

What the University Doesn't Know Could Hurt

Staff Seeks Improved Diversity Reporting

According to census figures released in December, Utah is among the most ethnically integrated states in the nation in terms of different races living near each other; the Ogden-Clearfield area ranked 14th in integration among the 100 largest metropolitan areas in the country.

Weber State University has made it a priority to have a well-integrated university where diversity is represented and served, but that cannot happen unless people from diverse backgrounds are accurately counted.

When the director of Institutional Research, Steve Kerr, noticed that the number of Weber State students who chose not to report their diversity status was higher than any other state university, and continuing to grow, he became concerned.

“It is important we capture accurate information,” Kerr said. “We are required to report both to the federal and state government, and if it looks as if we have fewer ethnic minorities it can make a significant difference in funding and perception.”

Without accurate information, the university risks losing grant money for a wide variety of programs that help underserved populations, including ethnic minorities, first-generation students and those at financial risk.

Kerr’s concerns led him to suggest some modifications in how the diversity-question instructions were phrased for students applying for admission. The changes resulted in more students

self reporting their diversity in the fall semester, but Weber State is still trailing other institutions. Kerr said the university will continue to make improvements in information gathering, but encouraged everyone on campus to help remedy the situation.

“Faculty and staff should discuss with students the importance of providing this information. Students who self report can receive the financial, academic and personal help they need from any number of programs,” Kerr said.

As the vice president for Student Affairs, Jan Winniford said accuracy helps both with receiving and fairly distributing grant monies. Accurate numbers also help evaluate whether programs aimed at diversity outreach in the community are working.

“We are committed to trying to diversify our population at Weber State University, so we are more reflective of the community and the state,” Winniford said. “If we don’t know who those students are, we don’t know if we’re successfully

getting students to attend as a result of our outreach programs and recruiting.”

The coordinator for WSU’s Center for Diversity & Unity, Adrienne Gillespie, said there seems to be an attitudinal shift away from reporting. People worry about privacy, and in the past they felt as if a single diversity box did not accurately reflect their true identity.

“I think people get caught up in the notion it’s about skin color,” Gillespie said. “Instead accurate numbers create a level playing field for everyone, so resources are allocated fairly and everyone on campus is provided excellent diversity and cultural opportunities.”

- ☒ African American
- ☒ American Indian
- ☒ Asian
- ☒ Hispanic
- ☒ White

FACULTY AND STAFF ACCOMPLISHMENTS

Dianna Abel, director of the Counseling and Psychological Services Center, and associate psychology professor Theresa Kay, co-authored an article in *Teaching of Psychology* titled “National Depression Screening Day: An undergraduate practicum experience.”

Zoology professor **Jonathan Clark** presented a talk at the annual meeting of the Society for Molecular Biology and Evolution in Lyon, France, titled “Molecular phylogeny of the telomere-associated transposable element, HeT-A, in *Drosophila*.”

Jessica Hickmott, coordinator of Student Affairs Assessment, co-authored a book titled “Demonstrating Student Success,” which is a guide to outcomes-based assessment in student affairs.

Sodexo chef **Thomas Jackson** was awarded an NAACP Lifetime Community Award for his service and dedication to helping people in the Ogden community. He also was selected by the Sodexo Foundation to receive the “Hero” award in recognition for his work helping to provide meals to people in need throughout the Ogden community.

Fred Meaders, coordinator of Shepherd Union Recreation, was awarded the Student Affairs Toni Weight Lifetime Achievement

Award. In addition, he was the recipient of the 2009 Rodie-Keintz Outstanding Staff Mentor Award presented at the Association of College Unions International, Region 13, annual conference at Arizona State University. This award recognizes individuals who are considered encouraging and supportive of new professionals.

Clayton Oyler, director of Student Affairs Technology, was published in two Student Affairs Leadership Council journals. He penned “Managing IT in Student Affairs Organizations: Strategies for Planning, Prioritization, and Skill Development” and “The Promise and Perils of Technology: 21st Century Strategies for Enhancing the Student Experience.”

