



WSU TODAY

December 5, 2008

Washington State University Faculty, Staff and Graduate Student News

www.wsutoday.wsu.edu

EARLY A2P2 RESULTS

Dropped class list ready soon for comment

BY CYNTHIA KING
WSU TODAY

A complete list of courses proposed to be dropped as a result of WSU's academic affairs program prioritization (A2P2) is expected to be available for university review by mid-December.

Larry James, associate executive vice president, is negotiating with colleges this week about contested courses. He plans to complete the review and have the dropped courses posted to a website by Dec. 12 or soon after.

After feedback, the final list of dropped courses will go before the Faculty Senate for approval in January. An audit of degrees would come next in the A2P2 process, James said.

Many of the courses recommended to be dropped are under-enrolled, he said. That means the three-year enrollment has totaled 25 students or less for undergraduate courses and 15 or less for graduate courses.

Under-enrollment was one criterion, but not the only one, for determining which courses to drop.

Preliminary results show A2P2 is right on target for the goal of reducing academic courses by 20 percent.

"Units have done a great job of making some hard decisions," James said.

He said colleges had recommended that 821 out of 5,314 courses at WSU — or 15.4 percent — should be dropped.

If all the "contested" drops — those courses the colleges would prefer to keep but the provost would prefer to drop — are added in, the number of dropped courses would total 1,269 — or 25.5 percent.

The A2P2 aim of dropping 20 percent of courses falls right in between the 15.4 and 25.5 percent figures, James said.

See the provost office website, **ONLINE @** <http://provost.wsu.edu/index.html>, for more on A2P2.



Donald Matteson, left, will be recognized for 50 years of service to WSU at the annual reception Dec. 10. Ronald Brosemer, center, and Jack Rogers will be honored for 45 years of service. (Photo by Robert Hubner, WSU Photo Services)

RECEPTION DEC. 10

Length of service honored

One WSU employee will be honored for 50 years of service and two others for 45 years at the annual Employee Recognition Reception Wednesday, Dec. 10, in the CUB ballroom. The reception begins at 3:30 p.m., followed by a short program at 4 p.m. to recognize nearly 600 employees who reached length-of-service milestones in 2008.

All employees are invited; RSVP and view the list of recipients **ONLINE @** www.employee-recognition.wsu.edu.

As part of the length of service program, staff are eligible for awards at 5, 10, 15, 20, 25, 30, 35, 40, 45 and 50 years of service. Faculty recognition begins at 25 years. At each milestone, employees receive a certificate of service, a lapel pin and an award selected by the employee.

The three longest-serving employees to be honored this year are:

Donald Matteson, professor of chemistry, who joined that department in 1958 as an instructor and attained the rank of professor in 1969.

He is best known for his seminal developments in the fields of boronic ester chemistry and asymmetric synthesis. As an example of the far-reaching impact of his research, his chemistry provides the key part of the new anticancer drug "Velcade," which is in clinical use for treating multiple myeloma.

Ronald Brosemer, professor of molecular biosciences, who has taught and served at WSU since his arrival as an assistant professor in 1963. After a year as a Fulbright scholar in Germany, he became a full professor in 1972.

He was associate dean of the Graduate School 1975-77, associate dean of the College of Sciences 1984-99, acting

director of the WWAMI program in 1999, and associate director of undergraduate programs for the School of Molecular Biosciences in 2004. He served as vice-chair, chair and past-chair of the Faculty Senate 2002-05.

Jack Rogers, professor of plant pathology, who came to WSU in 1963 as an assistant professor and assistant plant pathologist. He became a professor in 1986 and chaired the plant pathology department from that time until 1999.

His teaching and research have been recognized through many awards, including WSU's Sahlin Faculty Excellence Award for Research, Scholarship and Arts in 1986, the national Wm. H. Weston Award for Excellence in Teaching in 1992 from the Mycological Society of America, and the WSU Eminent Faculty Award in 2006.

BURNOUT

Staying balanced in unsettled seasons

This is the second in a two-part series about burnout

BY REBECCA PHILLIPS
WSU TODAY

The past few months have presented a variety of stressful changes for both our nation and university community. Some areas seem to be smoothing out, but there are still the holidays. If anyone knows how to deal with stress and burnout, it is **Scott Case**, licensed psychologist in Counseling and Testing Services and program coordinator for the WSU Stress Management Program and Employee Assistance Support Services.

Born with a hereditary eye disorder called retinitis pigmentosa, Case began losing his sight at age 15. Originally making his living as an artist,

he switched to ceramics and opened a pottery business as his vision continued to deteriorate. Eventually he was forced to close the shop and went back to school in 1990.

Throughout his ensuing academic career, Case had to rely on audio tapes for lectures, textbooks and journal articles. In 2000, while he was working on his Ph.D., his mother became terminally ill and his son was struggling in college. His uncle developed Alzheimer's, and Case ran into problems with the Social Security Administration, which claimed he owed \$20,000.

"I was burned out"

"It became difficult to get up in the morning,"

(See "Burnout," page 8)



Case

Regents grant pay cut for president

President Elson S. Floyd was granted a voluntary pay cut of \$100,000 by the WSU regents Nov. 21 in response to the looming budget reductions facing the state and university.

His salary will be reduced from \$725,000 to \$625,000 on Jan. 1.

"These are exceedingly tough times for my students, faculty and staff," Floyd said. "It is incumbent upon me to lead by example."

See a longer version of this article **ONLINE @** www.wsutoday.wsu.edu.

