

# @ELON

A NEWSLETTER FOR THE EMPLOYEES AND FRIENDS OF ELON UNIVERSITY SEPTEMBER 2004

## IN THE SPOTLIGHT

### HR: Bring on the Benefits

by Kim Hayes '05

The human resources department runs like a well-oiled machine, and for all of the various aspects of employee benefits it handles, it has to. In addition to annually reviewing health-care and insurance options, the office provides entertainment and educational benefits, such as discounted amusement park tickets and a personalized Wellness Program.

The man behind this smooth operation is Ron Klepcyk, director of human resources.

Responsible for managing all aspects of the department, he says he could not do the job without his co-workers.

"The emphasis here is on team," Klepcyk says. "While we all have our own individual responsibilities, we all come together as a team and pitch in, like for staff appreciation day."

Klepcyk's team includes Stephanie Page, assistant director of human resources; Amy Hadwin, human resources specialist; Cindy Novak, Wellness Program coordinator, and secretaries Gloria Thompson and Sherri Wolford. Jo Boone, who doubles as a nurse in the health center, works on Fridays administering the university's workers' compensation program.

Also under the umbrella of human resources is the Developing Leaders@Elon program. Mary Santiago, professional development specialist, heads up the program, which is a continuation of the management training effort begun as part of a grant from the Teagle Foundation. The Developing Leaders@Elon program provides opportunities for professional growth, leadership development and community building for department chairs and staff supervisors. The program has built an extensive resource library of materials related to leadership development that are available for checkout from Jan Vinson, secretary for the Developing Leaders@Elon office.

"Every year we're looking at our benefits and seeing if we can improve them," Klepcyk says. "We're constantly evaluating what we do provide but also looking for new opportunities."

One of these new opportunities includes the tuition exchange program initiated in the spring. Different from tuition remission, which allows the immediate family of full-time faculty and staff to waive the cost of tuition at Elon, tuition exchange provides the same benefit at other universities. More than 530 colleges and universities participate in the exchange program.



Ron Klepcyk, director of human resources, proudly shows off his supporting cast. From left to right: Stephanie Page, Gloria Thompson, Mary Santiago, Sherri Wolford, Cindy Novak, Amy Hadwin, Jan Vinson and Jo Boone.

The human resources department offers discount programs with local merchants and theme parks, including Carousel Grande and West End cinemas, Paramount Carowinds, Wet 'N Wild Emerald Pointe, Ramada Inn and Best Western. Check with the human resources department or the Web site for a complete list of discount opportunities.

Nov. 10 marks this year's annual benefits fair, which kicks off open enrollment for employees and allows them to adjust their benefits and learn more about their coverage.

"Companies that provide our benefits come to the benefits fair. It's a one-stop shop to get everything done in one place," Klepcyk says.

All benefits changes must be completed by Nov. 26 for the adjustments to be effective beginning Jan. 1, 2005. Links to benefits providers and other useful information, such as discount opportunities with local merchants, can be found on the human resources Web site, [www.elon.edu/hr/](http://www.elon.edu/hr/).

A growing aspect of the human resources department is the Wellness Program, coordinated by Novak, a contract employee from Alamance Regional Medical Center. From medical screenings such as blood pressure, cholesterol and blood sugar tests to the Step It Up a Notch pedometer walking program and the new "Wellness U," Novak works to keep wellness issues on the minds of Elon employees. @

## Wellness Program at a Glance

### Free Health Screening

Screenings for the following will be scheduled at various locations on campus throughout the year:

- Total Cholesterol**
- Low Density Lipids (LDL)**
- High Density Lipids (HDL)**
- Glucose (sugar)**
- Triglycerides**
- Blood Pressure**
- Height and Weight**
- Body Mass Index**



### “Step It Up A Notch” Walking Pedometer Program

“Step It Up a Notch” is a fun and easy walking program that can help you increase your physical fitness. The Wellness Program

offers every employee a free pedometer. Clip it on and discover how many steps on average you take each day (your baseline). Then, try adding a few more steps every day to see how small changes can make a big difference in your life. Group walks will be organized by building.

**“Wellness is a journey, not a destination.”**

*Cindy Novak, wellness program coordinator*

### Health Risk Assessment and Individual Health Plan Development



As part of the Health Risk Assessment (HRA), employees can complete a health profile, detailing personal and family health history. The information will be compiled to assess risk factors for such conditions as heart disease, stroke, diabetes and cancer. This confidential assessment tool will be offered in hard copy form for all interested faculty/staff. Once the HRA has been completed, Novak will help develop individualized health plans to assist faculty and staff in making the lifestyle changes necessary to improve and maintain health.



### Well University (“Well U”)

This eight-month program includes educational offerings on stress, exercise, nutrition and cholesterol. The program also provides incentives for exercise and reducing your cardiovascular risks. “Well U” is structured much like a university credit system. Credits are earned for certain activities, and you’re promoted from a freshman to senior as credits are earned.

### Diabetes Management Program

This program is a pro-active approach that focuses specifically on people with glucose intolerance, pre-diabetes or diabetes. If you are employed full time and fall into one of these categories, then this program is for you.



