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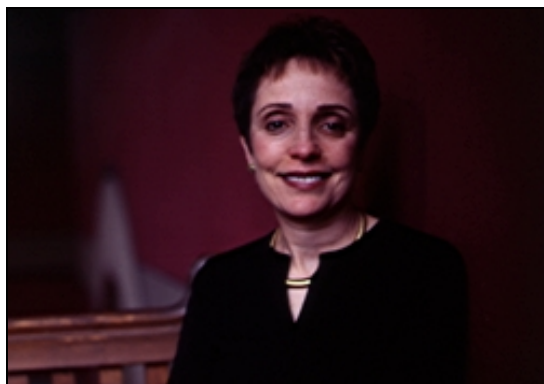
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Offering Human Service



Susan Hasazi helped the university help the Vermont Human Services Agency by suggesting that the Department of Education and Social Services interview Vermonters who use the agency to help find ways of improving it. (Photo: Rose McNulty)

When Vermont Secretary of Human Services Charles P. "Charlie" Smith wondered aloud how he could solicit feedback from the 240,000 Vermonters who utilize his agency, professor Susan Hasazi didn't hesitate to offer the services of the College of Education and Social Services.

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Millennial Makeover

With the class of 2004 containing the last of the students from Generation X, an influential book says a new generation of overachieving optimists is ready to take over.

Activities Ad Man Pat Raymond is rarely bored these days, a fact that puts a twist of irony into his Website's title.

Development Center

The new Vermont Business Center, a joint venture of UVM's School of Business Administration and Continuing Education division, is a wide-ranging education and training initiative that will address what business leaders and economic development officials say is a basic economic development need in the state.

THE WEEK IN VIEW

Jan. 21, 7 p.m.
Athletics: Women's basketball hosts Hartford in America East action. Free tickets for students. Patrick Gym. Information: 656-4410. [UVM Athletics](#)

Jan. 21, 9 p.m.
Event: "Come out and play" at Winterblitz with live DJ battles, DDR, video games, food, and door prizes including a new GameCube. Harris/Millis Residence Hall. Information: 656-2060. [WinterBlitz](#)

Jan. 22, 9 p.m.
Event: Showcase your talents at open mike night at Winterblitz. North Lounge, Billings Student Center. Information: 656-2060.

Jan. 23, 9 p.m.
Concert: Gavin DeGraw with special guests Virginia Coalition and Michael Tolcher. Ira Allen Chapel. Information: 656-2060.

Jan. 24, 6 p.m.
Film: Acclaimed new film "In America " by Jim Sheridan. Free Admission. CC Theatre, Billings Student Center.

Jan. 27, 8:30 a.m.
Workshop: "Selling Skills: Understanding Your Buyer's Mind" with Betsy J. Walkerman. UVM Campus. Information: 656-4033 or 888-222-3413. [Career Services](#)

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NEWS BRIEFS



Workers scrambled to dry Old Mill after a split sprinkler dumped freezing water through the fifth and fourth floors. (Photo: Bill DiLillo)

Old Mill Recovers from Flood

Pea-green dehumidifying blowers, as big as boulders and as loud as idling aircraft, squatted on the fourth and fifth floors of Old Mill in mid-January, working to dry floors and walls soaked after an inadequately insulated sprinkler pipe burst on Jan. 10, causing more than \$100,000 in damage to carpeting, ceiling tiles and drywall. A few valiant faculty, braced against the noise, soldiered on preparing for spring classes amidst the roar of fans and the whine of drills.

Although the most severe damage to the building was on its top two floors, some water damage occurred as far down as the second floor. An alarm on the pipe alerted Physical Plant staff after the incident, allowing them to quickly contain the damage. Most of the building's occupants, despite their unceremonious temporary office evictions, were relatively cheerful in the face of massive inconvenience, in part because the water, which flowed low across the floor, spared most books, computer systems and papers.

"That was the mercy of it," says Lisa Schnell, associate professor of English. "The water mostly came along the floor rather than from above."

Philip Baruth, an associate professor of English and the veteran of a similar flood four years ago, turned the experiences into a defiant [Vermont Public Radio Commentary](#).

"Insulation is spilling out of the trenches cut in my office walls. My acoustic ceiling is gone, leaving just a deep dark skeleton of metal frames. Water has run down between my window panes and frozen there, obscuring the view completely so that I seem to be sitting in a ruined office frozen

Evans Named Dean of the College of Medicine

John Evans has been named the 16th Dean of the College of Medicine, effective immediately, President Daniel Mark Fogel announced on Jan. 21. Evans, who is professor of physiology and biophysics, has been acting as dean since June 2003, and will succeed Dean Joseph Warshaw, who passed away in December 2003.

"John has had a leadership role at the college since 1992, and we are extraordinarily fortunate to have his experience and talent to lead the college at this important time," said Fogel. "He has a long track record of success, and has built strong relationships with the health care and business communities, as well as alumni, faculty and students."

Prior to being named acting dean, Evans was Senior Advisor to the Dean of the College of Medicine and Senior Advisor for Strategic Initiatives to President Daniel Mark Fogel. Previously, he served as Executive Dean of the College of Medicine from 1992 to 2001, and was Interim Dean during 2000.

"I am confident that John's leadership and vision will guide this prestigious college of the university," said Provost John Bramley. "I look forward to working together with him to advance the college and its mission."

Evans conceptualized and completed the construction of the \$30 million Health Science Research Facility, and established a technology transfer process for the college that has resulted in increased patents and licensing agreements. Along with former Dean John Frymoyer, Evans also initiated the effort to redesign the medical curriculum that was launched in Fall 2003. External funding for research more than tripled between 1992 and 2003.

As a key advisor to the president, Evans played a significant role in the acquisition of the Trinity College campus, led planning for the high technology incubator, and developed a strategic partnership with the state for a joint research facility, a project he will continue to pursue in his role as dean.