WSU NEWS BRIEFS

For expanded versions of some of these articles search **ONLINE** @ www.wsutoday.wsu.edu.

Grant to fund building energy code updates

Washington will get \$300,000 of \$2.6 million in grants awarded to six states by the U.S. Department of Energy to update state building codes to improve energy efficiency. The WSU Extension energy program in Olympia will work with the state to develop revisions.

In addition to financial assistance, the DOE pledged to support the projects with ongoing technical assistance.

"Improving the energy efficiencies required by the building code can add to construction costs, but hopefully the long-term energy savings will add to the value and marketability of homes and buildings," said **Todd Currier**, energy program division manager.

Outreach to engage the building industry in the process and training on how to enact the final changes will be key elements of the process, he said.

The proposals will be presented to the state Building Code Council, where they will be subject to a period of public comment and hearings. The proposed changes must then sit through one legislative session, probably in 2010, before they can be adopted.

Washington's goal is to update the state energy code to improve efficiency levels 30 percent.

Dietetics programs to be consolidated

WSU dietetics programs will be consolidated on the Spokane campus by 2012.

Students enrolled in the general dietetics or coordinated dietetics programs at WSU Pullman will be able to complete their course of study there, but the general dietetics program is no longer admitting new freshmen, according to the College of Pharmacy.

New students interested in studying dietetics at WSU may apply for admission to the Spokane-based exercise physiology & metabolism (ExMet) program — which includes a coordinated program in dietetics — following completion of the prerequisites at WSU Pullman.

For more information, see **ONLINE** @ www.pharmacy.wsu.edu/nutrition/index.html.

Arthritis center in the works at Spokane

The flagship tenant of a development project at WSU Spokane says it intends to establish a "musculoskeletal center of excellence" there.

WSU and NexCore Group of Denver recently signed a letter of intent for development of the Pine Street Project, after WSU published a request for proposals for the area in March and completed review in May. NexCore's proposal — with its flagship tenant Arthritis Northwest, PLLC — was identified as the best fit for its emphasis on clinical, biomedical and health-related development.

Find your Pepsi fix at the Bookie

WSU's contract with Coca-Cola means that the eateries in the new CUB — even those privately owned — all primarily serve Coke products.

The exception is the Bookie, which carries Pepsi because its contract with Pepsi pre-dates WSU's contract with Coke.

There are a few non-Coke items sold outside the Bookie. "Non-Coke products are sold, but only if it's something that the Coke company doesn't provide," said **Brian Keithley**, Dining Services general manager. "That can be something that Pepsi represents, but you will never see the Pepsi logo. An example would be SoBe."

WSU's contract with Coke expires in June 2010, said **Gary L. Coyle**, director of Dining Services. As that date nears, the Office of Business and Finance will begin reviewing beverage agreement options, he said.

SHOWCASE 2009

Abstracts accepted beginning Dec. 8

Abstracts for the 2009 Academic Showcase will be accepted Dec. 8-Jan. 30 **ONLINE** @ www.showcase.wsu.edu, as WSU looks toward its annual celebration of excellence — Showcase 2009 on Friday, March 27.

The 2008 Academic Showcase featured more than 390 displays highlighting the original research of WSU faculty, staff and students.

Besides honoring the achievements of faculty and staff, Showcase 2009 also provides employees the opportunity to learn about the areas of academic expertise of their colleagues.

Events for the day will include:

9 a.m.-noon, Academic Showcase

12:15-1:45 p.m., Distinguished Faculty Address luncheon

3:30-5 p.m., Legacy of Excellence retiree reception

5:30 p.m., Celebrating Excellence banquet

Event reservations will be accepted beginning Feb. 6 and will close when venues fill or March 13, whichever occurs first.

Showcase 2009 steering committee members are: Fran McSweeney, chair; Tom Brigham; Donna Clark; Howard Grimes; Chris Hoyt; Ron Mittelhammer; Mary Sanchez-Lanier; Dave Turnbull; David Whidbee.

Committee members for the Academic Showcase poster and presentation session of WSU achievement in research and creative scholarship are: Mary Sanchez-Lanier, chair; Carol Anelli; Bob Bates; Gerald Berthiaume; Tom

WORLD CLASS. FACE TO FACE.
SHOWCASE

Staff excellence award nominations due Dec. 16

Nominations for the 2008-2009 President's Employee Excellence Awards are being accepted through 5 p.m. on Dec. 16.

Five staff winners will be selected by committee to receive \$2,500 each. They will be recognized at the annual Showcase event for their outstanding contributions to the productivity of the university, innovative problem solving, positive working relations and community service.

For more information or to submit a nomination, see **ONLINE** @ <http://president.wsu.edu/office/excellence-awards>. Direct questions to committee chair Joan King at joank@wsu.edu or 335-9681.

Brigham; Sayed Daoud; Dennis Dyck; Howard Grimes; Mike Kahn; John Nilson; Grant Norton; Lorena O'English; Jim Petersen; Dennis Reynolds; Sue Ritter; John Roll; Susan Ross; Paul Strand; Lori Wiest; John Winder.

Diversity award joins Showcase lineup

The newly created Faculty Diversity Award will be presented during Showcase along with the university's other faculty and staff awards. Nominations and applications can be submitted through Dec. 30 **ONLINE** @ www.thedivision.wsu.edu or http://provost.wsu.edu/awards_program.

Creation of the Faculty Diversity Award last year generated so much enthusiasm that

it was decided it should be presented at Showcase.