### Employee Assistance and Counseling Program



EACP provides confidential, professional counseling when you or a member of your household need help to resolve personal problems that are affecting you, your family or your work. A division of the Department of Pastoral Services located in the Grand Oaks Building on the Alamance Regional Medical Center main campus, the program includes a diverse staff of six counselors with more than 90 years of combined experience. Call the office at ARMC for an appointment, (336) 538-7481.



### Fitness Opportunities

The Koury Center, Elon’s 54,000-square-foot recreation and athletic facility, features the Stewart Fitness Center, aerobics studio, indoor pool, gymnasium and racquetball courts. Whether you’re just beginning a fitness routine or you’re a workout enthusiast, the fitness center has what you need with cardiovascular, selectorized and free-weight equipment.

You can contact **Cindy Novak at ext. 5561** for more information or to schedule an appointment. Also, feel free to browse the *Wellness Resource Library*, which houses a number of books, brochures and videos related to prevention and wellness.

### Lunch & Learn Lecture Series

<u>Program</u>	<u>Date</u>	<u>Location</u>
“Well U” program orientation	9/20/04	McKinnon D
Time Management - Life/Work Balance	9/21/04	McKinnon D
Alternative Hormone Replacement Therapy	9/30/04	Ward Octagon
Stress Management for the Mind, Body and Soul	10/4/04	McKinnon D
Multi-Tasking Mania: Balancing a career and a family	10/13/04	McKinnon D
“Take the Ride of Your Life” limo to ARMC for mammogram	10/21/04	To be announced
“Take the Ride of Your Life” limo to ARMC for mammogram	10/25/04	To be announced
“Life is Hard; Food is Easy” Emotional Eating & Food Triggers	11/4/04	McKinnon F
“Alternatives to Healing” Explore Complimentary Therapys	11/18/04	McKinnon F
“Surviving the Holidays” part I	12/7/04	McKinnon F
“Surviving the Holidays” part II	12/16/04	McKinnon D



**Anita J. Coble, bookkeeper, Phoenix card office**

Born and raised right next door in Burlington, Anita says she is family and church oriented. She regularly attends the Peoples Memorial Christian Church and enjoys spending time with her three grandchildren: Kendle, 6, Joseph, 3, and Ethan, 1.

A fourth grandchild is on the way.

Anita says she is a positive thinker, believing that something good can be found in everybody and every situation. She reinforces her ideals with reading. The last book she read was *Purpose Driven Life* by Rick Warren.

Anita previously worked in administration for the Wake County School System. She has completed two years of classes at Alamance Community College toward a business administration degree and will continue her education at Elon.

**Jeffrey Coker, assistant professor of biology**

Jeffrey, who hails from Plymouth, N.C., comes to Elon with an extensive background in math and science education. He received his bachelor's degree in biology from Davidson College and a master's degree in science education as well as a doctorate in botany from North Carolina State University. He has taught high school biology, chemistry and calculus, and was a botany and biotechnology instructor at N.C. State, where he received a University Teaching Award.

Jeffrey's research interests include bioinformatics and plant genetics, and he remains active in his field as an associate editor of the *Journal of Natural Sciences and Life Sciences Education* and chair of the Science Education Committee of the North Carolina Academy of Science.

He and his wife, Beth, have two cats, Elie and Dixon. For fun, Jeffrey enjoys traveling, gardening, running, scuba diving, contemplating art, watching movies and playing basketball.



**Annie Dawson, assistant director of residence life**

Annie comes to Elon well prepared for her role as assistant director of residence life. The former Milwaukee, Wis., resident received her bachelor's degree from Valparaiso University before receiving her master's degree in student affairs in higher education from Colorado State University, where she served as a hall director.

The Kappa Kappa Gamma women's fraternity member says she enjoys seeing students and friends share insights and experiences that stemmed from a connection she initiated. She came to Elon because of its philosophy of student engagement, the school's rising reputation and the connection she would like to make within the community here.

She enjoys staying active by hiking, biking, playing volleyball and traveling.



**Meghan Dillon, assistant director of campus recreation**

A born traveler, Meghan is the only member of her immediate family to leave her home state of New York. She has a bachelor's degree in corporate communications from Elon and a master's degree in higher education/student personnel from the University of Mississippi. Meghan comes to Elon from Georgia Southern University, where she worked as a facility coordinator in the campus recreation department.

Meghan loves adventure and the outdoors, particularly when the outdoors involves a sandy beach. Meghan enjoys road trips and hanging out with her friends. One memorable road trip involved driving to Texas, where she camped, hiked and kayaked throughout the Austin area.



**Jerry A. Hawks, plumber**

Elon is lucky to have such a hard worker and go-getter as Jerry. Coming to work at Elon from Burlington Industries, Jerry had only missed four days of scheduled work in the past 35 years. He is involved with American Legion Post 386 where he has held various leadership positions and established a scholarship fund.

Jerry likes learning about World War II and has just finished reading *The Patton Papers*. He also likes to drive his dune buggy, visit friends, admire old cars and occasionally golf.

