savannah, Georgia sponsored by Georgia Southern University, Statesboro. Focus on utilizing African American children's literature as a teaching tool for effective literacy and a means of providing more culturally relevant curriculum.
- Collier, M. (2004). Presentation at the Alpha Kappa Alpha Sorority, Inc. Gamma Omicron Chapter Reunion at Tougaloo College, Jackson, Mississippi. Featured presenter and community service facilitator for the Read-Aloud Project working with local children and adults to expose them to culturally relevant methodology and materials to develop and enhance interest and skills in literacy.
- Conn, H., & Gorman, D. Effect of cup stacking on reaction time, movement time, and ambidexterity in fourth grade students. Arkansas Association for Health, Physical Education, Recreation and Dance Conference, Eureka Springs, Arkansas. November 2003.
- Denny, G., & Young, M. Evaluation of an abstinence education curriculum series: Sex can wait. Paper presented at the 2003 Annual Meeting of the American School Health Association, El Paso, TX, October 2003.
- Di Brezzo, R., Shadden, B., Fort, I., & Powers, M. Making it happen — Using community resources to serve the underserved seniors. Partnerships for Aging, Tulsa, OK, November, 2003.
- DiBrezza, R. & Hunt, S. B. (2003). Career life development in academia: The newly wed and the nearly dead. Presented at the Arkansas Association of Health, Physical Education, Recreation and Dance, Eureka Springs, AR.
- Di Brezzo, R., Shadden, B., Fort, I., & Powers, M. PUSH — Project urging senior health. Partnerships for Aging, Tulsa, OK, November, 2003.
- Di Brezzo, R., Ferguson, R. Anaerobic power production of female athletes using modified ascent methods for the Margaria-Kalamen power test. The 10th Measurement and Evaluation Symposium: Measurement Issues and Challenges in Aging Research, University of Illinois Urbana-Champaign, IL, Oct., 2003.
- Di Brezzo, R., Fort, I., & Shadden, B. Developing community and campus physical activity programs for older adults: PUSH – Project urging senior health. AAALF/Council on Aging and Adult Development, American Alliance for Health, Physical Education, Recreation and Dance, National Meeting, New Orleans, LA, April 2004.
- Di Brezzo, R., Shadden, B., Boone, S. (2003). Challenges of aging with hearing loss: Managing potentially negative interactions between sensory impairment and other age changes. International American Meeting of SHHH, Atlanta, GA.

Donnelly, J., & Young, M. (2003). Attitudes of rural public school students to the A-H in abstinence education. Paper presented at the 2003 Annual Meeting of the American Public Health Association, San Francisco, CA.

Ferguson, R., Mullikin, T. & Riggs, C. E. The effects of strength training and instruction on throwing performance in children. Southern District of the American Alliance for Health, Physical Education, Recreation and Dance, Savannah, GA, February 2003.

Ferguson, R. H. & Mayhew, J. L. Validation of a 7-10-RM bench press test to predict maximum bench press strength. Poster submitted for presentation at the annual meeting of the American College of Sports Medicine, Indianapolis, IN, June 2004.

Ferguson, R. H. & Hunt, D. Fly Fishing in the Schools. Oral presentation at the annual meeting of the Arkansas Association of Health, Physical Education, Recreation, and Dance, Eureka Springs, AR, November 2003.

Fikes, L., Young, M., & Denny, G. The relationship of general body image to components of sexual body image. Presented at the 2004 Mid-Continent/Eastern Regions Meeting of the Society of the Scientific Study of Sexuality, Madison, WI, June 2004.

Ford, M. A., Turner, L. W., Mauromoustakos, A., & Bass, M. A. (2003). Body composition's effects on bone mineral density among college-aged women. American Alliance for Health Physical Education, Recreation and Dance Annual Conference, Philadelphia, PA.

Gorman, D., Brown, B., & Ferguson, R., Decker, D. Abdominal strength vs. endurance and its relationship to low back injury among university football athletes, VIIth IOC Olympic World Congress on Sport Sciences, Athens, Greece, October 2003. Note: Prince de Merode Award Finalist.

Graening, J. (February 2004). African american involvement in the modern olympic games. Oral presentation at National Association for African American Studies Conference, Houston, TX

Hagstrom, F., Shadden, B., Knotts, S., & Glenn, C. Formative Assessment Using Metacognitive Tools in Clinical Education. Seminar Session. American Speech-Language-Hear Association Convention, Chicago, IL (November 2003).