"It is a great honor to lead the college where I have spent nearly 30 years of my career," said Evans. "The University of Vermont College of Medicine is a strong institution with an exciting future, and I look forward to working with my colleagues during what promises to be a time of great opportunity, responsibility and momentum."

in a block of ice. It is something like 40 degrees below zero outside with the windchill," Baruth described the damage in his radio essay. He went on to conclude, "I'm a Vermonter, and I'm not going anywhere, baby."

Ten days after the incident, private contractors and UVM physical plant employees had repaired much of the damage, even resuscitating soaked books through a freeze-drying technique.

Researchers Hit Farm Show to Listen and Learn

A lot of people pass through Alburg, Vermont driving between the Champlain Valley and Canada. Not many of them stop.

That is changing as farmers, citizens and community leaders build on their recent successful launch of a farmers' market to add a community garden at the local school and an overall plan for community development. Much of the change is the result of work by University of Vermont Agricultural Experimental Station researchers, Extension specialists and the Department of Community Development and Applied Economics.

"We successfully launched a farmers' market in Alburg about three years ago, linked up with several other organizations, kept it going and continue to provide a manager and track progress," says CDAE chair Jane Kolodinsky. "Now we have another Alburg group wanting to work with us on community development. We're trying to link together all the elements of community. And we'd also like to put together a 'tool kit' so other communities can start community development in their own towns, using this farmers' market as an example."

The brainstorming that launched the Alburg farmers' market is exactly the kind of idea exchange that Kolodinsky and four other UVM researchers hope will happen on Jan. 28 at the Barre Farm Show.

"Meet the Researchers" will be a first-time event at the UVM Extension booth in the Barre Auditorium as part of a three-day exhibit showcasing the university's resources for farmers.

Nutrition scientist Jean Harvey-Berino will discuss losing weight and keeping it off from 10 a.m. - noon. Entomologist Michael Brownbridge will be on hand from noon-2 p.m. to talk about using insect-killing fungi on flower crops. From 2-4 p.m. Kolodinsky will discuss expanding community development through farmers' markets. Also from 2-4 p.m. Research Professor Elena Garcia will discuss how to reduce the reliance on pesticides in apple orchards. Botanist Tim Perkins will be on hand to talk about how climate affects maple sap flow from 4-6 p.m.

"While these researchers do talk to farmers all the time, I hope that people who have questions, concerns or ideas will tell the researchers, and in turn, the researchers will bring these ideas back to the university," says Extension Professor Meg

In 2000, Evans received the Alpha Omega Alpha Honor Society Award, and was also honored with the Founders Award by the Vermont Medical Society in recognition of his outstanding leadership, vision and achievements in improving the health of Vermonters and all Americans.

Evans has published extensively on lung disease and served on the editorial boards of many journals, including *Pulmonary Pharmacology*, *American Review of Respiratory Diseases* and the *American Journal of Physiology*. He is also a reviewer for the journals *Lung*, *Experimental Lung Research*, *Journal of Pharmacology* and *Experimental Therapeutics* and the *American Journal of Physiology*.

A founding member of the Vermont Technology Council, Evans has served on the board since 1992, and is also an active member of the Greater Burlington Industrial Corporation and the Vermont Business Roundtable. He serves on the Board of Trustees for Fletcher Allen Health Care, the college's partner in Vermont's only academic health center.

"I am looking forward to working closely with Dean Evans to promote the enhanced integration of the education and research activities of the College of Medicine into our patient care activities at Fletcher Allen," said Melinda Estes, CEO of Fletcher Allen Health Care. "Dean Evans and I share a strong commitment to finding new ways to strengthen the joint mission of our academic health center in an effort to better serve the community."

Evans joined the faculty in 1976, and was appointed full professor in 1990. Evans earned his undergraduate degree in biology at Clark University in Worcester, Mass., and received a doctorate in physiology in 1976 from the University of Florida. He lives in South Burlington.

Regional Group Honors UVM Partnership Program

The University of Vermont is among the recipients of the 2004 New England Higher Education Excellence Awards, which were announced on Jan. 13 by the New England Board of Higher Education. The university was recognized for its innovative partnership with Christopher Columbus High School of New York City.

The program provides the students of Christopher Columbus High School with advising on courses of study, financial aid, the application process as well as the academic demands and social challenges of college life. UVM representatives, including admissions staff, students and faculty, travel to the school frequently using tickets donated by Jet Blue Airways in order to conduct workshops with students, parents and administrators. The program has helped bring many students from the school to the university.

"UVM's partnership with Christopher Columbus High School is a superb example of President Fogel's commitment to make the university more diverse," said Vermont State Sen. Matt Dunne, chair of the Vermont NEBHE delegation. "Perhaps

Ashman, an organizer of the event. "We chose to highlight these five programs based on the research topics Vermonters said they want more information on (as tallied in) UVM's annual Vermonter Poll."

Every year about 30,000 people attend the Barre Farm Show, which is free and open to the public. Show manager Jon Turmel says that the farm show has become a 70-year-old institution because "the farm show stuck to its roots – it's strictly about farming." The event features 200 farm-only exhibits, "We have a three-year waiting list of exhibitors," says Turmel. Farmers compete for prizes with their best maple products, hay, silage, honey, apples, eggs, wreaths, Christmas trees and home products.

The event runs Jan. 27-29, opening at 9 a.m. every day at the Barre Auditorium and ice rink. For more information visit [Farm Show](#). The UVM researchers will also be the subject of the noon "Across the Fence" program on WCAX on Jan. 29.

Catamount Teams to Join Hockey East

Vermont has accepted an invitation from the Hockey East Association and will play in the nation's premier college hockey conference in men's and women's hockey starting with the 2005-06 season.