**Bryan E. Hedrick, instructor of health education**

Bryan comes to Elon after teaching at the University of North Florida, located in his hometown of Jacksonville. As a professor at North Florida, he received a students' choice award for outstanding teaching, and he says he is interested in teaching methodology.

Bryan received his master's degree from Eastern Kentucky University, and says he chose to come to Elon because of its location. His favorite book is *To Kill a Mockingbird* by Harper Lee. His hobbies include golf, basketball and travel. He also enjoys going to movies and cultural events and spending time with his wife, Audrey.



**Cathy Hefferin, editorial assistant, university relations**

By day, Cathy is a mild-mannered worker, but by night, she is a motorcycle enthusiast, riding her 800 Kawasaki Vulcan Drifter to wherever the open roads lead her. Last summer, she accompanied her husband, John, and two friends on a ride to Myrtle Beach and back in just one day. Cathy says passing her motorcycle riding test was gratifying. "If I can do this, I can do anything," she says.

In addition to riding, Cathy also enjoys reading books from *The Cat Who* series, working jigsaw and word puzzles and cross-stitching. Cathy comes to Elon from Asheboro, where she worked as director of public affairs at Randolph Community College for more than 13 years.





**Sarah Hickman, study abroad and international student advisor**

As a 2004 Elon graduate and someone whose travels have taken her all over the world, taking on a job as Elon's new study abroad and international student advisor comes naturally to Sarah. Formerly of Maryville, Tenn., Sarah says she

decided to take on her new position at Elon because of her familiarity with Elon's programs and a desire to put her many experiences to use.

"I had taken a lot from it and it was time I gave something back," she says.

Sarah's love of all things international began when she was just 11 years old. She participated in a five-week camp in French Guiana run by Children's International Summer Villages, an organization that provides children with cross-cultural exchanges in camps all over the world. Since then, she has been to many other countries, including studies abroad to Costa Rica, Spain and Guatemala.

An avid runner and swimmer, Sarah prides herself on having completed the Marine Corps Marathon as well as the Madrid Half-Marathon.

**Breanna Jacinto, assistant women's soccer coach**

Breanna comes to Elon after having served as an assistant coach at William Carey College, where she helped guide her team to a Gulf Coast Athletic Conference league title and an undefeated conference season.



Originally from Acampo, Calif., Breanna played soccer while attending Liberty University, where she graduated with a bachelor's degree in sports management. She also holds a master's degree in sport administration from the University of Southern Mississippi. Prior to attending Liberty, Breanna played for Sonoma State University and helped her squad advance to the 1999 NCAA Division II national championship game.

When she's not coaching, Breanna enjoys yoga and outdoor activities like climbing and camping.



**Richard "Dickie" Keziah Jr., manager of physical plant services**

Dickie came to Elon to be a part of a "dynamic, growing institution." Formerly an employee of Monarch Hosiery Mills, he holds an associate degree in dental laboratory technology.

Dickie is an avid fan of British sports cars and goes to races and car shows whenever he has a chance. The last book he read was *Conquer the Crash* by Robert Prechter Jr. Dickie also enjoys landscaping and football games. His family includes wife, Gail, as well as three stepsons, Joey, David and Scott, whose graduations he counts among his most gratifying moments. He and his family also have a pet, "Buffy the cat."

**Angela Passarelli, director of the Center for Leadership and Organization Development**

Angela, a former Pittsburgh resident, comes to Elon after working for Aramark at James Madison University and for the Department of Student Activities at Texas A&M University. She was attracted to Elon's student-centered approach to education and enjoys helping students develop as leaders.

Angela's hobbies include exercise and travel. She has taken part in Relay for Life, an overnight running and walking event that raises money for cancer research, and says she was moved the first time she saw a luminaries ceremony at such an event. In her free time, she also enjoys watching sports, attending cultural events, spending time outdoors and visiting friends and family.



**Janis Realmuto, assistant director of campus center operations and student activities**

Formerly the coordinator of student activities at the University of South Florida in Tampa, Janis brings to Elon a passion for helping students and an interest in programs for first-year students. The former Amityville, N.Y., resident received her bachelor's degree from Providence College and her master's degree in education at USF.

In her free time, Janis enjoys cooking, being outdoors, entertaining friends and playing with her two dogs, Chloe and Kirby. She once went backpacking through Western Europe for eight weeks, visiting nine countries.

**R. Scott Rivera, gardener**

A real family man, Scott's proudest moment was the birth of his daughter, Olivia. He also has two sons, Cameron and Alex. He has been with girlfriend, Trudy, for nine years. Scott spends his spare time coaching local kids in sports and volunteering his time at the Snow Camp Outdoor Theater. He also enjoys reading the Bible.

Scott appreciates a good home-cooked meal of real porterhouse steak and potatoes accompanied by "real" wine, such as Robert Mondavi or Johannesburg Riesling.

Scott previously worked at the Natural Gardens of Elon and has an associate degree in horticultural sciences.



**Syretta Robinson, help desk associate, PC support**

Syretta, who comes to Elon from Asheboro, says she's enjoying the friendly people and great location. She loves to spend time outdoors with her friends, whether she's fishing at a local lake, going on bike-riding trails in Greensboro or walking her dog, Keys.