Hagstrom, F. & Harrison, M. B. Computer Literacy for Children With and Without Learning Disabilities. Poster. American Speech-Language-Hearing Association Convention, Chicago, IL (November 2003).

Hagstrom, F. & Agan, J. Dialogical Approach to Language and Literacy. Poster. American Speech-Language-Hearing Association Convention, Chicago, IL (November 2003).

Hagstrom, F. Talk and Task Mastery. Paper. The International Clinical Phonetics and Linguistics Association, Conference 10, Lafayette, LA (February 2004).

Hickey, C., Oldham, C. & Riggs, C. E. (2003). College Showcase. Honors College Convocation Presentation

Hoyt, G. L., Fort, I. L., & Duncan, L. K. Effects of hypohydration on cardiovascular and subjective responses in healthy smokers and nonsmokers during exercise. Research Consortium, American Alliance for Health, Physical Education, Recreation and Dance, New Orleans, LA, April 2004.

Imbeau, M.B. (July 2003). Instructional strategies for academically diverse learners: A look at differentiation. Presentation to Hodgenville Schools. Hodgenville, KY.

Imbeau, M.B. (July 2003). Instructional strategies for academically diverse learners: A look at differentiation. Presentation to Williams County Schools. Nashville, TN.

Imbeau, M.B. (July 2003). Instructional strategies for academically diverse learners: A look at differentiation. Presentation to First Annual Institute for Teachers of Gifted Youth at the University of South Dakota, Vermillion, SD.

Imbeau, M.B. (July 2003). Managing a differentiated classroom. Presentation to the Summer Institute for Academic Diversity, the University of Virginia, Charlottesville, VA.

Imbeau, M.B. (July 2003). Getting started with differentiation. Presentation to the Summer Institute for Academic Diversity, the University of Virginia, Charlottesville, VA.

Imbeau, M.B. (July 2003). Instructional strategies for academically diverse learners: A look at differentiation. Course taught to Edufest: Idaho's Gifted Education Conference at Boise State University, Boise, ID.

Imbeau, M.B. (Augus, 2003). Instructional strategies for academically diverse learners: A look at differentiation. Presentation to Memphis City Schools, Memphis, TN.

Imbeau, M.B. (August 2003). Instructional strategies for academically diverse learners: A look at differentiation. Presentation to the New School faculty, Fayetteville, AR.

Imbeau, M.B. (August September, October, December 2003). Meeting the needs of diverse learners with differentiated instruction and related topics. Presentation to Wayne Township Schools, Indianapolis, IN.

Imbeau, M.B. (September 2003). Understanding by design: Creating quality curriculum for the middle school. Presentation to the Middle School Grant Schools of Ft. Worth Independent School District, Ft. Worth, TX.

Imbeau, M.B. (October 2003). Development of differentiated lessons/units for gifted students based on Idaho state standards. Presentation to the From Standards to Solutions: Putting Principles into Practice, the Council for Exceptional Children Idaho State Conference. Sun Valley, ID.

Imbeau, M.B. (October 2003). Instructional strategies for academically diverse learners: A look at differentiation. Presentation to the Princeton City Schools, Cincinnati, OH.

Imbeau, M.B. (October 2003). Quality teaching and differentiation: Is there a fit? Keynote presentation to Mountain Lakes School District, Mountain Lakes, NJ.

Imbeau, M.B. (October 2003). Instructional strategies for academically diverse learners: A look at differentiation. Presentation to Warrenton County School District, Warrenton, GA.

Imbeau, M.B. (October 2003). Guiding students independent investigations. Presentation to the Dallas Independent School District, Dallas, TX.

Jones, C., Turner, L. W. Non-equipment exercise-related injuries among women 65 and older: Emergency department visits from 1994-2001, Seventh World Conference on Injury Prevention and Safety Promotion, Vienna, Austria, June 2004.

Jones, C., Turner, L. W. Osteoporosis knowledge, attitudes, and behaviors of women participating in an osteoporosis prevention intervention. Seventh World Conference on Injury Prevention and Safety Promotion, Vienna, Austria, June 2004.

Jones, C., Anders, M., & Turner, L. W. Risk factors for osteoporosis among men: Results from a national survey, Seventh World Conference on Injury Prevention and Safety Promotion, Vienna, Austria, June 2004.

Jones, C., Perry, B.A., Turner, L. W., Bleeker, J. Predictors for perceived health status among older adults: Results from a national study. American Academy of Health Behavior Scientific Meeting IV, Sedona, AZ, March 2004.