Hockey East Commissioner Joe Bertagna and Robert Corran, director of athletics at Vermont, made the joint announcement Jan. 8 at a press conference in Gutterson Fieldhouse. Corran and Mike Gilligan, special assistant to the director of athletics and the former men's hockey coach at Vermont, previously met with the 10 Hockey East athletic directors in Andover, Mass.

"It is an honor to accept Hockey East's invitation and we look forward to competing for a Hockey East championship beginning with the 2005-06 season," Corran said. "This is an exciting time for our staff, student-athletes, and the entire UVM community. We have sincerely enjoyed the many wonderful years we have spent in the Eastern College Athletic Conference and look forward to continuing our association with the ECAC and its member schools through the 2004-05 season and in non-conference play in 2005-06 and beyond."

"This is absolutely the right move at the right time for Vermont," University of Vermont President Daniel Mark Fogel said. "Athletics is a window into the life of our university and this opportunity demonstrates that we are serious about our drive to raising the institution's competitive metabolism and enhancing our national profile as a school known for its academic excellence."

Vermont men's hockey coach Kevin Sneddon is equally excited about the move to Hockey East.

"I am very pleased with the decision to move to Hockey East," Sneddon said. "I had complete faith and trust in President Fogel and Dr. Corran during this process. Their vision has always been to provide our student-athletes with the best

more importantly," added Dunne, "this program also provides a model illustrating how institutions of higher education have the opportunity and obligation to help ensure that every young person can achieve the dream of a college education."

NEBHE is a nonprofit, congressionally authorized agency whose mission is to promote greater educational opportunities and services for the residents of New England. Each year, the group presents three regional awards to individuals and organizations that have shown exceptional leadership in behalf of higher education and the advancement of educational opportunity. The organization also presents six merit awards to honor the innovative work of organizations, institutions or individuals in each New England state.

Three Faculty Win Fulbrights

Three faculty members are among approximately 800 U.S. faculty and professionals who will travel abroad to some 140 countries in 2004 through the Fulbright Scholar Award Program. They are:

- Stephen Cutler, professor of sociology, will visit the University of Bucharest in Romania. He says of the trip, "Due to an abrupt change in 1966 in Romania's policies about abortion, twice as many babies were born in 1967 and in 1968 as in 1966. My research will examine the consequences and implications – for education, marriage, employment, and housing – as these double-sized birth cohorts have progressed through a series of role-related age strata. I'll also be lecturing on the topic of aging and social change."
- Luis Vivanco, assistant professor of anthropology, will travel to the University of Costa Rica to study and lecture on culture and globalization and the cultural politics of ecotourism.
- Qingbin Wang, associate professor of community development and applied economics, is at 60,000-student Jilin University in Changchun, China for one year ending in June. "My work includes teaching economics, conducting research on China's food demand and trade behavior, and giving seminars at several other universities," Wang says. "This is a great opportunity for me and my family. I have had a very productive first semester here and our two kids, Kevin, 9, and Helen, 4, have enjoyed their schools and made significant progress in their Chinese."

The Fulbright Program is America's flagship international educational exchange activity. Recipients of Fulbright Scholar awards are selected on the basis of academic or professional achievement and because they have demonstrated extraordinary leadership potential in their fields.

competitive experiences possible. We all feel that Hockey East is a great fit for the University of Vermont, and that the University of Vermont is a great fit for Hockey East.

"We realize we have a lot of work and planning ahead of us in order to build our program into a national contender once again," Sneddon continued. "Our staff and student-athletes are committed to this challenge."

Hockey East has continued a steady rise to prominence since its founding charter on July 11, 1983, when the Athletic Directors from Boston College, Boston University, New Hampshire, Northeastern, and Providence announced the formation of a new Division I men's ice hockey conference. Later that same summer, the Board of Directors approved the additions of the University of Maine and the University of Lowell (now UMass Lowell). Merrimack College and the University of Massachusetts subsequently joined.

theview

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New York Performer Highlights Free "WinterBlitz"

Singer-songwriter Gavin DeGraw, who emerged from the Manhattan club scene to release his first album last summer, is giving a free concert for students, faculty and staff at the University of Vermont's Ira Allen Chapel on Jan. 23 at 9 p.m. Special guests Virginia Coalition and Michael Tolcher will open the show, which is presented by UVMPM as part of WinterBlitz 2004. Tickets are also available to the general public for \$10.

The Chapel will prove to be a beautiful and intimate venue for this up-and-coming soulful rocker, who critics agree is destined for greatness. DeGraw, who *Time Out NY* calls "an electrifying live performer," is known for giving emotional performances of his original songs mixed with choice covers.

"We're really excited to have Gavin come to UVM," says Kate Houston, sophomore and UVMPM Student Coordinator. "I listened to his CD once and fell in love with it. I knew he had to play here. It's going to be a great show."

DeGraw's concert is a highlight of WinterBlitz 2004, a two-week series of events designed to welcome students back to campus. The jam-packed schedule boasts more than 16 different events between Jan. 18 and Feb. 1, including free film screenings, swing dancing lessons, an open mic night, and a talk by Preacher Moss (his "End of Racism" college tour blends comedy seamlessly with lecture). Now in its third year, WinterBlitz is quickly becoming a new UVM tradition.

Tickets to DeGraw's show on Jan. 23 are free to UVM affiliates, and must be picked up in advance at the Department of Student Life starting Jan. 20. A limited number of tickets are now on sale to the general public. They are available for \$10 at Higher Ground, Pure Pop Records, and online at www.ticketweb.com.

Here's the Rub: UVM Massage

The time is Fridays from 11:30 a.m. to 2 p.m., the place is room 107 of Allen House, and the star performers are masseuse Christina Wright's talented hands.

"Massage at UVM" is back, with a 15-minute chair massage costing \$15. Reserve a slot with Wright via e-mail at cwright1@adelphia.net or call her at 658-4315. The program is sponsored by the Employee Assistance Program and the Lifetime Wellness Program.