When Syretta isn't outside, she can be found spending hours and money at the mall. She likes to shop at Four Seasons mall in Greensboro, but will also travel to other cities like Charlotte for an exciting shopping experience.



## WHO'S NEW



### **Randall Saenz, assistant director of the Spanish Center**

Randall, a native of Alajuela, Costa Rica, originally came to the United States on a scholarship from the University of Wisconsin, and says that after two years here, he was hooked. "I fell in love with the culture and the way things are

done," he says.

After finishing his education in Costa Rica and receiving a bachelor's degree in English, Randall taught English as a second language in Guilford County Schools. He says he was interested in Elon's approach to teaching Spanish in El Centro de Español. Randall says teaching is something that runs in his family — he fell in love with the profession when he would visit his mother's and uncle's classrooms as a child.

When he's not teaching, Randall enjoys exercising, reading and going to the movies.

### **Nick Schroeder, media technician**

Chances are, if it has anything to do with sports, then you've got Nick's attention. A recent Elon grad with a degree in sports medicine, Nick loves to both watch and play sports, particularly hockey and football. But you won't hear him cheering for the Cleveland Browns because he's a diehard Pittsburgh fan, no matter the sport.

If Nick's not in front of the television watching sports, then he's outside playing them. He also spends time outdoors hiking and playing with his dog, Rocky.



### **Heather Wauls, assistant director of residence life**

Heather comes to Elon with a master's degree in student personnel administration and a bachelor's degree in health science from James Madison University. Heather says she understands the ups and downs of residence life, having experienced them as a student at JMU. She also worked as a

hall director and as a student worker at the school's multicultural center and international office. During her time at JMU, Heather worked to increase minority involvement.

Heather says she was attracted to Elon because of its engaged learning as well as the connection she felt to the staff. An avid traveler, Heather spent a month and a half backpacking through Western Europe with a friend following her graduation. She enjoys playing basketball, working out and reading.

### **Carolyn "Carrie" Whittier, director of Greek life**

As a student at DePauw University, Carrie discovered her interest in Greek life and decided to continue her involvement with it after graduation. After working for Randolph-Macon College and Centre College in Virginia, the former St. Joseph, Mich., resident came to Elon after hearing about the university's active Greek scene.



Carrie received her bachelor's degree in music from DePauw and a master of arts degree from Ball State University. She is currently working on her doctorate in education and will soon begin work on her dissertation.

The trained jazz singer often puts her singing abilities to use in church and at weddings. She also coaches gymnastics and enjoys running, shopping and playing with her cat, Ike.

## PROFESSIONAL DEVELOPMENT



### **Navigating the Seas of Change**

**by Mary Santiago, professional development specialist**

The NewCentury@Elon strategic plan contains a vision that incorporates both past and future. It states that the university's vision is "To be a national model of engaged learning founded upon our traditions of innovation and community." In this era of tremendous change on a national and global level, it's interesting to put the two words "traditions" and "innovation" in the same sentence. How will a focus on the foundation of our traditions help us accept dramatic changes as they enter our lives?

Over the summer there have been many changes on campus, some we can readily see and others that are yet to be experienced. New students have arrived in the largest freshman class ever, along with a significant number of new faculty and staff entering the Elon community. There will be technological advances in the classrooms involving innovative equipment, new pedagogical approaches and curriculum changes.

How do we as human beings adapt and gracefully accept so many changes at once? Does our adaptability depend mainly on our own personal style or on the quality of our past experiences with change? The Chinese character for change combines the concepts of danger and opportunity. How can we look at the changes we're experiencing as opportunities?

According to William Bridges in his book *Managing Transitions: Making the Most of Change*, he contends that it's not so much the changes that throw us off balance, rather it's the periods of transition that change causes. He refers to these transitions as the neutral zone where we sometimes feel like we're lost in the forest without a compass. Bridges quotes Marilyn Ferguson, an American futurist, who said, "It's not so much that we're afraid of change or so in love with the old ways, but it's that place in between that we fear . . . It's like being between trapezes. It's Linus when his blanket is in the dryer. There's nothing to hold on to," (page 34 of *Managing Transitions*).

What can we do to thrive even in times of transition? Bridges suggests that we first accept the natural discomfort of being in the "neutral zone" and then approach it creatively. We can do this by reframing transitions as opportunities to redefine ourselves and transform our habitual reactions. Community is extremely important when people are going through changes together so Bridges recommends looking at our support system with a keen eye and making sure that we are surrounded by people who listen to our responses to change and our ideas for the future.



## Football coach starts with experienced assistants

Along with a new energy and a new style of play, Elon's new head football coach, Paul Hamilton, brings with him a coaching staff with experience in the Southern Conference. Many members of Hamilton's staff made the transition with him from East Tennessee State University, which ended its football program last year because of budget constraints. The new staff is optimistic about the Phoenix's prospects for success on the field this fall.