"I encourage people to re-submit nominations and applications from last year, and we certainly welcome new ones as well," said **Alex Tan**, WSU's Diversity Faculty Fellow.

"Having President (**Elson S. Floyd**) present the award during Showcase elevates its stature to reflect the importance of this work to our university and our society," said Provost

Warwick Bayly.

The recipient of this year's award will be invited to speak during the WSU Martin Luther King Convocation planned for February 2009.

WSU College of Education professor **Michael Pavel** received the inaugural award last winter for his extensive diversity teachings at WSU, as well as his research and service benefitting Native American communities.

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*All winners will be notified by January 15, 2009. Winners must claim prizes by January 30, 2009. For additional rules, please visit wsecu.org or visit a WSECU branch.

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For more information about
this year's employee campaign

Imagine
the Possibilities...

contact Chrissy Shelton at 509-335-8881
or tam@wsu.edu.



John Roll

Moving into new College of Nursing

BY BARB CHAMBERLAIN
WSU SPOKANE

Two years after groundbreaking, the WSU College of Nursing recently moved into the new Nursing Building on the WSU Spokane Riverpoint campus.

The college's 600 or so Spokane students will begin classes there in spring semester, and the building will be dedicated sometime in the spring.

The \$34.6 million building first received a legislative appropriation during the 2003-05 biennium. The building's 89,000 square feet house state-of-the-art distance learning classrooms to support the college's statewide mission; a nursing practice laboratory; technology for patient simulation; computer and multimedia laboratories and classrooms; research team space for data analysis; and offices for college administration, support staff and faculty.

Federal funding of \$1.3 million helped equip the building with the latest technologies for research, instruction and communication, including the human patient simulation lab.



Carol Johns



Kathy Thistle (Photos by Corinne Vaughn, WSU Spokane)



Sue Perkins



Karen Malone

WSU NEWS BRIEFS

Tracking grape hardiness aids growers

A WSU system of measuring the cold hardiness of grapevines is providing a model for programs working with grapes and other crops around the world.

Using a sophisticated system they designed, WSU viticulturist **Markus Keller** and his team collect data from buds and wood pieces from a range of grape varieties in order to determine the temperatures at which the tissues freeze and are killed.

Each week the team adds new information to its website, **ONLINE @** <http://winegrapes.wsu.edu/frigid.html>. Growers track the changes in cold hardiness to decide whether to run their wind machines or use other measures of frost control.

Gift funds veterinary scholarships

The College of Veterinary Medicine has received a gift of \$193,000 from proceeds of a land sale by the Moses Lake Grant County Humane Society.

The funds established the Ethel Roberge Scholarship for veterinary students at WSU. Annual distributions from the fund will be used to award one or more scholarships.

Roberge was dedicated to the humane care of animals. She died in 2002. She bequeathed part of her estate to the Moses Lake Grant County Humane Society. The money was used to buy real property which the society, at that time, intended to use to build a new animal shelter.

The group's plans changed, and the property was sold at a profit. The proceeds of that sale were used to fund the scholarship.

Work/life committee seeks A/P members

The Work/Life Advisory Committee (WLAC) is looking for administrative/professionals to fill recent vacancies. If you are interested in issues that affect our ability to find balance between work and personal/family life, consider completing the member application **ONLINE @** www.worklife.wsu.edu.

The committee is made up of faculty, administrative/professional and civil service staff and students. Members attend monthly meetings and are involved in various projects. All urban campuses are represented.

For more information, e-mail Becky Morton, chair, at bmorton@wsu.edu.

FACULTY, STAFF, STUDENTS

Fulbright applicants encouraged

BY CYNTHIA KING
WSU TODAY

Fulbright international exchange programs award 7,000 grants annually, so there's no excuse for WSU scholars and students not to compete — and earn — some of these opportunities, says **Nancy Shrope**, assistant director of the office of Grant and Research Development.

In fact, three WSU faculty members are Fulbright Scholars for the 2008-09 year, and the university is hosting international scholars and students also on Fulbrights.

Disciplines vary widely

The WSU faculty Fulbright Scholars are:

- **Dan Dolan**, professor, civil and environmental engineering, doing research and lecturing at the University of Concepcion, Chile, on 3D analysis of buildings to see how they hold up in earthquakes.
- **Hanu Pappu**, associate professor, plant pathology, doing research and lecturing at Alexandria University, Egypt, on viral diseases of crops.
- **Andrew Storfer**, associate professor, biological sciences, doing research in Australia on

Some Fulbright programs/deadlines

There are varied Fulbright programs to apply for — and deadlines throughout the year. Here are some of them:

Feb. 1: International education administrators programs with Germany.

Dec. 1: New century scholars.

May 1: Specialist programs.

Aug. 1: Traditional scholars lecturing and/or research; collaborative research with India/Egypt/Turkey; regional research for Africa, European Union, Middle East, south/central Asia.

Nov. 1: International education administrators programs with Japan or Korea.

animal diseases (see earlier WSU Today article **ONLINE @** www.wsutoday.wsu.edu and search "Storfer Fulbright").

WSU is hosting Unchalee Sanrattana, associate professor at Khon Kaen University, Thailand, who is working to develop screening tests for autism in pre-primary education.

WSU also is hosting at least four international graduate students who are Fulbright awardees, including the first at WSU Vancouver (see **ONLINE @** <http://www.wsunews.wsu.edu> and search "Shyplova").