Lecture Addresses Large-Scale Conservation

Elizabeth Thompson, a consulting conservation biologist who teaches field botany and plant ecology at UVM, will deliver the final lecture in the "Conservation at the Landscape Scale" series on Jan. 27 at 7 p.m. in Memorial Lounge, Waterman Building.

Thompson is currently involved in the Chittenden County Uplands Conservation Project, a collaboration of several local, statewide, and national organizations working together to protect a landscape that is diverse, intact, rich with wildlife, and threatened by sprawl.

For more information about the series, which is sponsored by the Rubenstein School of Environment and Natural Resources and the Conservation Study Institute, see [Conservation Lectures](#).

Bruegel, 'Spectacles' Highlight Spring Fleming Calendar

The Fleming Museum's "Spectacles to Behold" exhibition, which opened on Jan. 20, looks at the stylistic and technical development of eyewear. The show gathers dozens of eyeglasses and other vision aids from the museum's collection, including a pair of spectacles that once belonged to Jerusha Allen, the wife of Ira Allen. It runs through June 27.

The museum's calendar also features "Arts of Asia: Recent Acquisitions from the Nalin, Duke and Pickens Collections," which runs from Feb. 8 to June 27, and a showing of Bruegel's painting "The Netherlandish Proverbs." The painting will be on display from March 9 to June 27.

Lectures, talks and musical performances will accompany the museum's exhibitions. *the view* will preview this programming, as well as the exhibits they support, before the exhibitions premiere. For more information and gallery hours, visit [Fleming Museum](#).

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January 21-27, 2004

Awards and Honors

Dr. **Virginia Hood**, professor of medicine, has received the Vermont Chapter of the American College of Physicians Laureate Award. Laureate Award winners are longstanding and loyal supporters of the ACP who have rendered distinguished service to their chapters and community and have upheld the high ideals and professional standards for which their organization is known.

Pfizer Corporation published an advertisement in the Nov. 28, 2003 issue of the journal *Science* titled "We Recognize Academic Excellence," listing institutions like the University of Vermont that were successful in the competition for the company's undergraduate summer research fellowships. The company made 68 awards, and UVM was one of eight institutions to win more than one award. The winners here were **Anya Guschin**, who worked with **Greg Friestad**, assistant professor of chemistry, and **Rachel Humphrey**, who worked with **Jim Vigoreaux**, associate professor of biology.

Eight faculty members have been selected as service-learning fellows for the spring semester and each will receive \$1,000 to help them give students more opportunities to reflect on meaningful community participation and how it connects to their academic experience. This semester's fellows are: **Chester Parsons**, UVM Extension; **Susan Kasser**, education; **Christopher Leskiw**, political science; **Hendrika Maltby**, nursing; **Lesley-Ann Dupigny-Giroux**, geography; **Tracy McLaughlin-Volpe**, psychology; **Barbara Burrington**, integrated professional studies; and **Efleda Tolentino**, integrated professional studies.

Dr. **Thomas Peterson**, professor of family practice, was honored by the Vermont Academy of Family Physicians as the 2003 "Family Physician of the Year" at the group's annual meeting. Dr. Peterson was recognized as a key contributor to clinical and educational programs at UVM and Fletcher Allen Health Care and for serving for 10 years as Program Director of the Family Practice Residency Program.

Publications and Presentations

Dr. **Mary Cushman**, associate professor of medicine, presented results from the latest arm of the Women's Health Initiative Study at the December American Society of Hematology meeting in San Diego. The study found that postmenopausal women on estrogen and progestin experienced a two-fold increased risk of developing venous thrombosis – a potentially fatal condition in which the formation of a blood clot blocks circulation in the deep veins of the leg that are responsible for returning oxygenated blood to the heart. Cushman was also a presenter at the American Heart Association's "Scientific Sessions 2003" in Orlando, Florida, in November. She presented an invited talk titled "Novel Cardiovascular Risk Factors and Coronary Artery Calcification," a poster presentation titled "Associations of Novel Cardiovascular Risk Markers with Coronary Artery Calcium: The Multiethnic Study of Atherosclerosis" and was a co-author on a presentation on "Estrogen Plus Progestin and Coronary Heart Disease Risk: Final Results from the Women's Health Initiative Randomized Trial."

Alice Fothergill, assistant professor of sociology, published an article titled "The Stigma of Charity: Gender, Class, and Disaster Assistance" in the December, 2003 issue of *Sociological Quarterly*. The article examines the stigma associated with needing and receiving assistance after the 1997 Grand Forks, North Dakota flood. It is based on 60 in-depth interviews.

Nancy Jenny, research associate of pathology, presented a poster presentation titled "Race/Ethnic Differences in the Relationship of Inflammatory Markers to Coronary Calcium" at the American Heart Association's "Scientific Sessions 2003" in Orlando, Florida, in November.

Cheryl Laskowski, assistant professor of nursing, recently had her article, "Theoretical and Clinical Perspectives of Client Stalking Behavior," published in the peer-reviewed journal *Clinical Nurse Specialist*.

Dr. **Bruce Leavitt**, associate professor of surgery, is the lead author of a study presented at the American Heart Association's "Scientific Sessions 2003" in Orlando, Florida, in November. The study, which examined the long-term survival of diabetic patients who undergo coronary artery bypass graft surgery, was conducted by the Northern New England Cardiovascular Disease Study Group, of which UVM and Fletcher Allen are founding members. Researchers analyzed data on 36,641 coronary artery bypass patients from 1992 to 2001. The role of diabetes alone, diabetes with peripheral vascular disease, and diabetes with renal failure on long-term survival all were assessed. The overall annual mortality rate was 3.7 percent. Annual rates for non-diabetics and diabetics only were similar: 3.1 percent and 4.4 percent, respectively. In cases of diabetics with peripheral vascular disease, renal failure, or both, the annual mortality rate rose significantly, to 9.4 percent.