### Darryl Bullock, defensive line coach

Darryl has been coaching football since 1989 and comes to Elon from East Tennessee State University, where he also served as defensive line coach. Darryl grew up in Harrisburg, Pa., and received his bachelor's degree in exercise science from Pennsylvania State University, where he

played defensive tackle.

As a player for Penn State, Darryl says his proudest moment came when his team beat the University of Miami in the 1987 Fiesta Bowl for the national championship after losing to Oklahoma in the national championship the year before.

"The NFL was awaiting a lot of (the players) and they all came back — they felt like it was unfinished business," he says. "We were highly motivated in that game and it was just a really special win."

When he's not coaching, Darryl enjoys reading, working out and staying active in his church. He lives with his wife, Elaine, and their son, Luther.

### Aubrey Hill, wide receivers coach

Aubrey comes to Elon from Duke University, where he held an assistant coaching position for five years. A native of Miami, Aubrey attended the University of Florida for both his bachelor's degree in sports administration and his master's degree in recreation administration. He played wide receiver there under coach Steve Spurrier and helped capture four Southeastern Conference championships in his college career.

Aubrey says his greatest moment in coaching came while he was a graduate assistant coach at the University of Florida, when his team beat rival Florida State in the Sugar Bowl for the national championship. Since coming to Elon, he says he has enjoyed the knowledgeable and supportive administration, as well as the school's facilities and the opportunity to coach in the Southern Conference.

An active Christian, Aubrey also enjoys traveling and exercise in his spare time. He has one daughter, Destini.



### Dale Steele, assistant head coach, running backs coach

Since coming to Elon, Dale says he has been surrounded by the kind of people who make his job a lot easier. "The strengths of the school, I think, are the people who are here," he says. "They create a healthy environment for student athletes to be students first and athletes second, and to compete in a very tough conference."

Dale comes to Elon after one year at East Tennessee State University as assistant head coach, though he has been coaching football in one way or another since 1976. He was a recruiting coordinator and wide receivers coach at East Carolina University when the underdog Pirates defeated North Carolina State University in the 1991 Peach Bowl.

Dale earned his bachelor's degree in physical education from South Carolina, where he played football as a walk-on offensive lineman, and a master's degree in physical education from Ball State University.

He and his wife, Pam, have two daughters, Meghan and Kelsey.



### Rick Kaczinski, offensive line and tight ends coach

Rick was a three-year starter on the offensive line for legendary coach Lou Holtz at the University of Notre Dame. He helped the Fighting Irish to four bowl game appearances — the Cotton Bowl in 1993, the Fiesta Bowl in 1994, the Orange Bowl in 1995 and the Independence Bowl in 1997.

"As far as a player, the proudest moment I've felt is getting my first start at Notre Dame," he says. "Notre Dame's such an incredible place."

Rick comes to Elon after serving as offensive line and tight ends coach at East Tennessee State University. He earned his bachelor's degree in sociology before taking graduate coursework at Notre Dame. He also took graduate courses in education at South Carolina.

### Paul Hamilton, head coach

Preparing for an upcoming game or season, football coaches watch more game footage than even most die-hard football fans could stomach. But for Paul, tapes of football games are as essential a part of vacation packing as a beach umbrella and a cooler.

A native of Charleston, S.C., Paul was immersed in football at an early age watching his father coach at The Citadel and Furman University.

"I knew at a very young age that it was something I wanted to do," he says. "I like the competition."

A quarterback during his time at Appalachian State University, Paul is a familiar face around Southern Conference football. He recently completed a seven-year stint as head coach at East Tennessee State University, and has also coached at other Southern Conference schools such as Wofford College and The Citadel. He also served as head coach at the U.S. Air Force Academy for seven years.



Paul says his season last year at East Tennessee State was a memorable one as he and his team continued to play on despite the knowledge that the season would be the team's last because of budget cuts.

"It was certainly the most unique football season that any coach or coaching staff could go through," he says. "None of us knew, when it was all done, where we were going to be."

Aside from coaching, Paul enjoys spending time with his wife, Jane, and their three children—a son, Kye, who will be a freshman quarterback for Elon in the fall, and two daughters, Jenna and Alanna.

**Jason Grooms, outside linebackers coach**

After serving the 2003 season as the outside linebackers coach at East Tennessee State University, Jason assumed the same position at Elon in 2004 and also took on the role of recruiting coordinator.

Jason's coaching career began as a student assistant for the football team at Ohio University. He had played football in high school and decided he would take on a volunteer role on the sidelines once he got to college. He continued on as a graduate assistant when he began graduate studies at Wake Forest University, and eventually found himself on the staff at East Tennessee. Although he only spent one year at the school, he says he was impressed by the players' perseverance and refusal to give up.

"I wouldn't trade that position for anything," he says.

Jason received his bachelor's degree in sports science at Ohio, and is currently pursuing a master's degree in arts and liberal studies at Wake Forest. He and his wife, Emily, have a son, Jackson Robert, who was born in February 2004.



**Billy Taylor, defensive coordinator and inside linebackers coach**

As a former coach for both East Tennessee State University and Wofford College, Billy comes to Elon with 16 years of coaching experience in the Southern Conference. He also played outside linebacker for East Tennessee as a four-year letterman and three-year starter.

