

May 2009

Dear Colleagues,

As we come to the close of this academic year, I want to update you on some important developments and take a moment to recognize all we have accomplished over the past - and at times very challenging - two semesters. Looking back, I am most impressed by our collective strength and the depth of care we have for this community. I want to thank each of you for your contributions not only in terms of academic distinction, but in terms of mutual support and encouragement as well. I also appreciate your attention to issues that relate to the budget and academic planning.

Budget News

As you know, the Board of Trustees approved our 2009-2010 budget in early April. In addition to the details you have already received from President Hatch, I would like to underscore several points that are particularly relevant to the academic agenda we are pursuing. First, President Hatch, the deans and I are very pleased that the Board accepted the University's recommendation to uphold three principles that guided our investment decisions for the current year:

- use faculty compensation to increase our competitive position among peers
- recruit students aggressively and provide sufficient financial aid to meet increased needs
- build, renovate and enhance key facilities to deliver a first-class educational experience

It is a wonderful affirmation of our progress that we can continue the path we forged last year, especially in light of the challenges caused by the global recession.

To be more specific about this progress, this academic year we hired about 30 new scholars and we are using each hire to strengthen our schools and departments. Undergraduate admissions numbers, which have increased by about 16 percent, affirm our investment in the strength of the entering class and our policy to deemphasize standardized testing in favor of a more fully developed admission process. In addition, we are already seeing the positive effects from last spring's investment of more than \$3 million in capital improvements to academic units and more to student facilities.

We will follow these gains in 2009-2010 by:

- Continuing to improve our competitive position in regard to faculty compensation. At a time when many peers are freezing salaries and cutting faculty positions, we are moving to attract and keep some of the nation's best scholars by continuing to hire and targeting the majority of available funds on increasing the salaries of assistant professors. Although our average salaries for full professors and associate professors are now competitive in our peer groups, we still lag significantly in assistant professors' average compensation. We are funding these increases with a combination of permanent cuts to administrative budgets and new dollars from incremental enrollment growth and tuition increases.
- Continuing our policy of need-blind admissions, accepting students regardless of their financial situation and working to decrease their average debt. Students whose families

earn less than \$40,000 will see their loans capped at \$4,000 per year over four years, a program we initiated in 2008. Designed to improve socioeconomic diversity, this change reaffirms our longstanding goal to enroll students of modest means. Because economic circumstances for many families have changed dramatically in the last year, there is increased demand for financial aid. This year we are meeting that need carefully with fixed allocations to our aid budget.

- Updating our beautiful campus for today's needs. The Board has approved two important capital projects to enrich campus life that will be financed by long-term bonds: a new freshman residence hall to accommodate planned enrollment growth, and a new admissions center to accommodate our growing number of visitors. We will also merge the faculty of the Calloway and Babcock Schools in a new business school facility that will result from the renovation of the Information Systems (IS) building adjacent to the Worrell Center.

To fund these investments, we must manage the University even more efficiently and pursue fundraising with even greater energy and resolve. For these reasons, the budget makes permanent the administrative cuts we implemented last fall for all areas except Advancement. Additionally, there will be no salary increases for senior administrators this year.

As the Board considered the budget, they were impressed that each dean and administrative unit is aggressively assessing programs, prioritizing in accordance with the strategic plan, and cutting non-essential expenses to prepare for FY 2010/2011. Although we anticipate that the impact of endowment decline will be felt even more deeply next year, we believe that as a result of our actions we will emerge in a stronger financial position in the years ahead.

Highlights of a Most Productive Year

As we begin to shift gears for the summer, now is a good time to recognize several noteworthy appointments and some events that stand out among the many special moments that renew and enliven our community.