Hendrika Maltby, associate professor of nursing, published, "The Parenting Competency Framework: Learning to be a Parent of a Child With Asthma" in the *International Journal of Nursing Practice*.

Rebecca McCauley, professor of communication sciences, presented a two-day workshop for speech-language pathologists on Dec. 11-12. The workshop, titled "Addressing Severe Speech Disorders in Children," was sponsored by the Southeastern Massachusetts Educational Collaborative.

Thomas Noordewier, associate professor of business administration, and **Lisa Chase**, extension assistant professor, appeared on the "Across the Fence" television program on Dec. 15 to discuss strategies for small businesses that have emerged from UVM tourism research.

Patricia Prelock, professor of communication sciences, was the keynote speaker for the statewide 2003 Partner in Care Conference sponsored by Parent to Parent of Vermont, and the Vermont Department of the Department of Health, Children with Special Health Needs on Dec. 4. Her speech was titled, "Family Centered Care: The Art of Transformation." Prelock was also a guest speaker for a workshop, "Enhancing Diagnostic Precision in the Assessment of Autism Spectrum Disorders," sponsored by the Vermont Division of Developmental Services and the Department of Communication Sciences held in Woodstock on Dec. 5.

Russell Tracy, professor of pathology and senior associate dean for research and academic affairs at the College of Medicine, is co-author of a study published in the Nov. 27 *New England Journal of Medicine*. Titled "Lp(a) Lipoprotein, Vascular Disease, and Mortality in the Elderly," the study identified a new independent predictor of stroke and other vascular events in men over 65.

The **Vermont Area Health Education Center Program** recently produced an updated, expanded guide to health professions that provides information about work environments, job outlook, salary, education needed, educational/preparatory programs in Vermont, New York and New England, and professional web site links for a variety of health occupations. To obtain a copy, visit [Vermont AHEC](#).

Research Activities

A three-year study on helmet-wearing patterns launched last year by researchers from the College of Medicine and Vermont Children's Hospital at Fletcher Allen Health Care has revealed that young skiers and snowboarders are much more likely to wear a helmet than adults, but that helmet use rates by children and particularly, teenagers, still need to improve. Last winter, the research team gathered baseline data from more than 10,000 observations of helmet use in skiers and snowboarders, making the study the largest-ever of

its kind. Research team members include **Thomas Delaney**, Vermont Child Health Improvement Program evaluator, department of pediatrics; Dr. **Barry Heath**, associate professor of pediatrics; **Jennifer Laurent**, adjunct assistant professor of nursing; Dr. **Eliot Nelson**, associate professor of pediatrics; **Annette Rexroad**, Vermont Child Health Improvement Program evaluator, department of pediatrics, and adjunct assistant professor of obstetrics and gynecology; and study coordinator Dr. **Robert Williams**, associate professor of anesthesiology.

December 10, 2003

Awards and Honors

Joseph Fischer, an assistant director of athletics at the University of Vermont, has been named chair of the NCAA Ski Committee. Fischer will also be Director of the 2005 NCAA Championships, which will be hosted by the University of Vermont and held in Stowe from March 9-12, 2005.

Publications and Presentations

Saleem Ali, assistant professor in the Rubenstein School of Environment and Natural Resources, published an article titled "Environmental Planning and Cooperative Behavior" in the December issue of the *Journal of Planning Education and Research*.

Antonello Borra, assistant professor of romance languages, gave a paper, "Films as Linguistic and Cultural Tools in Foreign Language Learning," on Nov. 22 at the annual meeting of the American Council on the Teaching of Foreign Languages in Philadelphia.

Dennis Clougherty, assistant professor of physics, published a paper in the *Physical Review Letters* exploring the quantum mechanics of a cold atom sticking to a surface.

Bryan Dague, **Jill Allen** and **William Freeman** of the Center on Disability and Community Inclusion recently presented at the 2003 Vermont Partners in Care Conference. Dague and Allen presented, "The A, B, C's of Transition from School to Adult Life." Freeman presented "Movement, the Language of Children."

Michael Giangreco, research professor at the Center on Disability and Community Inclusion, has published the article "Scientifically Based Research and Qualitative Inquiry" in the fall 2003 issue of *Research and Practice for Persons with Severe Disabilities*. His co-author was Steven Taylor.

Clare Ginger, associate professor in the Rubenstein School of Environment and Natural Resources, presented "Watershed Planning in Vermont: Dynamics of Community, Place and Power" at the 25th annual research conference of the Association for Public Policy Analysis and Management Nov. 6-8 in Washington, D.C. Graduate student **Heather Hibbard Furman**, who is studying natural resource planning, is a co-author.

Barbara McIntosh, associate professor of business administration, recently presented two papers at the Gerontological Society of America meetings in San Diego. "Job Characteristics as Predictors of Career Engagement in Older Nurses" was co-authored with **Kyndaron Reinier**, a post-doc in medical biostatistics; **Betty Rambur**, dean of the College of Nursing and Health Sciences; and **Mary Val Palumbo**, research associate in nursing. The second paper, "Perceived Age Discrimination in the Workplace," was co-authored with **Nicholas Danigelis**, professor of sociology.

Denise Youngblood, professor of history and vice provost for faculty and academic affairs, contributed an article titled "Soviet Cinema: The Old and the New," in the new Oxford University Press book *European Cinema*.

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Offering Human Service

By Jon Reidel



Susan Hasazi helped the university help the Vermont Human Services Agency by suggesting that the Department of Education and Social Services interview Vermonters who use the agency to help find ways of improving it. (Photo: Rose McNulty)

Professor Susan Hasazi was having a typical day in her third floor Waterman office when Vermont Secretary of Human Services Charles P. "Charlie" Smith walked in. The former banker and Gov. Jim Douglas appointee had something he wanted to run by her regarding the future of the state's largest agency.