After graduating from East Tennessee, Billy stayed in touch with head coach Paul Hamilton and was pleased to end up back at his alma mater after six seasons at Wofford. Coming from East Tennessee, Billy says it has been nice being able to stay in the Southern Conference and to continue doing what he loves.

"I loved playing so much that I wanted to stay in the game and just work with the young men and make a difference in their lives," he says.

Billy earned a bachelor's degree in mass communications from East Tennessee. He and his wife, Kristine, have two children, Mikaelah Jean and McKenzie.

**Ahren Self, defensive backs coach and special teams coordinator**

Ahren comes to Elon after gaining valuable Southern Conference experience as both a player and an assistant coach for The Citadel. As a defensive back at his alma mater, Ahren achieved The Citadel's Most Outstanding Defensive Back award in 1994 and helped the Bulldogs to a Southern Conference crown in 1992.



Although he says playing football and enduring the rigors of The Citadel was difficult his first year, Ahren says it helped him develop the consistency and discipline that are valuable in any coaching job.

"It's definitely helped me as a coach not being too high, not being too low, just being consistent and on a level plane."

So far, Ahren says his transition to Elon has been easy.

"It's been fantastic," he says. "The faculty, the people, the community — it hasn't been a hard transition at all."

In his free time, Ahren enjoys fishing and spending time with his wife, Caroline, and their two children, Chad and Chelsea Schott.

**RECENT GIFTS OF \$10,000 OR MORE**

**Koury Business Center: \$50,000**  
Mr. Robert A. Clohan III '69 P'02 P'98  
Mrs. Beegi O. Clohan P'02 P'98

**Koury Business Center: \$50,000**  
Wade Williamson Jr. '70  
Linda B. Williamson

**Koury Business Center: \$38,200**  
James B. Powell  
Anne Ellington Powell

**Koury Business Center: \$25,000**  
Bruce B. Cameron Jr.

**Koury Business Center: \$25,000**  
James W. Maynard  
Jo Anne A. Maynard

**Koury Business Center: \$25,000**  
James Piermarini, Technical  
Precision Plastics

**Koury Business Center: \$25,000**  
Dusty Rhodes P'86  
Peggy L. Rhodes P'86

**Koury Business Center: \$10,000**  
Faiger Blackwell

**Koury Business Center: \$10,000**  
Doris R. Bray

**Lettie Pate Whitehead Scholarships: \$46,500**  
Lettie Pate Whitehead Foundation Inc.

**North Carolina Independent College Fund Scholarships: \$28,700**  
Independent College Fund of North Carolina

**Elon Fund: \$23,500**  
Independent College Fund of North Carolina

**Ikey Tarleton Little Scholarship: \$19,041**  
Ikey T. Little '59

**J.W. Barney Memorial Scholarship: \$16,000**  
Estate of Sara E. Barney

**School of Communications: \$10,302**  
William H. Branson III P'05  
Dianne S. Branson P'05

**James P. Elder, Jr. Lectureship: \$10,000**  
Anonymous

**Project Pericles: \$10,000**  
Eugene M. Lang

**School of Communications: \$10,000**  
Triad Foundation Inc.



**Connie Book, associate professor of communications**, published *Digital Television: DTV and the Consumer*. The book, part of Blackwell Publishing's Media and Technology Series, is primarily based on Book's research analyzing the adoption and utilization of digital television.

**Kevin Boyle, professor of English**, presented a paper "Poetic Literacy in a Nonpoetic Culture" at the International Literacy and Education Conference June 27-30 in Havana, Cuba.



**John Burbridge, dean of the Martha and Spencer Love School of Business**, was named to a two-year at-large term on the board of the Piedmont Triad Partnership.



The partnership is an economic marketing group representing the 12 counties in the Triad region.

"The Characteristics of Independence for Audit Committees: Contrary Evidence," an article by **Paula Cardwell, instructor in accounting** (left), and **Linda Poulson, associate professor of accounting** (right), won the Best Paper Award at the ninth annual Symposium on Ethics in Accounting in Orlando, Fla. The paper was selected for the award out of 48 accepted at the symposium.



**Megan Conklin** gave a presentation titled "Do the Rich Get Richer? The Impact of Power Laws on Open Source Software Development Teams" at the O'Reilly Open Source Convention in Portland, Ore., July 27-30.



Associate communications professors **David Copeland** (left) and **Anthony Hatcher** (right) have published *Mass Communication in the Global Age*, a textbook for introductory communications courses. The book includes a chapter on new technologies by **Connie Book, associate professor of communications**; a chapter on the law of mass communication by **Brooke Barnett, assistant professor of communications**; and articles on the Beatles and their use of mass communication and society by **Mike Frontani, assistant professor of communications**.



**Steve DeLoach, associate professor of economics**, presented a paper at the Western Economic Association International conference in Vancouver June 30-July 3. The paper, "Trade, Social Policy and Competitiveness in a Model of Incomplete Information," presented results from



recent collaborative research with colleague **Tina Das, associate professor of economics**. DeLoach also wrote a paper, "Do Electronic Discussions Create Critical-Thinking Spillovers?" accepted for publication in the journal *Contemporary Economic Policy*.