Kern, J., Mears, D., & Hunt, S. Measuring quality teaching. ArATE/ArACTE Fall Conference, Conway, Arkansas, September 2003.

- Kern, J. & Calleja, P. Establishing a K-12 physical education partnership. National Physical Education Teacher Education Conference, Baton Rouge, LA, October 2003.
- Lefever-Davis, S., Making classroom libraries an integral part of your reading program. Presented at On the Border Reading Council. Ft. Smith, September 2003.
- Ludwig, L., Turner, L. W. (2004). Patient education practices among bone densitometry technologists. IOF World Congress on Osteoporosis, Rio de Janeiro, Brazil.
- Martin, D. E., Shinnen, H., Johnson, K. E., & Riggs, C. E. (2003). Changes in muscle function induced by high and low intensity exercise in vldc deficient female mice. American College of Sports Medicine Annual Meeting, San Francisco, CA.
- Martin, D. E., Kissinger, E. A., & Riggs, C. E. FACSM. Exercise and skeletal muscle function in vldc deficient female mice. ACSM Annual Meeting, Indianapolis, IN, June, 2004.
- McGee, & Savin, M. (July 2003). Research in the university classroom. Invited presentation at the Teaching and Faculty Support Center Summer Teaching Camp.
- McGee, C.D. (March 2004). *Differentiated instruction: Meeting all children's need*. Workshop presented at Fort Worth Independent School District.
- McGee, C.D. (April 2004). *Differentiated instruction: Meeting all children's need*. Workshop presented at Fort Worth Independent School District.
- McGee, C.D. (June 2004). Creating multicultural classrooms. Invited ½ day workshop at the Texastute Conference in Ft. Worth, TX.
- McGee, C.D. (June 2004). Teaching writing through writer's workshop. Invited ½ day workshop at the Texastute Conference in Ft. Worth, TX.
- McGee, C.D. (June 2004). Building classroom community. Invited ½ day workshop at the Texastute Conference in Ft. Worth, TX.
- McGee, & Savin, M. (July 2003). Research in the university classroom. Invited presentation at the Teaching and Faculty Support Center Summer Teaching Camp.
- McGee, C.D. (2004 March). *Differentiated instruction: Meeting all children's need*. Workshop presented at Fort Worth Independent School District.
- McGee, C.D. (April 2004). *Differentiated instruction: Meeting all children's need*. Workshop presented at Fort Worth Independent School District.
- McGee, C.D. (June 2004). Creating multicultural classrooms. Invited ½ day workshop at the Texastute Conference in Ft. Worth, TX.
- McGee, C.D. (June 2004). Teaching writing through writer's workshop. Invited ½ day workshop at the Texastute Conference in Ft. Worth, TX.
- McGee, C.D. (June 2004). Building classroom community. Invited ½ day workshop at the Texastute Conference in Ft. Worth, TX.
- Morris, D., Turner, L., Recreation participants and binge drinking of college students: Investigating a 10-year trend. Arkansas Alliance for Health, Physical Education, Recreation and Dance Annual Conference, Eureka Springs, AR, November 2003.

Morris, D., Turner, L. Attitude of students without disabilities toward students with disabilities in a regular physical education class. Arkansas Alliance for Health, Physical Education, Recreation and Dance Annual Conference, Eureka Springs, AR, November, 2003.

Morris, D., Penhollow, T., & Young, M. The impact of religiosity on sexual behaviors of college students. Presented at the 2004 Midcontinent/Eastern Regions meeting of the Society of the Scientific Study of Sexuality, Madison, WI, June 2004.

Morrow, L. (2003). Professional Development Presentations at The New School Fayetteville, AR: Seeking Authenticity in the Language Arts Classroom, 9/29/03 Early Adolescent Development, 10/13/03; Using Literature Across the Curriculum, 11/10/03

Moiseichik, M., & Hughes, J. Unfair competition: Private fitness centers v. YMCA. Society for the Study of Legal Aspects of Sport and Physical Activity, Atlanta, GA, March 2004.

Nafukho, F. M. and Ok. D. Park. An investigation into business educators perception of the importance of resources used in self-directed learning. Presented during the Teaching and Learning Conference held in London. July 2003

Nafukho, F. M. & Waithaka, I. Factors Predicting Entrepreneurial Opportunities in the United States of America: 1969-2000. Presentation at the Research in Progress Seminar (RIP) organized by the Public Policy Program and College of Education and Health Professions. On September 2003.