Having been charged with the task of spearheading the reorganization of the \$1.25 billion a year agency and its six

departments of social welfare, child protection, corrections, services to the elderly, health and mental health, Smith was seeking ways to solicit direct feedback from the 240,000 Vermonters who utilize the services of the agency.

Hasazi, director of the doctoral degree program in educational leadership and policy studies and an international expert on special needs students, had a simple answer on the enormous task: Let UVM do it. Smith, despite never directly asking for help, didn't hesitate to accept the offer, which was free of charge, and thus a huge savings to the state.

The only remaining hurdle to making the deal official was the green light from Jill Tarule, dean of the College of Education and Social Services, who proved to be more of an enabler than an obstacle. She not only endorsed the idea, but signed on as a facilitator of one of the 17 focus groups that the university would conduct. The commitment was enormous, as the university donated thousands of hours of time from faculty, doctoral students and staff.

"This is the sort of research supporting Vermonters that only the university can do. I think it's a critical contribution, and that's exactly what we're concerned about," Tarule says. "This was an unusual opportunity to support the efforts to redesign the Agency of Human Services with a particular focus on hearing from the people who use those services and their needs and views on the services they receive. It was a opportunity for our faculty and graduate students."

Recording reality

One of the first things Hasazi did after accepting the job was to contact people she knew that specialized in areas that matched each focus group. This provided a live lab situation for the 17 faculty members and eight doctoral students to talk with people dealing with the very issues they study.

Prior to the start of the focus groups, which included foster parents, people with chronic health care needs, incarcerated offenders, homeless adults with children or dependents, victims, and other groups, four baseline questions were established to spur conversation. They asked consumers to describe a positive interaction with human services; to describe an interaction that didn't go very well; to tell whether the different human service departments worked well

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Millennial Makeover

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Activities Ad Man

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Development Center

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together in delivering service; and whether the agency helped them and their family become more self-sufficient.

The responses varied and were often difficult to hear. Many of the participants told of their struggles in trying to live from day-to-day and how human services could better help them become more self-sufficient. "That night I couldn't go to sleep after hearing all of the heart-wrenching stories," Hasazi says. "I think you're transformed by listening to the challenges that people face and how they deal with them, and how they can be changed."

Kieran Killeen, associate professor of education, led a focus group with three graduate students who recorded the experiences of incarcerated offenders at the Chittenden Correctional facility. In addition to the unique learning opportunity the interviews provided for graduate students, Killeen says he learned a lot about the struggles some inmates face in trying to maintain their dignity, including many women who were very vocal about receiving adequate health care and proper treatment.

"Perhaps most memorable was our conversation about transitioning out of jail," Killeen says. "It became quite clear to me and my students that this was a weakness in the current system. Several inmates lamented how they had to stay incarcerated beyond their sentence because the system could not approve external housing fast enough."

Tarule, who met with parents whose children were in protective services, says that although the people she spoke had suggestions as to how the state could improve its services, many were grateful for the help human services provided them. Overall, the feedback varied, but a few overall themes emerged: Most consumers want to be treated with respect by professionals who demonstrate care and an understanding of their needs; have access to preventative support and services to address challenges before crisis occurs; reduce redundancy and complexity when receiving services; and have more involvement in the identification, provision, and management of support and services.

Ask Charlie

Hasazi says she's been amazed at the level of openness with which Smith has conducted and approached the overhaul of his agency. In an effort to receive as much consumer feedback as possible, Smith has held discussion groups, statewide conferences, launched a website, held town hall meetings with employees, conducted surveys, and pushed for the UVM focus groups.

Smith's "Tell Charlie" section of the agency's website is perhaps his most bold attempt at soliciting criticism. The site allows employees and citizens to send feedback that will help the agency choose a short list of highest priority actions from among dozens of suggestions.

Each edition of "Tell Charlie" relates to themes developed through the different data collection pieces, including UVM focus groups. "As if he hadn't opened himself up to enough punishment, he started a website so people can tell him what they think is wrong," Hasazi says. "I give him a lot of credit. This was a brave thing to do."

Smith says the UVM focus groups were critical because the client voice is the hardest voice to get a handle on. They created a lot of good will, he says, and generated critical feedback that would be used during the reorganization process.

As for UVM's part, Hasazi believes it met its goals of making sure the voice of the consumer was heard and that as many students, faculty and staff as possible were as involved in the recording and telling of their respective stories.

"I really wanted to make sure we captured the voices of the consumers," Hasazi says. "We dealt only with consumers. That's what was so different, and important, about our group. We found that they really wanted to have more say in managing their own support to create self-empowerment. And I think the people in charge want to do what's right."

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Millennial Makeover

By Jon Reidel



Freshmen Lisa Herzl, Andy Book, and Corey Beach take a rare break from their busy schedules just prior to the start of the spring semester. (Photo: Jon Reidel)

First-year students Lisa Herzl, Corey Beach and Andy Book are feeling a little guilty. They just got back from semester break and are sitting together in their Harris dorm room watching television. They feel like they should be doing something more constructive with their time.

After all, there's a lot to be accomplished in the next four years.

"There's a feeling of pressure to do something with your life," Book says as Herzl and Beach nod in agreement. "I think a lot of us feel pressure to get a job, start a family, and get a retirement going."

"The world is moving fast, and it's so unpredictable, especially since 9/11," Herzl adds. "There's a feeling that we need to strike while the iron is hot."

Without realizing it, the three students have captured the essence of what authors and demographers Neil Howe and William Strauss call "millennials" in their popular books, *Millennials Go to College* and *Millennials Rising*. Also known as Generation Y, Echo Boom, and Generation.com, the millennial generation is more affluent, better educated, more ethnically diverse, highly motivated, group oriented, accepting of authority, and less likely to take drugs or have sex.