**Brian Digre, professor of history**, published an article titled "The United Nations, France, and African Independence: A Case Study of Togo" in the 2004 issue of *French Colonial History*.



**Tom Erdmann, professor of music and education**, had several articles published over the summer, including his 50th article, a cover story on Mindi Abair for the September/October 2004 edition of *Saxophone Journal*. He also served as chair of the 2004 ITG International Trumpet Jazz Improvisation competition at the University of Denver June 16-19.



**Chris Fulkerson, assistant vice president for technology**, attended the Southeast Regional Conference of EDUCAUSE June 7-9 and served on the planning board. He also led a discussion session on E-Portfolios.



**Stephen Futrell, director of choral activities**, edited and published three modern editions of classic motets. Published by National Music Publishers of California, the motets were composed by the Duchess of Sax-Weimar-Eisenach in the 18th century.



**Mat Gendle, assistant professor of psychology**, co-wrote a recent article that was published in the *Developmental Neuropsychology* journal. The paper, titled "Impaired Neuropsychological Functioning in Lead-exposed Children," describes work assessing the effect of pediatric lead exposure on cognition in a sample of 5-and-a-half-year-old children.



**Betty Morgan, associate professor of political science and public administration**, was a faculty fellow at the Aspen Institute's 2004 Wye Faculty Seminar in Queensboro, Md., July 24-30. She and other scholars examined various teaching methods and their impact on important issues of citizenship. Morgan also took part in The World Bank Institute's Summer 2004 Learning Program in Social Risk Management, held June 20-24 in Washington, D.C. Morgan participated in workshops and seminars in the Social Risk Management training program, which links social protection concepts to the broader agenda of poverty reduction.





The fabric art of **Carolyn Nelson, associate director of university relations for design**, is part of a two-person exhibition through Sept. 22 at the Preservation Society of Chapel Hill's Horace Williams House. A reception for Nelson and pottery artist Michele Natale was held Aug. 22. Nelson's works, titled "Threads," include

about 15 pieces that she has produced over the past two years. They include layered hand-dyed silks and linens, papers and metals stitched into textures, lines and forms.

**Jaime Orejan, assistant professor of leisure and sport management**, presented a paper at the North American Society of Sport Management (NASSM) annual conference titled "An Examination of the Need for International Education and Second Language Acquisition in the Sport Industry." The conference was held June 2-7 in Atlanta.



**Toddie Peters, Distinguished Emerging Scholar and assistant professor of religious studies**, published an article titled "The Future of Globalization: Seeking Pathways of Transformation" in the *Journal of the Society of Christian Ethics*, Spring/Summer 2004. Peters also presented a paper titled "Economic Justice

Requires More than the Kindness of Strangers" at the 11th World Congress of Social Economics on June 9 in Albertville, France.

**Bill Rich, who recently retired as dean of international programs and director of the Isabella Cannon Centre for International Studies**, won the International Excellence Award from Region VII of NAFSA: Association of International Educators. Rich received the award May 26 in Baltimore.



**Vickie Somers, director of auxiliary services**, attended the National Association of College Auxiliary Services South region meeting May 8-12, where she was elected secretary. Somers also helped organize a pre-conference workshop on food service for community colleges, commuter colleges and small residential colleges.

**Betsy Stevens, associate professor of business administration**, had three articles accepted for publication in refereed journals this summer. "How Good are Graduates' Business Communication Skills?" was accepted by *Business Quest* journal; "The Car Accident: An Exercise in Persuasive Writing" was accepted by *The Communication Teacher*; and "What Communication Skills do Employers Want in New College Graduates? Silicon Valley Employers Respond" was accepted by the *Journal of Employment Counseling*.



**Barth Strempek, associate professor of business administration;** **John Burbridge, dean of the Love School of Business;**



and **Ken Paul, associate professor of business administration** in the Love School of Business, published the lead article in the spring issue of the *Journal of the Academy of Business Education*. Their article was titled "Taking Student Engagement to the Next Level: The Enterprise Academy."



**Anne Wright, director of planned giving**, gave a presentation at the National Parent Fundraising Conference in Minneapolis, Minn., on July 27. She discussed the cultivation and stewardship of parent donors.

Education department faculty members

**Glenda Crawford, professor of education;** **Deborah Long, associate professor of education;** and **Bird**



**Stasz, associate professor of education**, traveled to Tajikistan in May, where they led a weeklong professional development seminar with university faculty, administrators and teacher educators. They are serving as consultants through the PEAKS (Participation, Education and Knowledge Strengthening in Central Asia) Project, helping Tajikistan's educators to design a sustainable model for teacher preparation.



Kevin Lasley, groundskeeper, is one of many faculty and staff members who assisted parents and students on move-in day.