How to apply

The Fulbright program is the U.S. government's flagship

program to increase mutual understanding between the people of the United States and other countries through learning and cooperation. It was established by the U.S. Congress in 1946 under legislation introduced by the late Sen. J. William Fulbright.

The program operates in more than 155 countries and has funded some 286,500 participants.

WSU faculty, administrators, professionals (lawyers, journalists, artists, etc.) and students are encouraged to apply. For more information, students can go **ONLINE @** www.ip.wsu.edu/global/scholarships/index.shtml, while nonstudents can contact Shrope at OGRD at nshrope@wsu.edu.

\$4.47 MILLION CUT

Governor announces second round of cuts

WSU NEWS SERVICE

Gov. Christine Gregoire on Nov. 25 directed WSU to further reduce its fiscal year expenditures by nearly \$4.5 million as part of a statewide effort to achieve an additional \$260 million in spending reductions by state government agencies and higher education.

WSU President **Elson S. Floyd** said he is keenly aware of the projected revenue shortfall anticipated within state government and agrees with Gregoire's statement that all agencies of state government must step forward to assist in meeting the financial challenge.

"I will ask our academic and administrative leadership to immediately begin reviewing possible actions to achieve this latest directive by the governor," Floyd said. "I am confident that we will find the means to achieve our latest goal while minimizing the impact on our students and faculty."

The latest round of targeted reductions comes in the wake of an earlier \$6 million cut (see article below) in expenses by WSU in response to a state directive received in October.

At that time, President Floyd said WSU would continue to control and contain expenditures and will do its part to help the state address the budget challenges. He had directed university leadership back in April to slow hiring and reduce other expenses in anticipation of a possible economic downturn.

"We will continue to do our best to serve the needs of the citizens of the state of Washington," Floyd said.

WSU's total state allocation is \$254 million.

First \$3M accrued; second \$3M planned

BY ROBERT FRANK
WSU TODAY

To comply with \$6 million in state mandated budget cuts, the average non-academic, central office at WSU will take a 2 percent or greater budget cut through June. Academic units will be cut 0.76 percent on average, according to plans submitted to the WSU Budget Office by Dec. 1 by WSU administrators. Regional campuses, libraries and the College of Communications were exempt from cuts.

WSU expects to accrue \$3 million from spending reductions and travel and hiring savings programs instituted in April by President **Elson S. Floyd**. The other \$3 million will be derived from cuts.

The cuts are designed to protect instructional faculty, graduate students, libraries and branch campuses. This will reduce their respective share of the cut from \$4.3 million under an across-the-board approach to \$1.3 million.

"We are striving to minimize the impact on academic-related programs and positions in order to preserve academic quality and program offerings," said Provost **Warwick Bayly**. "To that end, a greater share of the cuts will be coming from the non-academic areas."

So of the remaining \$3,044,193 that must be cut, non-instructional areas will take \$1,777,315 (58.4%), while academic programs will take \$1,266,878 (41.6%).

All budget transfers must be received by the Budget Office by April 1, so the university can remit the funds to the state before the end of the fiscal year.

For a longer version of this article, including more details of the cuts, go **ONLINE @** www.wsutoday.wsu.edu and search "budget cuts."

WEB SPOTLIGHT

Find help with grant writing, funding

Faculty trying to find funding and develop proposals can get help from a website created by the Office of Grant & Research Development. Go **ONLINE @** www.informer.ogrd.wsu.edu.

Funding opportunities in all disciplines are updated weekly. Convenient RSS feeds connect to granting agencies and research news. There are quick links to useful tools for proposal development. In recognition of WSU faculty, the website also posts recently awarded proposals.



WSU Extension 4-H staff in Puyallup: Carey Roos, left, Linda Williams, Tony Dell, Darlene Munson, Betsy Fraudd and Kevin Wright. (Photo by Dana Schlenker, Center for Distance and Professional Education, Puyallup)

Gifts make bedtime better for neighboring children

Employees of WSU Extension in Puyallup recently donated new pajamas and books to help young people in Pierce County.

The items collected by WSU and other community members will go to about 100

youths served at Tacoma's Helping Hand House, which works to rescue families from homelessness.

The effort was part of the Pajama Program, which serves children in need throughout the country and the world.

Grants help students achieve higher education

Two grants will enable WSU Tri-Cities to help middle school students receive guidance and assistance to prepare for and pursue a college education.

The Early Outreach Program worked with 17 school districts and 19 community partners to receive \$23.2 million — two six-year competitive grants — from the U.S. Department of Education under the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP).

WSU NEWS BRIEF

Entries sought for Emeritus Society awards

A spring banquet will honor student recipients and faculty mentors of the new Emeritus Society Awards for undergraduate achievement in scholarship and research.

Sponsored by the society and the Office of Undergraduate Research, four awards will be presented: arts and humanities; biosciences, physical sciences; social, economic and behavioral sciences.

Submissions are due March 9 in the Emeritus Society Office, Owen Science and Engineering Library 443. Application details can be found **ONLINE @** www.wsu.edu/emertussociety.

AWARDS & HONORS

If you or someone you know has received an honor, please e-mail the information to Cynthia King at cynking@wsu.edu.

• **Jow-Lian Ding**, professor of mechanical and materials engineering, has been named a fellow of the American Society of Mechanical Engineers because of "significant contributions over a wide spectrum of engineering research." According to the citation, he has developed "innovative experimental techniques, new models and numerical simulations."



Ding

• **Donald Meehan**, director of WSU Extension's Natural Resource Stewardship Program, recently received the 2008 Western Regional Excellence in Extension Award. The honor is one of five regional awards and one national award given annually by the National Association of State University and Land-Grant Colleges for excellence in educational programming.