These students are part of the largest population group since the baby boom of the 1950s and '60s. More than 81 million Millennials were born from 1982 through 2002, as opposed to just over 87 million baby boomers born before 1961. The largest segment of the new generation will reach its peak between 2005 and 2011.

In short, the millennials are the greatest generation since, well, the Greatest Generation of World War II, and will completely take over college campuses by the fall of 2004. This will put further strain on colleges already struggling to meet surging enrollments while operating with smaller budgets. It will also force colleges to build new facilities to meet the high expectations of millennials and their "helicopter parents" who have hovered over their post-1982 progeny, who were born around the time "Baby on Board" signs started appearing on cars of future soccer moms.

At least that's what Howe and Strauss, a pair of Harvard- and Yale-educated generation-trend experts, say.

"Millennials are serious, organized, not very wild, do well in teams, don't swear as much, and don't do a lot of playing around," Howe says. "One of the core traits is that they're special. Their parents think they're special, their

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grandparents think they're special, and the government thinks they're special.

"So how do universities like UVM sell these special kids and their parents?" Howe continues. "You sell by building special facilities. Nothing can be too good for them. That's why state-of-the-art facilities appeal. Is it really worth it? That's tough to say. With millennials, there's an idea of a much higher return investment. We [colleges] will do everything for you, but in return we expect everything back. We expect higher levels of excellence."

Helicopter parents

Educators are having to adapt to these students who are the most protected generation in history. With their parents used to filling their days with school, practices, tutoring, studying and other activities in a cocoon-like setting, they expect to remain involved even after their children go to college. This can be a challenge for administrators used to having much less interaction with parents of Generation X (1961-1981) or Baby Boomer (1943-1960) children.

Pat Brown, director of student life, is familiar with the work of Howe and Strauss and says, "Helicopters having been coming over the horizon for a while. We really see it [parental involvement] in orientation and the first week of school."

Brown notes that millennials are big on volunteerism, but would rather be told what to do as opposed to being given options. This fits with Howe and Strauss' assessment that millennials prefer time tables to compasses. Brown says that with millennials used to living structured lives, the university has increased the amount of student programming to help fill idle time.

Dani Comey, assistant director of student life, says she finds the intersection of leftover Gen X students (seniors and those on the five and six-year plans), who were often dubbed slackers by the media and considered part of *Reality Bites* vibe of the 90's, and the optimistic millennials, intriguing to watch. She wonders if Gen Xers like their younger classmates, or if they even see a difference. And if so, do they cast Millennials into the generic "good boy/girl" category?

Millennials Herzl, Beach and Book didn't seem even mildly offended when asked if they felt like overachieving goody two-shoes. "You enjoy your slacking so much more when you've earned it," says Herzl.

Christine St. Peter is a member of the senior class representing the last of UVM's Gen Xers. She says millennials seem "more anal and uptight" and that they tend to stick to one group of friends. Although St. Peter says there are some things that are good about the millennial generation, like less drug use, which she says is noticeable, she concludes, "I'm glad I'm not a millennial."

Generational Generalizations

For many educators, these traits sound too good to be true and consider them gross generalizations. Susan Hasazi, professor of educational leadership and special education, says she agrees that many students have millennial-like traits, but warns that we are living in a country of haves and have-nots, with the divide between overachieving millennials and underachieving students getting wider.

Howe says he hears this argument all the time, although he respectfully disagrees with it. "Often we talk about the positive behavior – reduction in crime, drug use, teenage pregnancy – but inevitably people say this is sort of a white middle class phenomenon when actually it's not. A lot of these positive trends are occurring in urban areas. The affluent suburbs are actually somewhere in the middle. The areas of the country that are lagging behind the trend are rural areas."

Don Honeman, director of admissions, expects UVM's admissions numbers, and the quality of students admitted, to increase a la the forecasts in *Millennials go to College*. He says the book is interesting, but unfairly clumps groups of students into a one-size-fits-all category.

"We're doing some segmented marketing trying to identify which students would fit well here, but I'm personally very skeptical about wild generalizations about student characteristics," he says. "I'd have a hard time classifying

students, or making generalizations about generations. I see as much variety among students as I do patterns. It's not to say that there aren't grains of reality to it. I just don't see an extreme sea-shift among students today. "

Honeman also disagrees with Howe's assessment that the demand for new facilities, such as UVM's proposed \$70 million University Commons student center, is related to the personality traits of millennials described in the book.

"I think the demand for new facilities is in response to consumer expectations, not something that's related to the core values of new students. Everyone expects certain amenities when they travel to a hotel for example. We all have a certain level of expectation as a consumers."

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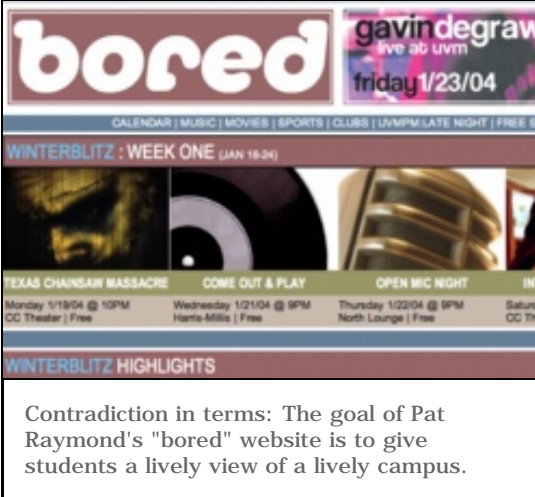
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The Activity-ist

By Kevin Foley



activities.

From concerts to hot-tub blowouts in 20-degree-weather, Raymond is using his strong sense of what interests students and the marketing savvy from his advertising minor to support his department's drive to encourage more students to have fun staying on the hill. And that's where boredom comes in.