- **Jacque Fetrow**, Reynolds Professor of Computational Biophysics, was appointed Dean of the College. With a record of teaching and research that integrates a variety of disciplines, she is working to implement the College's strategic plan and to enhance student-faculty engagement and interdisciplinary collaborations, both in and outside of the classroom.
- **Mark Petersen** joined Wake Forest as Vice President for University Advancement to lead university relations, including development and alumni activities, as well as public affairs, including the news service and creative services operations. Mark has led a comprehensive reorganization of the university advancement office to begin preparations for a major fundraising campaign in support of the university's strategic plan. I know that we all greatly appreciate Mark's leadership on the redesign of the University's website, which debuted in April.
- Leading visionaries and practitioners in the arts, humanities, sciences and business gathered in March for "Creativity: Worlds in the Making," a symposium on creativity and innovation. Designed to advance the national discussion on creativity as a core competency for 21st century citizens and organized by **Lynn Book**, the event aimed to generate new models for creative principles and practices that reach across disciplinary,

cultural and economic divides. More than 50 presenters from 30 institutions of higher education, organizations and businesses across North America took part in the symposium, which was organized by the Program on Creativity and Innovation.

- In April, the Department of Communication and the Program in Bioethics, Health and Society hosted a conference on "Bioethics, Moral Argument and Social Responsibility" to encourage discussion about stem cell research, genetic engineering and end-of-life decisions. Designed as a first step in facilitating ongoing public discussion about a broad range of controversial issues, the conference drew both scholars from across the nation and members of our local community.
- Also in April, we hosted our first conference on issues in higher education. "Rethinking Admissions" brought together over 200 scholars and admissions professionals to discuss the value of standardized testing, the use of interviews, and ways to assess applicants' creativity. We are pleased to advance this important conversation nationally and plan other similar events to explore critical higher education issues in the future.

Looking Ahead

Even as I reflect on your accomplishments this year, my team and I are looking forward to two very exciting projects we have planned for the summer. Over the next months, our first project will focus on promoting academic strength across the campus by encouraging the strategic progress of the schools and also helping centers and institutes increase their capacity to drive academic excellence at Wake Forest. We will also explore ideas on how best to advance the efforts of scholars as they seek grants and other forms of external support.

The second project is designed to enrich community and student life at Wake Forest. Following President Hatch's decision that the Division of Student Life report to the Provost's office, my office and Student Life are beginning collaboration on a new model of student life in a collegiate university in the 21st century. One goal for the summer is to design a robust and inclusive process of consultation with faculty and others on campus to help guide our work. You will hear much more about both of these projects soon.

I close this letter as I began it—with heartfelt thanks to each of you for your hard work and for your commitment to our Wake Forest community. I hope your summer is restful, productive, and filled with fun. I look forward to seeing each of you at our year end events and then again in the fall.

With warm regards,

Jill Tiefenthaler
Provost

Support for Academic Work

Fulbright Scholarships Faculty and Staff Development Workshops

On March 23, 2009, the Offices of the Provost, Research and Sponsored Programs, and Wake Forest Scholars hosted Fulbright representative Gary Garrison. Gary gave two workshops for faculty and staff highlighting the opportunities available from the Council for International

Exchange of Scholars (CIES), which offers 800 lecture, research, lecture/research, and seminar awards in 130 countries.

For information on the Traditional Fulbright Scholars program, go to www.cies.org (go to US Scholars, Traditional Fulbright Scholar program, [Catalogue of Awards](#)). Other opportunities include programs for [Distinguished Chairs](#) (3-12 month awards for scholars with eminent publication and teaching records), [Fulbright Specialists](#) (awardees are placed on a 3-year roster to consult or to teach abroad for 2-6 weeks) and [New Century Scholars](#) (scholars conduct individual projects and meet 3 times to collaborate on an annual topic related to education). You can also [invite overseas scholars](#) to Wake Forest—CIES will help with placement— or invite fellows as [Occasional Lecturers](#).

Tom Phillips (phillito@wfu.edu) has flash drives with PowerPoint presentations on these grant opportunities.

Capital Funding Awards

In April, the provost's office allocated approximately \$223,000 in capital funding to academic units for FY10. These awards were made in response to proposals that were submitted as part of the budget and capital request process. With limited funding available for FY10 (\$223,000 compared with over \$2 million in FY09), the projects funded are considered critical to maintaining the condition of classroom and research space. The awards were announced to individual deans and department chairs. Funds were allocated for the renovation of classrooms, and studio, research, and performance space. Look for the call for capital funding requests for FY11 in September 2009.