• Marketing and News Services for WSU's College of Agricultural, Human and Natural Resource Sciences and WSU Extension recently won six MarCom awards from the Association of Marketing and Communications Professionals.

Platinum: 2008 Connections alumni magazine; career DVD used to recruit new students — view at YouTube **ONLINE @** www.youtube.com/CAHNR/SAP.

Gold: Connections feature story package, "Farms, Fuel, Food and the Future;" online version of same package.

Honorable mentions: "On Solid Ground" and "Voice of the Vine" electronic newsletters.



Holiday concert

A traditional, family-centered holiday concert will be presented by the WSU School of Music at 2 p.m. Saturday, Dec. 6, in Bryan theater. Admission is \$10 for adults and \$5 for senior citizens, college and university students and those age 13 and older. Age 12 and younger are free. Those with WSU School of Music Faculty Artist Series season passes will be admitted free. The Madrigal Dinner will not be presented this year. Please contact lwiest@wsu.edu to express your support of this event for the future. (Photo by Tim Marsh, University Relations)

What's Happening

PERFORMANCES/LECTURES/ART/MUSIC/EVENTS/CLASSES

December 5 – December 21

Exhibits

Photos by Kevin Connolly, through Dec. 12, CUB gallery. Hours 10 a.m.-4 p.m. Monday-Friday.

Student art exhibit, Dec. 8-19, Consolidated Information Center 102, WSU Tri-Cities.

Dale Chihuly glass and Native American blankets exhibit, through Dec. 19, Museum of Art, WSU Pullman. Hours 10 a.m.-4 p.m. Monday-Saturday, open until 7 p.m. Thursday.

Selected Columbia Valley art of the Chancellor's Exhibition Series & Award, through Dec. 19, East Building administration corridor, WSU Tri-Cities. Hours 7 a.m.-10 p.m. weekdays, 8:30 a.m.-4 p.m. Saturday.

Conference

Sustainable ag conference, Feb. 10-12, Shilo Inn, Richland. Contact Don Nelson, nelsond@wsu.edu.

wsu.edu.

Western Regional Honors Council conference, March 5-7, Davenport Hotel, Spokane. \$150-\$275; register **ONLINE** @ www.capps.wsu.edu/wrhcc.

Friday, Dec. 5

Poinsettia sales by Horticulture Club, 11 a.m.-2 p.m., new greenhouses by Ferdinand's; parking available.



Glen Lindeman, editor, with books to be featured at the annual WSU Press holiday book fair Dec. 9. (Photo by Tim Marsh, University Relations)

Soprano Nicole Sanford, noon, Holland/Terrell library atrium.

Film "Righteous Kill," free, 6 and 9 p.m., CUB auditorium.

Annual ski swap, 6-9 p.m., Hollingbery fieldhouse.

Women's basketball vs. Long Beach State, 7 p.m., Beasley coliseum. Tickets **ONLINE** @ <http://wsucougars.cstv.com/tickets/wast-tickets.html>.

Saturday, Dec. 6

Annual ski swap, 9 a.m.-2 p.m., Hollingbery fieldhouse.

Piano pedagogy lab recitals, 11 a.m. and 2 p.m., Kimbrough concert hall.

Holiday concert, 2 p.m., Bryan theater, tickets \$5-\$10 at the door.

Film "Righteous Kill," free, 6 and 9 p.m., CUB auditorium.

Men's basketball vs. Baylor, 8:30 p.m., Beasley coliseum. Tickets **ONLINE** @ <http://wsucougars.cstv.com/tickets/wast-tickets.html>.

Sunday, Dec. 7

Women's basketball vs. Wisconsin-Milwaukee, 2 p.m., Beasley coliseum. Tickets **ONLINE** @ <http://wsucougars.cstv.com/tickets/wast-tickets.html>.

Film "Righteous Kill," free, 4 and 7 p.m., CUB auditorium.

Tuesday, Dec. 9

Holiday book fair, WSU Press, 11:30 a.m.-6 p.m., Lewis Alumni Centre.

Wednesday, Dec. 10

Employee recognition reception, hosted by Human Resource Services, 3:30-5 p.m., CUB ballroom. RSVP **ONLINE** @ www.employee-recognition.wsu.edu.

Men's basketball vs. Gonzaga, 7 p.m., Beasley coliseum. Tickets **ONLINE** @ <http://wsucougars.cstv.com/tickets/wast-tickets.html>.

Friday, Dec. 12

Poinsettia sales by Horticulture Club, 11 a.m.-2 p.m., new greenhouses by Ferdinand's; parking available.

Film "College," free, 6 and 9 p.m., CUB auditorium.

Saturday, Dec. 13

Commencement, 10 a.m.-noon, Beasley coliseum.

Film "College," free, 6 and 9 p.m., CUB auditorium.

Dance concert, 7:30 p.m., Daggy hall, tickets \$5-\$10, phone 335-7236.

Sunday, Dec. 14

Women's basketball vs. Idaho, 2 p.m., Kibbie dome, Moscow. Tickets **ONLINE** @ <http://wsucougars.cstv.com/tickets/wast-tickets.html>.

Film "College," free, 4 and 7 p.m., CUB auditorium.

Sunday, Dec. 21

Men's basketball vs. Idaho, 7 p.m., Kibbie dome, Moscow. Tickets **ONLINE** @ <http://wsucougars.cstv.com/tickets/wast-tickets.html>.