# Happy Birthday!

## Sept. 10

Lee Bush  
Betty Covington  
Michael LaPlaca  
Stephanie Page  
Carolynn Whitley

## Sept. 11

Janna Anderson  
Jean Bryan  
Jean Chandler  
Jonathan Fox  
Herb House  
Monica Parson

## Sept. 13

Connie Keller  
Helen Walton

## Sept. 14

Martin Latta

## Sept. 15

Nelson Gunn  
Scott Windham

## Sept. 16

Anthony Crider  
Bobby Morris  
Christine Nemicik  
Carol Straughan  
Scott Youngdahl

## Sept. 17

Jimmy Faulkner  
E. Harris  
Teresa LePors  
Mark Rumley  
Greg Zaiser

## Sept. 18

David Cheek

## Sept. 20

David Crowe  
Carol Pace  
Roy Shaw  
Suzanne Sioussat  
Annette Watt

## Sept. 21

Jim Pickens

## Sept. 22

Jason Grooms  
Christopher Troxler

## Sept. 23

Janet Mays

## Sept. 24

Jeffrey Clark

## Sept. 25

Joel Karty

## Sept. 26

Pranab Das  
Trent Gilbert  
Rena Leath  
Joseph Newton  
H. Pencola  
Patricia Suppes

## Sept. 27

Kelley Herndon

## Sept. 28

Marty Baker  
Carolyn Nelson  
Bradley Thompson

## Sept. 29

Tom Erdmann  
Linda Somers

## Sept. 30

Nancy Griffin  
M. Pepper  
Raymond Pruitt  
RaDonna Smith  
Jerome Sturm

## Oct. 2

Charles Davis  
Karen Hughes  
Linda Poulson  
Elizabeth Rogers

## Oct. 3

Hallie Coppedge  
Vicki Hightower  
John Shortall

## Oct. 4

Paul Holt  
Stacey Lange  
Maurice Levesque  
Catherine McNeela

## Oct. 6

Steven Anderson

## Oct. 7

Doris Barr  
Lisbeth Carter  
David Cockrell

## Oct. 8

James Crawford  
Jennifer Platania  
Larry Rhodes  
Paula Rosinski

## Oct. 9

Jennifer Guthrie  
Pamela Henderson

## Oct. 10

Raymond Cruitt  
Seena Granowsky  
Sue Walker

## Oct. 11

Kevin Boyle  
Jennifer MacKenzie

## Oct. 12

Byung Lee  
Alina Ramirez

## Oct. 13

Lynne Bisko  
Angela Cates  
Chuck Gantos  
Rebecca Peters

## Oct. 14

Carl Cheek  
Edgar Somers

## Oct. 15

Jamie Canada  
Nancy Midgette

## Oct. 16

Joyce Davis

## Oct. 18

Ken Paul

## Oct. 19

Kyle Altmann  
Michael Carignan  
Ernie Nestor

## Oct. 20

Jimmie Agnew  
Tammy Cobb  
Chinedu Eke

## Oct. 21

Jaime Orejan  
Heather Wauls

## Oct. 23

Greg Lilly  
Thomas Stewart

## Oct. 24

Deborah Ellington  
Brenda Paul

## Oct. 25

KerryAnn Matthew  
Richard Puchyr  
Mary TerBeck

## Oct. 26

David Vandermast

## Oct. 27

Robert Brown  
Derrick Cash

## Oct. 28

Gene Grimley

## Oct. 29

Ren Bryan  
Marian Buckley  
Harold Carr  
Willard Godfrey  
Alex Lindgren  
William Webb

## Oct. 31

Sheryl Wall



**Congratulations to these faculty and staff members on their new additions to the Elon community.**

**Jerome Sturm, digital imaging specialist**, and his wife, Diane, are proud parents of their seventh child. Elijah Anthony Sturm was born May 8.

**Tim Peebles, faculty administrative fellow, assistant to the president and associate professor of English**, and his wife, Margaret, welcomed the newest member of their family. Natalie Briggs Peebles was born May 13.

**Joe Davis, coordinator of media technology and services**, and his wife, Rebekah, are proud parents of a baby girl, Ella, who was born May 5.

**Doug Stemke, assistant professor of biology**, and his wife, Lei, are celebrating the birth of their daughter, Myra Hannah, who was born June 13.

**Brooke Barnett, assistant professor of communications**, and her husband, **Tom Mould, assistant professor of sociology and general studies**, are proud parents of a baby boy. Jack DeBell Barnett-Mould was born June 19.

**Adam Garris, media technician**, and his wife, Kristi, welcomed the newest member of their family. Addison Rachel Garris was born July 2.

**Anthony Bennett, assistant director of PC support**, and his wife, Laura, welcomed their first child, Gabriel Edward Bennett, who was born July 18.

**Niki Turley, director of residence life**, and her husband, **Bryan Turley, adjunct instructor in religious studies**, welcomed a baby boy. Caden Grier Turley was born Aug. 13.

## @Elon Staff

**Donna Bearden**, editor  
**Holley Berry**, designer  
**Jerome Sturm**, photographer  
**Brian Grady '06**, student writer  
**Kim Hayes '05**, student writer  
**Dan Anderson**, director

The @Elon newsletter is published by the Office of University Relations for the faculty and staff of Elon University. If you have comments, story ideas or faculty/staff news to share, e-mail David Hibbard in the News Bureau (dhibbard@elon.edu).