Boot Camp for Profs

The Teaching and Learning Center (TLC) is sponsoring participation in a unique program from July 11-18, 2009 on the Timberline Campus Colorado Mountain College in Leadville, CO: "BOOT CAMP for PROFS®." This week-long institute is designed to challenge and support the development of college faculty as teachers. The TLC has set aside funding to allow several tenured or tenure-track Wake Forest faculty to participate. For more information including an application, please visit <http://www.wfu.edu/tlc/> or call 758-4587.

New Leadership Program

The Professional Development Center (PDC), in conjunction with the Provost's Office and Human Resources, has announced a leadership development program for senior faculty and staff that will take place during the 2009-2010 academic year. Applications for this program are due May 29th, 2009 and can be found on the Provost's Office web site under Calls for Proposals. Questions about this program can be directed to Mark Welker or Andrea Ellis.

Over this past academic year, the PDC has worked to create a comprehensive personal and professional resource through diverse sessions and workshops. The PDC's "lunch and learn" program is one fine example of enriching programming, which would not be possible without the generous contributions of time and expertise by multiple faculty members. Faculty members who

graciously contributed to the program in 2008-2009 include **John Anderson** (Counseling), **Rob Bliss** (Calloway), **Christy Buchanan** (Psychology), **Bill Davis** (Babcock), **Sam Gladding** (Counseling), **Donna Henderson** (Counseling), **Ed Hendricks** (History), **Yvonne Hinson** (Calloway), and **Sherry Moss** (Babcock).

If you would like to lead a one-hour “lunch and learn” or you are hosting an event on campus and would like the PDC's assistance with marketing, registration and tracking data, please contact the PDC at pdc@wfu.edu or via phone at 758-4322.

Accommodations for Visiting Scholars

We are pleased to announce the establishment of short-term guest housing for visiting scholars in the apartment complex on Allen Easley Drive. The building is being renovated this summer and will be comfortably furnished with dishes, assorted cooking utensils, and fresh bedroom and bathroom linens.

Apartments will be available for overnight stays and multiple day/week visits, including stays of up to one semester in length. Reservations are accepted on a first-come, first-serve basis no more than one year in advance. The Visiting Scholars Building will open in August 2009 for reservations at the following rates: Monthly - \$960, Weekly - \$300, and Nightly - \$75.

Reservation requests should be sent to Dana Muto, mutodw@wfu.edu.

Faculty Recognition & Awards

Tenure and Promotion News

The following tenure and promotion recommendations were approved by the Board of Trustees at their recent meeting. Please join me in congratulating these colleagues for their fine achievement.

Promoted from Associate Professor to Professor

Jennifer Burg	Computer Science
David John	Computer Science
William Fleeson	Psychology
Simeon Ilesanmi	Religion
Allan Loudon	Communication
Chet Miller	Babcock
Michelle Roehm	Babcock
James Schirillo	Psychology
Helga Welsh	Political Science

Promoted from Associate Professor to Professor with Tenure

Jennifer Collins	Law
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Granted Tenure

Pat Dickson Calloway
Nelly van Doorn-Harder Religion

Promoted from Assistant Professor to Associate Professor with Tenure

Christian Miller Philosophy
Akbar Salam Chemistry
Paul Thacker Anthropology

Promoted from Assistant Professor to Associate Professor

Kami Simmons Law
Omari Simmons Law

Research & Creative Accomplishments

In March and April, faculty submitted 33 external research proposals requesting over \$28.2 million. Faculty received 15 awards totaling approximately \$950,000.

Notable among the external awards received in recent months:

Jed Macosko (Physics) received his first federally funded award, an AREA grant from the National Institutes of Health for “Better, Faster Live-Cell Imaging: Motion-Enhanced DIC (MEDIC) with Fluorescence.”

Cliff Zeyl (Biology) received two NSF Research Experiences for Undergraduates (REU) supplement, which provide funding for students to work in his lab over the summer.

LeRhonda Manigault (Religion) has won two fellowships: the Louisville Institute’s First Book Grant for Minority Scholars and a Ford Foundation Diversity Fellowship for completion of her book project, “Ah Tulk to de Dead all de Time: Religion, Music, and Lived Memory Among Gullah/Geechee,” an ethnographic study of ten African-American women in coastal South Carolina and the communicative, religious practices they call “talking to de dead.”

