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Susan E. Swain
University of Southern Maine

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CURRENTS

University of Southern Maine

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Expanding USM's Diversity

USM's Diversity Plan, released to the campus in draft form for comment, calls for the number of students, faculty and staff of diverse racial and ethnic backgrounds to increase at USM by 50 percent over the next five years. USM will also implement an Employee Opportunity Hire Policy and Procedure as of July 1, 1999.

To accomplish these goals, a number of steps will be taken. A new position in the Office of Admissions will be created to be responsible for recruiting graduate and undergraduate minority students. A task force will identify barriers to admission of minorities, and a team of student development staff and academic representatives will work on recruitment. The coordinator of Employee and Community Outreach will report through the Division of Human Resources to enhance recruitment of faculty and staff. The Affirmative Action Plan will be continued.

USM will explore creating an AH/LANA Center and a Gay Lesbian Center to enhance campus support for diversity. A diversity web site will be part of USM web pages as of July 1, 1999. New employee orientation will include discussion of issues concerning harassment, oppression, racism and privilege.

On the academic side, issues related to minorities will be included in the common academic experience of first year students, providing them exposure to a variety of perspectives in the arts, humanities, and the natural, applied and social sciences. The Center for Teaching and the Office of Diversity, Pluralism and Equal Opportunity will offer two seminars a year over the next three years on classroom climate and curriculum changes, and classroom discussion of diversity issues will be encouraged through availability of small grants to faculty for curriculum development.

Diversity committees in colleges and other university units will also be eligible for small grants to effect their diversity goals. Progress on these issues for campus units will be surveyed each spring, and results will be reported each fall. The Office of Testing and Assessment will conduct biennial campus climate surveys. Retention data will be tracked over the next five years to compare retention of minority students with cohort groups.

Additional funds to support diversity initiatives will be raised by the Office of University Advancement.

USM undertook planning to increase campus diversity and civility as a result of a mandate from the Board of Trustees to all system campuses. The plan also reflects goals stated in the USM five-year strategic plan, "USM in the 21st Century," finalized in the spring of 1996.

More information about the history of past initiatives and plans for divisions and work units on campus is available in campus libraries and administrative offices. Feedback on the plan should be forwarded to Sue Ellen Bordwell, executive director of the Office of Diversity, Pluralism and Equal Opportunity. The plan will be revised, based on campus discussions, and then reviewed again by the President's Staff, the Board of Visitors, and the Standing Committee on Campus Climate, Civility and Diversity.

"My hope," President Pattenau said, "is that USM will continue to move towards becoming a more diverse and welcoming university. I firmly believe that a more diverse university provides students with a greater understanding of the richness and complexity of our culture. On such a campus, they have the opportunity to meet others with different backgrounds and perspectives. That is an important part of education and an important aspect of USM's progress in becoming a first-rate university."



Rosalynne Bernstein, new chair of BOV.
Barrett photo

Community Leader Selected To Head USM Board

Rosalynne Bernstein of Portland, a community leader noted for her service to the fields of government, education and health, has been named the chair of USM's Board of Visitors. She succeeds Margaret Weston, president of the Portland Press Herald and Maine Sunday Telegram, who resigned to accept an appointment as a trustee of the University of Maine System.

The Maine Legislature in 1997 authorized each of the seven institutions within the UM System to constitute its own advisory board to advocate for the institution, advise the president on community and campus needs, and review new programs and other proposals before they are submitted to the University of Maine System Board of Trustees.

"I am pleased and honored to chair

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Bernard and Shirley Kazon have donated funds to support their collection, given to USM in 1997. *Barrett photo*

Kazons Support Collection with Endowment

The donation of historic political materials to USM by Bernard and Shirley Kazon of Portland in the summer of 1997 is being supported by an additional gift from the Kazons to establish an endowment for the collection. The Kazons established the Shirley S. Kazon and Bernard Kazon Endowment Fund in a brief ceremony at USM on Wednesday, December 2.

The Bernard and Shirley Kazon Collection includes political biographies, election pamphlets, letters and other books and materials of 18th, 19th and 20th century that reflect the history of American political campaigns. Of special note is the 1791 edition of the Thomas Paine pamphlet, "Common Sense," which circulated widely in Colonial America in the late 18th century. The collection illustrates that the burning issues of the 19th century and earlier, such as slavery, westward expansion and economic regulation, received a great deal more serious, detailed and thoughtful discussion than today's public debates.

The Kazon Collection eventually will be housed in the Special Collection Department of USM's Glickman Family Library on the Portland campus. A principal objective of the collection is to provide teaching materials for academic courses in political science and history and related disciplines and for outreach to other institutions and high schools.