Nafukho, F. M., Hairston, N. & Brooks, K. (2003). Human Capital Theory: Implications for HRD. Presentation at the Research in Progress Seminar (RIP) organized by the Public Policy Program and College of Education and Health Professions. On September 2003.

Nafukho, F. M.. Use of Web based survey in Research. At presentation during the Arkansas Business Education Association Annual meeting Held at Hot Springs Arkansas, August 2003.

Nafukho, F. M. Self-directed learning among business educators. Presentation made during the Twentieth Annual Ozark Mountain Business/Marketing Education Conference on the theme "OMBEC 20 Years Still Going Strong". (July 2003, at Clarion Inn, Fayetteville, Arkansas).

Park, O. (2003). Hardware/Software Update. Ozark Mountain Business Education Conference, Fayetteville, AR.

Park, O. (August 2003). Is There Anything New in Computer Hardware and Software? You Bet There Is!, Arkansas Business Education Association Annual Conference, Hot Springs, AR. (Evaluation Attached)

Riggs, C. E. (2003). Cell and animal models for studying pathogenesis and pathophysiology. Symposium/Workshop on Metabolic and Molecular Aspects of the Pathogenesis in Acyl-CoA Dehydrogenase Deficiencies, Aarhus, DK.

Riggs, C. E. (2003). Physiological consequences of exercise in vlcad deficient mice. Presented to the Lab Group of Dr. Arnold Strauss, Department of Pediatrics, Vanderbilt University School of Medicine, Nashville, TN, December, 2003.

Smith, N., & Imbeau, M.B. (December 2003). Differentiated instruction: Beginning the journey. Presentation for Association for Supervision and Curriculum Professional Development Institute, LasVegas, NV.

Shadden, B., Di Brezzo, R. Measurement issues in predicting participation and outcomes in senior exercise programs. The 10th Measurement and Evaluation Symposium: Measurement Issues and Challenges in Aging Research, University of Illinois Urbana-Champaign, IL, Oct. 2003.

Simpson, D., Turner, L. Serving the underserved: An opportunity for osteoporosis education in emergency healthcare. Arkansas Alliance for Health, Physical Education, Recreation and Dance Annual Conference, Eureka Springs, AR, November 2003.

Skaife, M., Turner, L. W., Hunt, S. B. (2003). The role of physical activity in reducing risk of osteoporosis among older populations. Presented at the Arkansas Alliance for Health, Physical Education, Recreation and Dance Annual Conference, Eureka Springs, AR.

Schroedel, J.G., Watson, D., & Boone, S. (June 2003). Work patterns of hard of hearing employees: Preliminary results. Presentation at Self Help for Hard of Hearing Persons, Inc. Atlanta, GA.

Shadden, B., DiBrezza, R., Boone, S. & Watson, D. (June 2003). Challenges of aging with hearing loss. Presentation at Self Help for Hard of Hearing Persons, Inc. Atlanta, GA.

Shadden, B., Di Brezzo, R., Fort, I., & Powers, M. Resource and service needs and utilization of employed caregivers: Gender and employee group profile. Partnerships for Aging, Tulsa, OK, November 2003.

Scott, J. L., Martin, D. E. & Riggs, C. E. FACSM. The effects of endurance and high intensity exercise on mitochondrial oxidation of fats in vldl deficient mice. ACSM Annual Meeting, Indianapolis, IN, June 2004.

Scott, J., Kissinger, E., Koonce, S. & Riggs C. E. (2003). Running mice. All University Convocation, 2003.

Tokar, K., Tokar, T., Turner, L., Hunt, S., Forbess, J. (2004). Design, implementation and evaluation of a bone health education program for underserved youth. American Alliance for Health Physical Education, Recreation and Dance, Annual Conference, New Orleans, LA.

Toner, M.A., Helmer, D., Kratzburg, S., Battershell, V., & Knotts, S. (July 2003). Create-a-book project: Enhancing remediation and motivation. Presentation at 2003 ASHA Schools Conference; Anaheim, CA.

Toner, M.A. and Helmer, D., (November 2003). Create-a-book project: Enhancing language and literacy. Presentation at 2003 ASHA National Convention; Chicago, IL.

Toner, M.A., Beck, C. & Richards, K., Fundamental Frequency and Prosodic Characteristics of Dementia Patients. (November 2003). Presentation at 2003 ASHA National Convention; Chicago, IL.