Several monographs and textbooks authored or edited by faculty members have appeared in recent months including:

Dan Markel, **Jennifer M. Collins** (Law) and Ethan J. Leib. *Privilege or Punish: Criminal Justice and the Challenge of Family Ties*. Oxford University Press, March 2009.

Monique O'Connell, (History) *Men of Empire: Power and Negotiation in Venice's Maritime State*. Johns Hopkins University Press, June 2009.

In the fine and performing arts, **David Finn** (Art) was awarded the commission to create the 86 foot long "Sculptural Climbing Wall" by the Town of Chapel Hill. The wall, cast and carved from 20 tons of white concrete, will be located in the Chapel Hill Community Center Park.

QEP International Awards

The following faculty members and students have been awarded funding through the QEP:

International Course Development

Michaëlle Browsers (Political Science) - Politics and Identity

Sandya Hewamanne (Anthropology) - Visualizing South Asia

Kathryn Mayers (Romance Languages) - The Occidental Tourist: Transatlantic Travels in Art, Film, and Literature

Emily Wakild (History) - The History of Nature Conservation in Latin America

Hosting International Conferences

Linda Howe (Romance Languages) - Cuban Artists' Books and Prints: 1985-2008

Wei-chin Lee (Political Science) - Annual Conference of the American Association for Chinese Studies

International Scholars for Fall 2009

Pat Dixon (Music) - Dr. Andrew Jamison from Aalborg University in Denmark

Student Stipends for International Conferences

Marley Burns - Cross-Cultural Solutions' Insight Abroad Program in Guatemala

Kate McAbee - Economic Crisis, War, and the Rise of the State Program in San Diego

Sarah Pallin - Good Samaritan Health Program in Tanzania

David Tokarz - Ben Franklin Transatlantic Alumni Fellows Program in Bulgaria

ZSR Librarians Win Awards

Four librarians at the Z. Smith Reynolds Library have been recognized recently for achievements in their profession.

Lauren Pressley was named by *Library Journal* to its 2009 list of “Movers and Shakers.” Lauren is one of 51 librarians, vendors, and others who were selected for their roles in “shaping the future of libraries.”

Giz Womack was named by *Student Library Journal* to its inaugural list of “Emerging Leaders.” The 13 finalists were nominated by their peers for the distinction.

Wanda Brown was named the winner of the Kovacs Award for Outstanding Alumni Achievement by the University of North Carolina at Greensboro’s department of library and information studies alumni association.

Lynn Sutton was one of three winners of the 2009 SirsiDynix-ALA-APA Award for Outstanding Achievement in Promoting Salaries and Status for Library Workers. The award, sponsored by SirsiDynix, a global provider of strategic technology solutions for libraries, is presented by the American Library Association’s Allied Professional Association.

Appointments

Senior Associate Dean in Business Schools Appointed

After an extensive search, **Michelle Roehm**, Board of Visitors Professor of Marketing in the Babcock School has been appointed Senior Associate Dean of Faculty in the School of Business. This is a critical appointment for the combined school as Michelle will be responsible for attracting, developing, and retaining faculty. Michelle earned her doctorate at Northwestern University and has been a member of the faculty at Wake Forest University since 1997. Michelle was a recipient of the Cowan Faculty Research Award in both 2003 and 2008. She also received an Outstanding Teaching Award in fall 2008 for her work in the Charlotte Evening MBA Program. Congratulations Michelle!

Announcements & Events

Commencement

Commencement is a wonderful time for the campus community to celebrate with our graduating students and their parents. On Sunday, May 17th, the Reverend Barbara K. Lundblad will give the Baccalaureate sermon at 11 a.m. in Wait Chapel. Reverend Lundblad is an ordained minister of the Evangelical Lutheran Church and is presently a Joe R. Engle Professor of Preaching at Union Theological Seminary, New York City. Faculty will line up in front of the post office at 10:40 a.m. to process into the chapel.

On Monday, May 18, United States Vice President Joseph R. Biden, Jr., will deliver the Commencement address at 9 a.m. Processing faculty will be required to go through security/metal detectors before gathering (time 8:30) to line up for the processional on the lawn in front of Reynolda Hall nearest the Deacon Shop. If you need academic regalia, contact Gena Hauser at hausergl@wfu.edu or x5821 no later than May 8th.