The Kazon Endowment Fund will support maintenance of the Kazon

Collection and will also be used to fund an annual prize for scholarly work based on items in the collection; to fund appropriate exhibits from the collection; to provide funding of graduate and other student assistants for work related to the collection; and to assist in the acquisition of materials and preparation of teaching and outreach materials and other activities to develop and enhance use of the collection.

Self-Help Groups Studied at Muskie

The Muskie School has been selected as one of eight sites nationally to participate in study of the effectiveness of consumer operated mental health services, often called self-help groups. The four-year, two million dollar research project is funded by the Substance Abuse and Mental Health Services Administration.

Consumer operated services support traditional mental health care by offering peer support, crisis prevention, drop-in centers, food and clothing, and information about health and mental health issues. The project will assess how these services enhance the effectiveness of service to people with severe mental illness.

Ruth O. Ralph and David Lambert, both research associates in the Muskie School's Institute for Health Policy, will lead the local project, working with three Portland community agencies. Catholic Charities Maine Support and Recovery Services and Shalom House, Inc. will provide traditional case management services, while the Portland Coalition for the Psychiatrically Labeled is the consumer operated service in the study.

The Muskie School study will join seven other sites in a cross-site study that will provide a national picture of the role and value of consumer operated services. The national study will be coordinated by the Missouri Institute of Mental Health at the University of Missouri in St. Louis. Other study sites are University of Chicago; the Peer Center in Oakland Park, FL; Mount Sinai School of Medicine; University of Pennsylvania; Boston University; Center for Self-Help Research in Berkeley, CA; and Vanderbilt University.

Bernstein

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the Board of Visitors of the University of Southern Maine because I believe the university is a crucial player in the growth of the economic, cultural and educational vitality of this region" said Bernstein.

From 1988 through 1996, Bernstein chaired the Maine Health Care Finance Commission, a state agency charged with overseeing cost containment and data collection strategies for all Maine's acute care hospitals. In 1992, she was named to the Blue Ribbon Commission to Restructure Maine State Government and asked to chair the commission's Committee on Health and Social Services.

Bernstein was president of the Portland Museum of Art during the planning, fundraising and construction of the new museum, served as chair of the Combined Jewish Appeal for Southern Maine and served as chair of the Maine Community Foundation, a non-profit organization formed to develop a multi-million dollar pool of philanthropic capital for the state.

A graduate of Radcliffe College and the University of Maine School of Law, she was the first female trustee of Bowdoin College, serving from 1981 to 1997. She has served as a director of the Harvard Alumni Association, as a trustee of the Maine College of Art, and as a trustee of the Maine Medical Center. Bernstein also has been active at USM, serving as a member of the School of Law's Board of Visitors, as chair of the Friends Committee of the USM Annual Fund, and as a director of the Osher Map Library Association, a group established to support USM's Osher Map Library and Smith Center for Cartographic Education.

She holds an honorary degree from Bowdoin and is a recipient of Westbrook College's Deborah Morton Award for exemplary community service. She also received the University of Maine School of Law Distinguished Alumna Award and the National Council of Jewish Women's Hannah Solomon Award, the organization's highest national award for service.

"I've often said that southern Maine cannot achieve its promise without the presence of an excellent university," said President Richard L. Patten. "Thanks to the commitment and dedication of Roz Bernstein, I feel a great sense of optimism that this university will continue to make progress so that we enhance not only the region's quality of life, but the lives of our students."

USM as Host

by Brooke Williams, student intern

USM faculty and departments organized, hosted or sponsored a number of conferences and symposia in recent months. It takes a great deal of time and effort to organize successful events like these, but beyond the immediate benefit of these conferences to participants is the opportunity to bring USM's quality to the attention of off-campus scholars, in New England, the rest of the country and abroad.

Rebecca Lockridge, associate professor of communication, played a major role in organizing the 21st annual conference of the Organization for the Study of Communication, Language and Gender, sponsored by USM's Department of Communication, Friday October 15-18. Along with Lockridge, other USM presenters at the conference, "Demanding Equal Station..." were Richard West, associate professor of communication; Leonard Shedletsky, professor of communication; Daniel Panici, assistant professor of communication and director of Media Studies; Eileen Eagan, associate professor of history; and Wendy Chapkis, assistant professor of sociology and women's studies. Their presentations addressed the relationship between communication and equal, political economic and/or social rights for all persons.

The Maine Medieval Association, a consortium of Maine institutions, hosted the New England Medieval Conference, October 3-4, on the "Cultural Processes of Appropriation," supported by the Office of the Provost and the College of Arts and Sciences, and organized by Kathleen Ashley, professor of English.

The Department of Environmental Science and Policy hosted a conference, funded by a grant from the Maine Forest Service, on May 1, on the "Cultural Resources in Maine Forests." There were 20 invited attendees representing federal, state and local governments involved in forest resources, as well as consulting foresters. Lead organizer Robert Stanford, assistant professor of environmental science; Samantha Langley-Turnbaugh, assistant professor of environmental science; and Nathan Hamilton, associate professor of archaeology, facilitated conference workshops.