WIN A PAINTING

Watercolors, landscapes on show

BY SHERI BYRD
WSU VANCOUVER

Two art exhibits at WSU Vancouver are focusing on classical techniques and beautifully rendered images. They will be on display until Jan. 8.

A solo exhibit of Judy Wyant's painting is on display in the Engineering Life Sciences building gallery. Wyant works with both oil and watercolor paint.

She draws her inspiration from the local landscape. She often paints on location and works quickly to capture a scene before the light changes. Her paintings have vibrant natural colors.

She will hold a drawing to give away one of her paintings, a beautiful watercolor titled

"Not far from WSUV." Information on how to enter the drawing will be available near the painting in the Engineering Life Science gallery.

Also on display in the Administration building is a group exhibition of paintings done by selected members of the Southwest Washington Watercolor Society, formed in 1979 in Vancouver.

The organization's 12 founding members offered a call to watercolorists in the Washington counties of Clark, Cowlitz, Klickitat, Lewis, Pacific, Skamania and Wahkiahum. Membership has grown steadily, and it is now more than 150 artists.

The galleries are open 8 a.m.-9 p.m. Monday-Thursday and 8 a.m.-5 p.m. Friday.



"Not far from WSUV," a watercolor by Judy Wyant, will be given away by the artist during the exhibit in the WSU Vancouver Engineering and Life Sciences building gallery. (Photo courtesy of WSU Vancouver)

BANYANS ON THE RIDGE

Brunch debuts during grand opening week

Banyan's on the Ridge, the new restaurant at Palouse Ridge Golf Club, is hosting its grand opening week Dec. 1-7.

On Friday (today) and Saturday, Banyan's special menu will feature its steak and seafood selections.

On Sunday, the weekly Sunday brunch will include such items as Smoked Salmon Benedict, Cougar Scramble, Belgium Style Waffles and a Continental Breakfast.

The brunch is from 9 a.m.-2 p.m. Permanent brunch hours are yet to be determined.

For more information or reservations, call 335-8474.

Upcoming in WSU Today

Videoconferencing; clean room; e-portfolios; research on wine, volcano, stress, sleep, grazing; features on staff and adjunct faculty

See the Dec. 19 and Jan. 9 editions

United Way of Pullman

Where Campus and Community Meet Money Given on the Palouse Stays on the Palouse

We Reinvest 96.5 Cents of Every Dollar
Back Into Our Community - Through
Our Agencies, Banks & Businesses.

Designate Your Gift to
United Way of Pullman - Help Your
Neighbors In Our Community Today!

CFD Code # 0316731
Undesignated Dollars Support CFD
Administrative Costs - Not Local Charities

Do You Know.....

- *WSU's YMCA & YWCA have been partner agencies since 1929;*
- *20% of all Red Cross responses involve WSU personnel;*
- *75% of Head Start & ECEAP students' parents are WSU students or staff members;*
- *30% of all Alternatives to Violence clients are affiliated with WSU;*
- *39% of Whitman County Food Bank visits involve WSU families with children;*
- *And Much More.....*

Our Member Agencies

Alternatives to Violence of the Palouse	0456706
Boy Scouts	0376756
Child Care Resource & Referral	0315398
Community Action Center	0316322
Community Childcare Center	0315350
Council on Aging - Food Bank	0316400
Council on Aging - Senior Services	0316400
Eastern WA Center for Deaf & Hard of Hearing	0496991
Families Together	0315177
Girl Scouts	0315468
Lilac Blind	0315704
Palouse Area Therapeutic Horsemanship	0319593
Palouse Industries	0315742
Palouse River Chemical Dependency	0319594
Palouse River Mental Health	0319595
Sojourners' Alliance	0316574
Whitman County American Red Cross	0315551
Whitman County Transplant Fund	0316031
YMCA	0315466
YWCA	0315459

GIVE WHERE YOU LIVE TODAY!

Invest in United Way & you invest in these
community priorities:

Building Strong Children & Families

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- Promoting Positive Youth Development

Empowering People in Crisis

- Helping Families in Crisis
- Supporting Low Income & Disadvantaged

Assisting People to Independence

- Supporting Elderly Services
- Maximizing Independence for Disabled Individuals

United Way of Pullman
254 E. Main Ste #225
PO Box 426
Pullman, WA 99163-0426
Phone: (509)332-3691
Email:
pullmanunitedway@pullman.com



Seattle Times publisher to speak at commencement

Seattle Times newspaper publisher and CEO Frank Blethen will be the fall 2008 WSU commencement speaker.

Commencement will begin at 10 a.m. Saturday, Dec. 13, in Beasley coliseum with President **Elson S. Floyd** presiding.

About 790 undergraduate students and 60 graduate students are expected to participate from a total of 1,788 students who have applied to graduate in December, said **Teri Hansen**, WSU commencement coordinator.

Shuttle bus service between the parking lot of Lewis Alumni Centre and Beasley will be available 9 a.m.-1 p.m.

Blethen is a strong advocate for independent journalism, family owned businesses and diversity.



Blethen

POSITIONS & NOTICES

Classified staff

These listings are current as of Thursday, Nov. 20. For listings that are updated daily, please see **ONLINE @ www.wsujobs.com** and click on "search postings" in the navigation bar at the left.

Veterinary specialist 1. Intensive care unit, Pullman. Open until filled.

Exempt staff

See **ONLINE @ www.hrs.wsu.edu/employment/fapvacancies.aspx**.