Toner, M.A., Beck, C., & Richards, K. (November 2003). Problematic Vocalizations in Dementia: Effectiveness of Caregiver Strategies). Presentation at 2003 ASHA National Convention; Chicago, IL.

Turner, L. W, Hunt, S. B., Lirgg, C. D., & Ferguson, R. H. Weight-control behaviors and fruit and vegetable intakes among adolescents: Results from a national survey. Poster presentation at American Alliance of Health, Physical Education, Recreation, and Dance, New Orleans, LA, March 2004.

Turner, L. W., & Hunt, S. B. (2003). Determinants of bone mineral density among middle-aged women, Presented at the American Academy of Health Behavior Annual Conference, St. Augustine, FL.

Turner, L. W., Young, M. E., Knickerbocker, C. (2003). Correlates of healthy eating and physical activity among students in grades 6-12. American School Health Association Annual Conference, TX.

Turner, L. W., Wallace, L. S., Perry, B. A., & Ballard, J. (2003). Site of bone densitometry in middle-aged women: Comparison of bone mineral density of 3 anatomic regions. American Society for Bone Mineral Research 25th Annual Meeting, Minneapolis, MN.

Turner, L. W., Perry, B. A., Bleeker, J., Hunt, S., Wallace L. S. (2003). Determinants of bone mineral density among middle-aged women. American Academy of Health Behavior Annual Conference, St. Augustine, FL.

Turner, L., Young, M., & Knickerbocker, C. Correlates of healthy eating and physical activity among students in grades 7-12. Paper presented at the 2003 Annual Meeting of the American School Health Association, El Paso, TX, October, 2003.

VanBiervliet, A., Boone, S. & Martin, P. (May 2003). Digital support resources for early hearing detection and intervention (EHDI) programs. ADARA Integration of Disciplines: All roads lead to excellence. East Rutherford, NJ

Van der Smissen, B., & Moiseichik, M. Operational practices to ameliorate liability. National Recreation and Park Association, St. Louis, MO, October, 2003

Wallace, L. S., Ballard, J., Holiday, D., Cussen, P., & Turner, L. W. (2003). Evaluation of decision rules for referring African-American women for bone densitometry by dual-energy X-ray absorptiometry. American Society for Bone Mineral Research 25th Annual Meeting, Minneapolis, MN.

Watson, D., Boone, S., & Anderson, G. (June 2003). NIDRR Formative Review for RRTC , Washington, DC.

Watson, D. & Boone, S. (Oct. 2003). Surviving and thriving at work. Invited workshop in the Empowerment Symposium: Employment of People who are deaf and hard of hearing. Osage Beach, MO.

Watson, D., Boone, S., Garrison, B., Warren, L., & Hunan, R. (Oct. 2003). Surviving and Thriving at work. Empowerment of deaf and hard of hearing workers: an interactive forum. Invited panel at the Missouri Empowerment Symposium: Employment of People who are deaf and hard of hearing. Osage Beach, MO

Watson, D., Boone, S. & Schroedel, J.G. (Oct. 2003). Employment experiences of hard of hearing workers: Let's rap! Presentation at South East Regional Institute on Deafness, Mobile, AL

Wells, M., Young, M., & Knickerbocker, C.. Social norms related to tobacco use among elite African Americans. Presented at the 2004 Annual meeting of the American Academy of Health Behavior, Sedona, AZ, February 2004.

Westberg, K.L., & Imbeau, M.B. (July 2003). The Schoolwide Enrichment Model. Course taught to Edufest: Idaho's Gifted Education Conference at Boise State University, Boise, ID.

Young, M., Morris, D., Penhollow, T., Knickerbocker, C., Turner, L. Predictors of sexual satisfaction: The role of body image and fitness. American Academy of Health Behavior Annual Conference, Sedona, AZ, February 2004.

Young, M. (2003). Symposium: Abstinence education programs that actually work? You've Got To Be Kidding (organized by Young). Presented at the 2003 annual meeting of the Society for the Scientific Study of Sexuality, San Antonio, TX. Young, M. co-author with Denny, G. of symposium paper Sex Can Wait: A Five-Year Rural Evaluation Project, San Antonio.

Young, M., Mickles, A., Morris, D., & Penhollow, T. Predictors of sexual satisfaction: The role of body image and fitness. Presented at the 2004 Annual meeting of the American Academy of Health Behavior, Sedona, AZ, February, 2004.