The Muskie School cohosted the annual conference of the National

Association for Rural Mental Health, on "Making Rural Mental Health Work: What it Takes," July 19-21. David Lambert of the Muskie School helped organize the conference, and another research associate at Muskie, Donna Bird, presented a paper, "Strategies for Measuring and Increasing the Supply of Mental Health Professionals in Underserved Rural Areas." The Muskie School copresented a conference "Celebrating Our Strengths: What Works in Children's Mental Health and Special Education Services," in June in Augusta, and coordinated a conference, "Reaching Out, Preparing Teens for Life after Foster Care," at Colby College in July.

The College of Nursing sponsored a conference on "Community Based Primary Health Care: Empowering Community and Providers," on September 25. Dr. Marla Salmon of the faculty of the University of Pennsylvania was the main speaker at the conference, which attracted 120 participants.

The School of Business produced the annual Executive Forum, June 4, with keynote speaker Thomas Stewart of FORTUNE magazine, speaking on "Knowledge: The New Competitive Currency." Stewart is the author of "Intellectual Capital: The New Wealth of Organizations." Other speakers included Neil Workman of Seafax, Heather Blease of Envisionet, Ernesto D'Escoubet of Fairchild Semiconductor and Edmund J. Lovett of Maine Medical Center.

Gish Passes Baton

Eighteen years ago, Nancy Gish chaired the committee that planned and proposed the creation of the Women Studies Program. She's spent ten of the years since as either the chair or the director, a period broken by the five years that Diana Long, professor of history, was director. Now, Gish will hand the program over to a new director, Luisa Deprez, associate professor of social work.

"When I became director originally, my time was spent consolidating the curriculum and finding a place for the program within the structure of the university," she recalls. By 1989, when Gish stepped down, Long could focus on developing the program. Women's Studies had relied on existing USM faculty who had appointments in other departments, but Long initiated

the hiring of the first two faculty members in the program: Susan Feiner, who has a joint appointment in the Economics Department, and Wendy Chapkis, who has a joint appointment in Sociology. "It's been an immense difference to have these brilliant women as members of the program faculty," Gish says. Gish also credits Long with developing relationships with the Trustees and the community.

Gish resumed the directorship to pursue new goals. "I wanted to see the program established as a clearly defined, free-standing major, as well as an interdisciplinary program, and to clarify its role in the university."

Other goals have been accomplished, too, Gish says. There is now in place a writing policy. "Women's Studies is a writing-intensive program throughout the entire course of study." In addition, Gish has worked with Stephen Bloom, director of libraries, to develop a stronger Women's Studies collection in the libraries.

"It's been possible to move forward and build on the Council's initiatives because the Women's Studies Council is such an extraordinary group of scholars to work with and have provided such great support. Also, I had wonderful support from the staff, Cathlynn DiFrancesco and Wendy Lamb before her," Gish says. "These people made wonderful contributions and put in an enormous amount of work to realize plans."

Now she's ready to turn over the reins to Deprez and shift her own focus back to her scholarship on "discourses of multiplicity," exploring questions about subjectivity.

"I feel extremely confident about the future of Women's Studies. Luisa will bring a different set of skills that will move it forward in new ways, building on the structure now in place," Gish concludes.



Nancy Gish reflects on her role in the Women's Studies Program.

What We're Doing

HENRY C. AMOROSO, associate professor of education, THOMAS MacDONALD, associate professor of business administration, RICHARD L. PATTENAUDE, president, and LEONARD J. SHEDLETSKY, professor of communication, were all panelists in the program, "The Promises and the Challenges Behind Educational Telecomputing in Higher Education," presented at the 84th annual meeting of the National Communication Association, held November 20-24 in New York, N.Y. Shedletsky chaired the panel and presented a paper titled, "Computer-Mediated Communication Research."

SCOTT W. BROWN, professor of psychology, authored an article titled, "Influence of Individual Differences in Temporal Sensitivity on Timing Performance," that was published in the British journal, *Perception* (Vol. 27, pp. 609-625, 1998).

KEITH DuBOIS, director of financial aid, was presented the Dirigo Award for 1998 by the Finance Authority of Maine for exceeding expectations in working to meet the needs of Maine students and families.

HELENE GERSTEIN-SKY, director of child care services, will speak at the Lewiston Library and Sun Journal Luncheon Speaker Forum this coming January.