Director. MESA program, Vancouver. Contact Randy Boose, 546-9595. Closes Dec. 31. (5170)

Director. Radiation safety. Contact Joel McChesney, 335-6424. Closes Jan. 1. (5180)

Manager. Crop and soil sciences. Contact Lisa Clyde, 335-2822. Closes Dec. 22. (5184)

Student services specialist. Enrollment management. Contact Teri Hansen, 335-2531. Closes Dec. 8. (5190)

Faculty

See **ONLINE @ www.hrs.wsu.edu/employment/fapvacancies.aspx**.

Vice provost. International programs. Contact Lisa Clyde, 335-2822. Closes Jan. 5. (5167)

Student affairs officer 2, three positions. Counseling services. Contact Tami Nordquist, 335-2159. Closes Jan. 16. (5182)

Asst professor. Science, WSU Vancouver. Contact Randy Boose, 546-9595. Closes Jan. 2. (5188)

Clinical asst professor. Foreign language/culture, WSU Vancouver. Contact Randy Boose, 546-9595. Closes Jan. 15. (5191)

Asst/assoc professor, four positions. Nursing, Spokane. Contact Janet Purath, 324-7299. Closes Dec. 15. (5192)

HRS courses

Human Resource Services offers thousands of online professional development courses and publications to WSU employees and students at no cost. Live instructor-led courses are available. Visit **ONLINE @ www.hrs.wsu.edu/train** to access your personal learning account.

Department Chairs/Directors Workshops, **ONLINE @ www.hrs.wsu.edu/chairs**

Research Administration Series, **ONLINE @ www.hrs.wsu.edu/RAS**

Supervisory Training Series, **ONLINE @ www.hrs.wsu.edu/supervisor**

Enhanced Supervisory Training Series, **ONLINE @ www.hrs.wsu.edu/enhanced**

Global Resources/Training/Education, **ONLINE @ www.hrs.wsu.edu/great**

Fiscal Management Resources, **ONLINE @ www.hrs.wsu.edu/fiscal**

Ins and Outs of Contracts, 1:30-3:30 p.m. Tuesday, Dec. 9, Murrow West 53 and videoconferencing. No fee.

Ethics Rules, 9-11:30 a.m. Tuesday, Dec. 9, Lewis Alumni Centre 210. No fee.

Overview of Purchasing Card Program for Approving Officials, 1:30-2:30 p.m. Tuesday, Dec. 9, French Ad 240Q and videoconferencing. No fee.

Department Pay, 10-11:30 a.m. Wednesday, Dec. 10, French Ad 230 and videoconferencing. No fee.

Travel: Basic Forms and Procedures, 9:10 a.m.-noon Thursday, Dec. 11, French Ad 240Q and videoconferencing. No fee.

Coaching the Van Driver II, 9-11 a.m. Thursday, Dec. 11, Lighty 403. No fee.

New Employee Orientation, 9:30-11:30 a.m.

- Monday, Dec. 15, Smith CUE 518. No fee.
- Employee Benefits Orientation,** 1-4 p.m. Monday, Dec. 15, Smith CUE 518. No fee.
- Purchasing Card Training - Level 2:** An Advanced Course for Experienced Cardholders, 1:30-3 p.m. Tuesday, Dec. 16, French Ad 240Q and videoconferencing. No fee.
- Safety and You at WSU,** 9-11 a.m. Wednesday, Dec. 17, Lighty 403. No fee.
- Purchasing Card Training,** 1:30-3:30 p.m. Thursday, Dec. 18, French Ad 240Q and videoconferencing. No fee.

Notice of DOL filings

The following notices are provided as a result of WSU's intent to file applications for permanent employment certification with U.S. Department of Labor Employment and Training Administration, Division of Foreign Labor Certification. To view full notice of filings, contact the persons listed below or e-mail the Office of International Students and Scholars at oiss@wsu.edu. Any person may provide documentary evidence bearing on any of the following applications to: Certifying Officer, U.S. Dept. of Labor, Employment and Training Admin., Atlanta Nat'l Processing Center, Harris Tower, 233 Peachtree St., Suite 410, Atlanta, Ga., 30303.

Asst professor. Nutrition/exercise metabolism, Spokane. To view full notice of filing, contact Saren Kennedy, 358-7630.

Asst professor, two positions. Economic sciences, Pullman. Contact Ben Weller, 335-5557.

Asst professor. Veterinary/comparative anatomy, pharmacology, physiology, Pullman. Contact Becky Morton, 335-6621.

Assoc professor/scientist. Horticulture/landscape architecture/irrigated agriculture/extension, Prosser. Contact Karen Holden, 335-9503.

Asst professor, two positions. Mechanical/materials engineering, Pullman. Contact Gayle Landeen, 335-8655.

Asst professor. Pharmaceutical sciences, Pullman. Contact Paula Marley, 335-5545.

Asst professor. Fine arts, Pullman. Contact Anne Marie Smith, 335-8687.

Asst professor. Veterinary microbiology/pathology, Pullman. Contact Sue Zumwalt, 335-6027.

Asst professor. Educational leadership/counseling psychology, Pullman. Contact Lynn Buckley, 335-9117.

Shared leave

The following employees have been approved for shared leave:

Thomas Benson, Central Stores.

Paul Ritenour, Facilities Operations.

Robert Kramer, Veterinary Medicine.

Paula DeWolf, Facilities Operations.

Derek Wallace, Business Services/Controller.

Direct questions to Sally Wickizer, wickizer@wsu.edu.