Young, M., Donnelly, J., Denny, G., & Rodriguez, M. (2004). Sexual behavior, self-esteem, and values among Hispanic middle school students. Presented at the 2004 Annual Meeting of the American Alliance of Health, Physical Education, Recreation, & Dance, New Orleans, LA.

Young, M., Knickerbocker, C., Morris, D., & Bleeker, J. (2004). Substance use: Correlates of intent to use among elementary school children. Presented at the 2004 Annual Meeting of the American Alliance of Health, Physical Education, Recreation, & Dance, New Orleans, LA.

Young, M., Denny, G., & Bailey, W. (2003). Correlates of adolescent sexual behavior and behavioral intent. Presented at the 2003 Annual Meeting of the Society for the Scientific Study of Sexuality, San Antonio, TX.

Young, M., Wells, M., & Knickerbocker, C. Correlates of adolescent smoking. Presented at the 2004 Annual Meeting of the American Academy of Health Behavior, Sedona, AZ, February 2004.

Young, M., & Denny, G. Liars, cheaters, and thieves: Correlates of undesirable character behaviors in adolescents. Presented at the International Social Science Conference, Honolulu, HI, June, 2004.

Young, M., & Wells, M. (2004). Keep A Clear Mind - Training for A SAMHSA Model Program, (invited workshop). Wisconsin Prevention Conference, Wisconsin Rapids, WI.

Other Presentations

Eilers, L. & Adams-Jones, R. (April,2004). *Using literature to teach mathematics*. Workshop presented at the 82nd Annual Meeting of the National Council of Teachers of Mathematics. Philadelphia, PA. Session # 827

Eilers, L. & Lincoln, F. (May 2004). Multicultural literature teaches the world to read. Session 17919 at the 49th Annual Convention of the International Reading Association's Convention. Reno-Tahoe, NV

Imbeau, M.B., Westberg, K.L., & Leppien, J. (November, 2003). The tragedy of the U.S.S. Indianapolis: An instructional unit using The Parallel Curriculum Model. Presentation at the annual meeting of the National Association for Gifted Children (NAGC), Indianapolis, ID.

Kirkpatrick, L., Lincoln, F., & Morrow, L. (2004 February). *Assessing quality and professionalism: A comparison of two preparation programs*. Research paper presented at the 84th Annual National Meeting of the Association of Teacher Educators, Dallas, TX.

Lefever-Davis, S., Pearman, C., Wilson, C. & Hail, J. (2004). Reading Behaviors of Beginning Readers Reading Electronic Texts. Presented at the American Educational

Lefever-Davis, S. & Eilers, L. (November 2003). Getting the most from your first ARA conference. Session presented at the Fall Conference of the Arkansas Reading Association.

Lefever-Davis, S., Eilers, L., (2003). Making the most of your first ARA conference. Presented at Arkansas Reading Association Annual Conference. November 12-14, 2003. Little Rock, AR.

Lefever-Davis, S., Wilson, C., Hail, J. & Pearman, C. (2003). "Ride the Wave". Using Learning centers to help "surf" through reading and writing. Presented at Arkansas Reading Association Annual Conference., Little Rock, AR

Leslie, K. & Pearman, C. & Lefever-Davis, S. (2003) Building Classroom Libraries. Presented at Southeast Association of Teacher Educators Annual Conference.. Savannah, GA.

Morrow, L., Cronan, T. & Sullivan, E. (May 2004). "*Pay it forward*": *Modeling strategies for future middle level literacy and content area educators*. Paper presented at the 49th Annual Convention of the International Reading Association, Reno, NE.

Morrow, L., Sullivan, E., Lefever-Davis, S., Kirkpatrick, L., & Colbert, J. (March 2004). *Dealing with change in the pds*. Paper presented at the 2004 Professional Development Schools National Conference, Orlando, FL.

Morrow, L. & Sullivan, E. (November 2003). *Catch the big wave: Literature circles assessment*. Paper presented at the Arkansas Reading Association Fall Conference, Little Rock, AR.

Morrow, L.M., Sullivan, E., Colbert, JL, Lefever-Davis, S. & Kirkpatrick, L. (2004). Dealing with change in the PDS. Presented at the 2004 Professional Development Schools National Conference. Orlando, FL.