MICHAEL S. HAMILTON, associate professor of political science, completed a professional report, "Mining Environmental Policy in Indonesia: Program Evaluation of the Joint BLT-OSM Mining Environmental Project, Third Year of Effort," under contract to the U.S. Department of the Interior, Office of Surface Mining Reclamation and Enforcement. Hamilton is the co-author of an inter-agency agreement between the U.S. Agency for International Development and the U.S. Department of the Interior for a one-year, \$1 million technical assistance project, the "Southeast Asia Environmental Initiative: Coal and Peat Fire Suppression in Malaysia and Indonesia," which began in August 1998. He is also the principal author of "Phase III Extension Proposal: Technical Assistance for Improvement of Mining Environmental Policy and Enforcement in Indonesia, a two-year, \$2.5 million extension of a science and technology cooperation project conducted by the U.S. Department of the Interior. Hamilton has served as advisor to the project director for that project for the past three years. That proposal, which will be financed by the World Bank, is currently pending approval by the National Planning Agency of the Government of Indonesia.

JOHN HEATH, professor of computer science, presented a paper titled, "EDDNet: A State-wide Network to Support Economic Development," at the conference Emerging Issues in Business & Technology, Myrtle Beach, South Carolina, November 12-14. The paper, co-authored with RICHARD CLAREY, associate professor of management, describes a U.S. Commerce Department-funded project directed by the authors.

ZIP KELLOGG, reference librarian, recently gave presentations about library reference services to the Northern Maine Library District (Bangor) and the Central Maine Library District (Augusta) and a presentation on WEB searches at the Maine Press Association annual meeting in September.

DESI LARSON, assistant professor of adult education, presented a research paper co-authored with D. Merrill Ewert of Cornell University titled, "Building Sustainable Communities: The Role of Adult Literacy," at the 30th International Conference of the Community Development Society, Kansas City, Kansas, July, 1998.

REBECCA B. LOCKRIDGE, associate professor of communication, was a panelist and chaired the program, "The Museum as Aesthetic, Ethical, Conceptual, Sociopolitical Space: A Tour of the Guggenheim Museum," at the 84th annual meeting of the National Communication Association, November 20-24 in New York, N.Y. She also presented her paper, "The Migrant Mother: From Image to Icon," during the program, "New Visions: The Analysis of Form and Content in Visual Communication Contexts," at the meeting.

JOHN MARSHALL, assistant professor of technology, presented three research papers in October at the National Association of Industrial Technology annual convention in Indianapolis, Indiana: "Computer Crimes: How to Avoid Falling Victim," "Networking in a Technical Environment," and "Professional Internships -- the Ultimate Networking Tool." Marshall conducted an experimental material research session at the National Educators' Workshop for Engineering Materials, Science and Technology. The November workshop, sponsored by NASA and the National Institute of Standards and Technology, was conducted at the Brookhaven National Laboratory in Long Island, New York.

CARTER MANNY, associate professor of business law, published an article titled, "Recent Developments in Controlling U.S. Encryption Exports" in the spring 1998 issue of *Business Law Review* (Vol. 31).

SALLIE NEALAND, assistant professor of nursing and NANCY WHITEHOUSE, software specialist, coordinated the RN and BS program offered by the College of Nursing at Lewiston-Auburn College, made a presentation titled, "Meeting the Needs of Professionals using Web Based Technology in the Classroom," at the Syllabus.com conference held at American University in Washington, D.C. from November 8 through November 10, 1998. Sallie and Nancy described their experience designing Web-based courses which encourage collaborative teaching and learning, and interdisciplinarity, and meet the needs of adult commuter students.

RICHARD L. WEST, associate professor of communication and associate dean, College of Arts and Sciences, participated in a variety of programs as a panelist, respondent, instructor and chair at the 84th annual meeting of the National Communication Association, held November 20-24 in New York, N.Y. As a NCA officer, he attended the NCA Legislative Council business meetings. He presented his paper, "Senior College: Communication Education for Older Adults in the Academic Setting," during the program, "Beyond the Corporate Classroom: Communication Education for the Older Adult," at the same meeting.

DARRYN S. WILLOUGHBY, assistant professor of sports medicine, recently had a research article published in the *Journal of Aging and Physical Activity* (Vol. 6, No. 4, pp. 327-339, 1998) titled, "Muscle Strength and Qualitative Myosin Heavy Chain Isoform mRNA Expression in the Elderly After Moderate- and High-Intensity Weight Training." STEPHEN PELSUE, assistant professor of applied immunology, was a collaborator in the research.

Storm Notice: Do not park in outbuilding driveways or in front of building entrances during or the morning after snow storms. Facilities Management needs to plow, sand and salt. If you must park overnight, contact the USM Police Department.

For notice of storm cancellations, call 780-4800, or listen for cancellation notice on radio stations: WGAN, WYNZ, WMGX, WBLM, WJBQ, WHOM, WMPG, WPOR, WCLZ, WKZS, WLAM, WZOU, WIDE, and TV Channels 6, 8, 13.



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