Important: Please be aware that due to heightened security at this event, ALL faculty attending MUST have a University ID, including those robed in academic regalia. Faculty not processing will require an ID and TICKET to attend graduation. Use of your university ID alone will NOT gain you access to the event.

University Events will be sending out detailed information regarding security, parking, arrival times, etc., as commencement grows nearer. You may also refer to the commencement website (www.wfu.edu/commencement) for further information.

International Travel Reminder

As you plan your summer travel, please be mindful of the requirement that all individuals traveling on institutional funds must submit forms to the Center for International Studies (CIS). The submission is required of all individuals traveling to international conferences, those engaging in research abroad, as well as faculty or staff who voluntarily accompany students receiving university funding for service trips. The CIS strongly encourages faculty, staff and students to submit all required forms one month before their travel. The forms are available online at <http://www.wfu.edu/cis/>.

New Fellows Appointed to the Provost's Office

Please join us in welcoming our newly appointed Provost's Fellows for 2009-10, Velvet Bryant ('09) and Matthew Triplett ('09). It is with much gratitude and appreciation that we will say goodbye to this year's Provost's Fellow, Parul Patel ('08). Her many exemplary contributions have included new Faculty Hiring Guidelines and a faculty recruitment video.

Cuban Artists Books and Prints

Linda S. Howe (Romance Languages) has created a wonderful new exhibition highlighting the remarkable vitality of contemporary book arts in Cuba. *Cuban Artists Books and Prints / Libros y Grabados de Artistas Cubanos 1985-2009* surveys the work of thirteen acclaimed artists who, for over twenty years, have ingeniously expressed their experiences of life in Cuba. The exhibit will be on view at the Grolier Book Club in New York City May 20 – August 1, before returning to Wake Forest's Hane's Gallery this fall. On May 20, MOMA will hold a symposium on Cuban Artists' Books that features Cuban artists and Cuban specialists from leading institutions. On May 21, Linda will speak about the exhibition at the Grolier Club. For more information on this exciting exhibit, see <http://www.wfu.edu/news/release/2009.04.29.c.php>.

Bill Currin to Retire, Search Launched for Director of Career Services

A search has been launched to select a successor to **Bill Currin**, who will retire after 20 years of service as Director of Career Services. During his tenure Bill was responsible for dramatically increasing the number of recruiters on campus, extending the office's outreach to academic departments, developing a strong alumni advising program, and sustaining a continuously high placement rate. Most importantly, he has been a confidant, counselor, and mentor for countless students who have sought his advice. Bill will be honored at a reception in Room 401 of the Benson Center at 3-5 p.m. on Tuesday, May 19.

Recognizing the importance of this position in implementing many of the objectives of the strategic plan, the University has launched a national search for Bill's successor with the assistance of the Spelman & Johnson search firm. Provost Tiefenthaler, Vice-President Zick, Dean Fetrow, and Dean Reinemund comprise the search committee, which aims to appoint a new director by July 1.

ZSR Librarians Granted Library Faculty Status

After two years of study, librarians at the Z. Smith Reynolds Library have requested that their status be changed from university staff to library faculty. During this review process, Library Director Lynn Sutton consulted with the University Senate, College Faculty, Deans' Council, Reynolda Cabinet, and Academic Committee of the Board of Trustees and received unanimous support for the proposal. President Hatch and the Board of Trustees have now approved the request. Beginning July 1, 2009, librarians will be assigned to one of four library faculty ranks: Assistant Librarian, Associate Librarian, Librarian and Senior Librarian.

Incoming students to Use Google Mail

In the fall, in response to requests from students, Information Systems staff began looking into the idea of offering Google e-mail (Gmail) to our students. The Committee on Information Technology (CIT) recently endorsed deploying Gmail for incoming students to improve our students' e-mail experience. Gmail provides more than 7GB of storage, has a superior interface, and offers calendar sharing as well as document collaboration. Gmail will provide advertising-free e-mail to the University, and students will continue to have wfu.edu addresses. Initially, only incoming students will be part of the Gmail project.

Thank you for your attention to this newsletter. The Provost's Office seeks your comments, suggestions, and ideas for its continued development. To comment or suggest items to include, please be in touch with Provost Jill Tiefenthaler at jmt@wfu.edu.