Murdick, N., Gartin, B. C., & Edens, R. (, October 2003). *The use of universal precautions in the classroom*. Workshop presented at the International Conference on Children and Youth with Behavioral Disorders, St. Louis, MO Refereed

Rao, S., & Gartin, B. C. (June 2004). *Evidence-based Practices in the Education of Persons with Developmental Disabilities*. Workshop presented at the 128 Annual Meeting of the American Association on Mental Retardation, Philadelphia, PA Refereed

Rao, S., & Gartin, B. C. (September 2003). *Students with disabilities in higher education: Faculty willingness to provide accommodations*. Lecture presented at the American Association for Adult and Continuing Education 52nd National Adult and Continuing Education Conference, Detroit, IL. Refereed.

Rao, S., & Gartin, B. C. (October 2003). *Students with disabilities in higher education: Accommodation issues*. Lecture presented at the Council of Exceptional Children-Division on Career Development and Transition 2003 International Conference, Roanoke, VA. Refereed.

Roessler, R., Illness Intrusiveness Model; Implications for Rehabilitation. Presenter at National Council on Rehabilitation Education Annual Conference, , Tucson, AZ, February 2004.

Smith, T.E.C. New Disabilities Under IDEA and Section 504. Presented at the 21st LRP National Institute on Law and Disabilities. San Francisco, May 2003.

Smith, T.E.C. Section 504 and Public Schools. Presented for the Nashville Public School System, Nashville, TN. February 2003.

Sullivan, E. & Morrow, L. (September 2003). *What's missing? Assessing pre-professional practicum experience beyond pathwise*. Paper presented at the ArATE Fall Conference, University of Central Arkansas, Conway, AR.

Sullivan, E. & Morrow, L. (November 2003). *Preparing teachers for readers in the middle*. Paper presented at the Southeastern Regional Association of Teacher Educators Conference, Savannah, GA.

Editor/ Editorial Review Board/Reviewer

Eilers, L., (2003). Southern University in Baton Rouge, LA: *E-Journal of teaching and learning in diverse settings*. Board of Reviewers

Lefever-Davis, S. Co-Editor: *The Reader...IRA in Arkansas*. Journal of Arkansas Reading Association. 2003-2004.

Lefever-Davis, S. Reviewer: *The Reading Teacher*. Journal of the International Reading Association. 1999-present.

Lefever-Davis, S. Reviewer: Books Department. International Reading Association. 2003 to present.

Lefever-Davis, S. Editorial Board: *Journal of Educational Research*. Washington, D.C: Heldref Publications. 1997-present

Lefever-Davis, S. Editorial Board: *Southeast Regional ATE journal*. Southeast Region Association for Teacher Education. 1994-present.

Smith, T.E.C. Editorial Board: *Education and Training in Developmental Disabilities*.

Smith, T.E.C. Editorial Board: *Diagnostique*.

Smith, T.E.C. Special Issues Editor: Assessment of Individuals with Mental Retardation. *Diagnostique*.

Appendix 1: Staff and Faculty Awards, Honors, Recognition

Department of Curriculum and Instruction

- Christy McGee received the college's Outstanding Faculty Award for Service.
- Linda Morrow received the college's Outstanding Faculty Award for Advising.

Department of Educational Leadership, Counseling and Foundations

- The book, *A Practical Guide for Academic Beginners*, by John Murry and Chris Lucas received a glowing review in the *Journal of College Student Development*, which concluded with the recommendation that every new faculty member should be provided with a copy of the book by their mentor or institution.

Outstanding department awards for the following were presented to:

- Teaching – Chris Lucas and Cheryl Murphy
- Research – Mike Miller
- Advising – Mary Hughes and George Denny
- Service – Rebecca Newgent
- Overall Faculty – Jim Hammons

Department of Health Science, Kinesiology, Recreation and Dance

- Ro DiBrezza was elected Vice-President of Research for the National Association for Girls' and Women's Sports.
- Lori Turner received the Outstanding Professional Alumni Award from the University of Alabama where she completed her doctoral degree.
- Dean Gorman, Barry Brown, Robert Ferguson and Don Decker were finalists for the Prince de Merode Award, which was presented to the most outstanding research paper presented at the Seventh Olympic World Congress on Sport Sciences in Athens, Greece in October 2003.
- Steve Lansgner received the college's Outstanding Faculty Award for Teaching.
- Charles Riggs received the college's Outstanding Faculty Award for Research and was co-recipient of the Outstanding All Around Faculty Member.