Responding to common complaints that there was no way to get the word out about campus activities effectively, Raymond revitalized the sparse existing "[bored](#)" site with huge photos, rococo design and regular updates. The new page has attracted 11,000 hits since its relaunch in October 2003, and Raymond expects that number to increase rapidly as the page becomes more established and students get used to finding information online. Just in case they don't, he also compiles and distributes event calendar information off-line, in everything from posters to *Seven Days* and the *Cynic*.

Raymond has also brought his promotional savvy to bear on "WinterBlitz," a two-year-old package of winter activities designed to ring in the spring semester, designing a post card touting the 16 activities across two weeks.

The action continues throughout the semester, with Raymond's "UVMPM" activities held Friday nights (concerts, activities), with additional events coordinated by others on Thursdays and Saturdays (movies) throughout the semester. The response to the events, says Raymond, has been good – enough to regularly keep him on campus until 3 a.m. during his first fall on the job.

"When I started, I expected more skepticism from students. I thought they would be stand-offish and wondering about the hidden agenda," Raymond says. "What I've actually experienced is students being surprised by there being so many events and their quality. It's stuff that students want to do a lot of time, they're willing to come to (Billings) North Lounge on Friday night rather than their alternatives."

A double drive

UVM's drive to build campus community through prime-time activities predates Raymond by a year – the department received additional funds for programming in October 2002 from the central administration, and Pat Brown, director of student life, and David Nestor, associate vice president for student

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and campus life and dean of students, launched a [series of late-night events](#) and a concerted effort to promote them.

Working in a new position supported by the funding, Raymond has worked to expand and brand the events (creating the UVMPM logo and moniker for example), without being so uncool and corporate as to actually use the term. Results, so far, are positive, with late-night event attendance steadily growing and running ahead of projections. Raymond hopes that means the start of a new tradition.

“When I was a student here, there was nothing like this on a regular basis,” says Raymond. “Our first-year students this year will hopefully go through their four years and think that this was always happened.”

In addition to the concerts and movies, Raymond and others at student life are planning appearances by comedians and television personalities, a pizza-and-wings night, a Lord of the Rings film festival, a chainsaw juggler and more.

The bolstered programs, Raymond hopes, will eventually find a home in the proposed Student Commons building, which is currently in the developments.

“As much as I love Billings, it’s not really conducive to these kinds of events,” Raymond says, pointing out the building’s distance from residence halls and obvious past life as a library. “I look at what other schools are doing with their late-night programs, and a lot of things wouldn’t fly here in terms of getting people to Billings. The commons could be a new building, a fresh start, a better theater and programming space.”

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Boosting Business

By Jeff Wakefield

The new Vermont Business Center, a joint venture of UVM's School of Business Administration and Continuing Education division, is a wide-ranging education and training initiative that will address what business leaders and economic development officials say is a basic economic development need in the state.

VBC will offer Vermont companies two services: a series of executive education courses on topics of interest to leaders of growing companies, and education-and-training needs-assessment of individual companies with follow-up on-site training. Also folded into VBC is the Vermont Family Business Initiative, an existing program that provides a training and support network to more than 30 family businesses in the state.

The executive education courses will be offered on the UVM campus, at the Howard Dean Center in Springfield, and on-site, provided enrollment is sufficient. Two of the courses are also being offered online.

A lot of listening

The shape and scope of the Vermont Business Center grew out of more than 75 meetings UVM administrators and faculty had with business leaders and economic development officials beginning in 2002.

"We heard again and again that there was a gap in the continuum of education and training services businesses need in Vermont," says Rocki-Lee DeWitt, dean of business administration. "The Small Business Development Center does a terrific job of providing technical assistance, predominantly to early stage companies, the state colleges have a good workforce development and curriculum in place, and the Department of Economic Development's Vermont Training Program supports manufacturers' training needs very well, but established growth companies looking for executive education courses have few options."

Once a company reaches several million dollars in revenue and is continuing to grow rapidly, entrepreneurs face a new set of challenges, DeWitt said. "Issues like managing a company that suddenly has 35 employees, financing an expansion, or making sound business decisions in a new, more competitive environment can have negative repercussions if they're not handled well," she says.

"For the founder and top managers of a company that's growing rapidly, it's like having a new job every 18 months," says Betsy Walkerman, a VBC instructor and founder of Headwaters Strategy of Underhill.

The 12 courses offered in the Executive Education Program are tailored to address just these kinds of issues, said Cynthia Belliveau, co-director of UVM's Continuing Education Division.

"We listened hard to what people told us they needed and responded," she said.

The courses, taught by a mix of UVM business school faculty and successful business people in the state, are between one and two days in length and emphasize hands-on learning with real world examples.

Supporting state priorities

Helping entrepreneurs launch and grow companies is a key part of the Douglas administration's economic development strategy, making education and training a vital necessity, said Kevin Dorn, secretary of the state's Agency of

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Commerce and Community Development.

"The curriculum that the VBC has developed, based on business needs in today's global economy, links nicely with the administration's initiatives," he said. "Education is the foundation that, in combination with one-on-one technical assistance, helps growing companies go from knowledge to action."

DeWitt said it's likely that companies will make use of the VBC's capability of creating customized education and training options.

"That's happened in other states that have programs similar to ours," she said. Several Vermont companies have already expressed interest in both individually tailored programs and in co-developing programs with VBC for a wider audience.

Courses in the Executive Business Program are capped at 25 students and will be filled on a first-come, first-served basis.

The Vermont Family Business Initiative offers a series of forums throughout the year on topics of interest to family and closely held businesses. Its goal is to give Vermont businesses the tools and support they need to compete in both the local and global arenas.

For more information on the Vermont Business Center, contact Gregory Dunkling at 802-656-8439.

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