Carpools

Lewiston/Clarkston vanpool is updating wait list; several riders will be retiring in the near future. Depart Lewiston 6:25 a.m. Pick up in Uniontown and/or Colton. Hours 7:30 a.m.-4 p.m. Cost \$75-\$100 per month. Contact Gail Pacopac at gmpacopac@wsu.edu.

Deaths

Lester Bishop, retired from electrical engineering/hydraulics, died Nov. 12. He worked at WSU 1957-1982.

WHAT'S HAPPENING

Find more of What's Happening on pages 6-7.



"A Message for Audrey," left, by Melanie Hess-Robinson, and "Early 21st Century American Worker - E8," by Beth Parker. At right, the winning art work, "Peaceful Chant," by LuAnn Ostergaard. She donated it to WSU Tri-Cities. (Photos by Melissa O'Neil Purdue, WSU Tri-Cities)



"Firestones from the Mighty Columbia," by D. Steve Yerian.

Spring art requested, as fall show winds down

Art submissions are due Jan. 5 for the Spring 2009 Chancellor's Exhibition Series at WSU Tri-Cities. Works from the fall show are on exhibit through Dec. 19 in the East Building administration corridor.

The semi-annual juried exhibition series showcases Columbia Valley artists. The fall show featured 58 paintings, sculptures, prints and photographs by 22 regional artists.

The winning work was "Peaceful Chant," a digital photo finished with an acrylic gel medium by LuAnn Ostergaard. She donated the piece to the WSU Tri-Cities permanent collection.

Artists accepted for the spring show will be notified by Jan. 9, and the selected works must be at WSU Tri-Cities by Jan. 16 for installation. The opening reception is scheduled for Jan. 22.

The call for entries is posted **ONLINE @** www.tricity.wsu.edu/art-gallery. For more information contact Douglas Gast, dgast@tricity.wsu.edu.



"Lady in Red," by WSU Tri-Cities student Erin Sherrif.

Vancouver exhibits cast bronze sculptures

Selected cast bronze sculptural works from artist and sculptor Ross Brown will be on display through January in the library at WSU Vancouver. Hours are 8 a.m.-10 p.m. Monday-Thursday, 8 a.m.-6 p.m. Friday, and 10 a.m.-7 p.m. Saturday-Sunday.

Brown's current body of work, "Corporatocracy," is a loosely based expression that examines government dominated by corporate influence. His work is also based on the idea of "Future Primitive" a story of a history that has not yet been fully realized.

Keeping holiday spirits merry

Scott Case, licensed psychologist in Counseling and Testing Services, offers this advice for the holiday season:

- Try to keep your expectations realistic and be aware of the stressors in your life.
- Engage in self-care – check in with yourself more often than usual.
- Be proactive and seek help when needed. Know what resources are available to you and use them.

For more information contact the Employee Assistance Program **ONLINE @** www.eap.wsu.edu or the Counseling Center **ONLINE @** www.counsel.wsu.edu.

Burnout ...

(Continued from page 1)

he said. "I gained weight and became despondent and depressed. I came extremely close to giving up on completing my dissertation. I was burned out."

But Case took some time off and started doing things that gave him back a sense of control. He exercised even when he didn't feel like it. He reached out to his support network and began using stress management techniques.

Ultimately, he was able to finish the dissertation. He felt re-energized and graduated with just shy of a 4.0 grade point average.

Today, as a licensed psychologist in the university environment, Case deals with burnout in a clientele that can range from undergraduate students to high-level administrators.

"We see a lot of burnout in employees here (WSU)," he said. "There is also a high rate among veterinary and engineering students. And for students and staff already tending toward burnout, the extra pressures of the holiday season can become the straw that breaks the camel's back."

Stress vs. burnout

Though burnout may result from unrelenting stress, Case said it is not the same as too much stress.

"Stress by and large involves too much – too many pressures that demand too much of you physically and psychologically. Yet people can still imagine that they'd feel better if they got everything under control," he explained.

"Burnout, on the other hand, is about not enough — feeling empty, devoid of motivation and beyond caring. In burnout, people often see no hope for positive change.

"If excessive stress is like drowning in responsibilities, burnout is feeling all dried up," he said.

Four stress areas

Since burnout usually creeps up gradually, Case said it is important to recognize and address the symptoms of stress early on. One way of doing that is by "checking in" with yourself on a regular basis.

By this he means looking at the four areas where stress tends to accumulate in humans — thoughts, emotions, body and behaviors. Breaking it into parts can help people identify what's really happening — for example, thinking "I just want to go home," or feeling "all clenched and knotted." Or going home and yelling at the kids when you usually don't.

Reversing the spiral

In addition to clinical strategies for preventing job and caregiver burnout, Case recommends universal tactics such as eating right, getting enough sleep and making exercise part of your daily routine.

"Acknowledge your own needs and find ways to get them met," he said. "Poor relationships and isolation can contribute to burnout, while positive relationships can reduce its impact and alleviate feelings of being underappreciated."

Case also believes you can reverse the spiral into burnout by finding ways to increase your job efficacy.

"It becomes an issue of control," he said. "The more likely you feel you can affect the outcome, the better chance you have of reversing direction."

Opportunities to interject creative expression into your work — together with sincere positive feedback — go a long way toward thwarting burnout.

"When you get some return on your investment, it breathes life into things," he said.

Can you catch depression from your spouse? See what WSU research shows at WSU Today **ONLINE @** www.wsutoday.wsu.edu and search "depression spouse."