Outstanding department awards for the following were presented to:

- Advising - Merry Moiseichik
- Service - Robert Ferguson
- Overall Faculty - Charles Riggs

Department of Rehabilitation, Human Resources and Communication Disorders

- Glenn Anderson was co-recipient of the college's Outstanding All Around Faculty Member
- Barbara Shadden received the college's Outstanding Faculty Award for Career

- Faye Turner and Jami Forrester were co-recipients of the college's Outstanding Staff Award.
- Richard Roessler and Brent Williams received a Regional Administrator's Special Recognition Award from the United States Department of Labor for their USDOL faith based grant entitled Project Ticket Holder. Their grant provides vocational counseling and benefits planning services for individuals receiving Social Security Disability Insurance or Supplemental Security Income benefits.
- Richard Roessler received the Distinguished Career in Rehabilitation Education Award from the National Counsel of Rehabilitation Education and the James F. Garrett Award for Distinguished Career in Rehabilitation Research from the American Rehabilitation Counseling Association.

Appendix 2: Student Awards, Honors, Recognition

Presidential Scholar

- Carla Hickey, Kinesiology

Senior Scholars

- Dametrice Burke - Vocational Education
- Jennifer Pogue - Vocational Education
- Anna Reed - Communication Disorders
- Katessa Rofkahr - Communication Disorders
- Schel Seel - Communication Disorders
- Shannon Suvino – Curriculum and Instruction

Department of Curriculum and Instruction

Honors Convocation:

- Jim Truelove – Outstanding Curriculum and Instruction Doctoral student
- Katie Collins – Outstanding Elementary Education Undergraduate
- Paige Wegerer - Outstanding Elementary MAT student
- Lindsey Phillips - Outstanding Middle Level MAT student
- David Williams – Outstanding Secondary MAT student
- Annette Ward - Outstanding Middle Level Undergraduate student
- Jerry Lawson – Outstanding Special Education Master’s student

Department of Educational Leadership, Counseling and Foundations

Honors Convocation:

- Patricia Todd - Outstanding EDAD Master’s student
- Richard Guthrie - Outstanding EDAD Specialist student
- Nandra Campbell - Outstanding EDAD Doctoral student
- Crystal Baker - Outstanding CNED Masters student
- Kristin Higgins - Outstanding CNED Doctoral student
- Mark Gillen - Outstanding Chi Sigma Iota student
- Melody Vaughn - Outstanding ETEC student

Eleanor Mann School of Nursing

Honors Convocation:

- Kristi Jefferson - (Junior) Outstanding Nurse Caregiver Award
- Halie Miesner - (Senior) Outstanding Nurse Caregiver Award
- Uriah Pickett - (Junior) Outstanding Nurse Teacher Award
- Jennifer Capel - (Senior) Outstanding Nurse Teacher Award

- Laura Ferrier (Junior) Outstanding Nurse Manager Award
- Luke Mueller (Senior) Outstanding Nurse Manager Award
- Beth Lewis - Betty Battenfield Award

Department of Health Sciences, Kinesiology, Recreation and Dance

Honors Convocation:

- Rebecca Ludwig - Outstanding Doctoral Health Science student
- Leslie Fikes - Outstanding Master's Health Science student
- Amanda Shanks - Outstanding Undergraduate Health Science student
- Bethany Shivers – Outstanding Kinesiology-Exercise Science Master's student
- Lindsey Tubbs - Outstanding Kinesiology-Exercise Science Undergraduate student
- Derrick Mears – Outstanding Kinesiology – Pedagogy Doctoral student
- Michelle Coens - Outstanding Kinesiology – Pedagogy Masters of Arts student
- Kristen Head - Outstanding Kinesiology – Pedagogy Undergraduate student
- Elaine Contant – Outstanding Recreation Doctoral student
- Carol Taussig – Outstanding Recreation Master's student
- Erin Hughes - Outstanding Recreation Undergraduate student

Department of Rehabilitation, Human Resources, and Communications Disorders

Honors Convocation:

- Angela Blankenship - Adult Education Doctoral student
- Barbara Rademacher - Adult Education Master's student
- Tracy Gibson - the Malcolm S. Knowles Adult Education award.
- Audrey Kengla - Communication Disorders Master's student
- Schel Seel - Communication Disorders Undergraduate student
- Juanita Brewer - Vocational Education, Human Resource Development Undergraduate student
- L. Bruce Sellers - Rehabilitation – Little Rock Master's student with a deaf and hard of hearing emphasis
- Sara L. Campbell - Rehabilitation Counseling - Fayetteville Master's student and the recipient of the Author F. Moore Award
- Gene-Huang Yang - Vocational Education Doctoral student
- Mandilynn Collyar – Vocational Education Master's student
- Susan Hinton – Vocational Education Undergraduate student