Brett Perozzi, associate vice president for Student Affairs, co-authored an article titled “College unions/university centres/student centres” for *Student Affairs and Services in Higher Education: Global Foundations, Issues and Best Practices*, a United Nations publication on international student affairs/services units.

Jan Winniford, vice president for Student Affairs, co-authored an article titled “Campus sustainability in the U.S.: A comparison of a research and a teaching university.” It appeared in the Spring 2010 *International Journal of Environmental, Cultural, Economic, and Social Sustainability*.



Carbon Footprint

WSU Taking Steps to Save Energy

A recent initiative undertaken by Facilities Management may have folks on campus breathing a little easier.

Since 2007, Weber State University has reduced its carbon footprint by 6,000 metric tons of carbon dioxide annually. Far from resting on their laurels, administrators suggest the recent success is just a preliminary step in achieving the campus-wide goal of becoming carbon neutral by 2050.

“This was the easy part,” said Norm Tarbox, vice president for Administrative Services. “We accomplished this by addressing obvious deficiencies and replacing out-dated equipment with newer, more energy-efficient devices.”

In October, Kevin Hansen, associate vice president for Facilities and Campus Planning, shared with WSU’s Board of Trustees a list of tasks the university has completed since signing on to the American College and University Presidents’ Climate Commitment in 2008. The commitment is a pledge for college campuses to be more environmentally sound and energy efficient.

The laundry list of projects included re-roofing the Stewart Library, Social Sciences and Miller Administration buildings with “cool roof” surfaces, replacing two old, inefficient boilers in the heat plant with a new one, and planting more than 550 trees on campus.

Hansen reported that the new chiller plant, built with the most cost-effective, efficient chillers available, is reducing campus electrical consumption by more than 1 million kilowatt-hours (kwh) annually. Replacing outdated lights with motion-activated and energy-



Top Power Savings

- New chiller plant
- Replaced outdated heat-plant boilers with new efficient model
- Campus shuttle fleet converted to natural-gas powered

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Get Healthy With Help From Weber State

In an office perched over the Stromberg Gymnasium floor, where sounds of tennis shoes pounding the track rise over cubicle walls, Rachel Smith stays focused on fitness. As the university’s new employee wellness coordinator, she couldn’t be happier.



Rachel Smith

“This is like my dream job, and I never thought I would find it within two years of graduating,” Smith said. “I feel as if my education and my work experience have prepared me for what I’m doing.”

Smith is a Weber State University graduate in health promotion and human performance with a minor in nutrition. She wants to get to know the entire campus and attract participants from every level of health and fitness to take advantage of all the free health services available to employees of the university,

“Wellness isn’t just one size fits all; I totally understand that,” Smith said. “I want to appeal to everybody. I think people are intimidated to come here, and they feel guilty, but they don’t need to feel that way. It’s not like a confessional.”

Employees can use the gym, enroll in fitness classes, and access the wellness website, weber.edu/employeehealth, to find healthful living tips, or schedule a thorough, personal physical assessment.

“You have to start somewhere,” Smith said. “Instead of scrambling around and figuring out things by yourself, we can help you get all the information you need to build your best foundation and get going.”

Smith also plans to get going on a partnership with Healthy Utah and the university’s insurance provider, PEHP, to provide lunch-and-learn

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efficient lighting units across campus has helped the university save more than 2.5 million kwh of electricity annually since 2006.

“We’ve picked the low-hanging fruit,” Hansen said. “Improvements from here are going to be more involved and require greater investment in the plan.”

The university had an energy services company conduct an investment grade audit in 2009, which led WSU to start working on 23 projects that will reduce energy consumption, improve efficiency or otherwise save natural resources.

Jacob Cain has been hired as WSU’s energy manager. He’s responsible for leading the university’s sustainability efforts.

“This is not a single event. It’s not isolated to one department,” Hansen said. “Facilities Management can be a lead agency, but to be successful this needs to be a collective effort.”

Hansen points to increasing ridership through UTA’s ED Pass program, promoting the use of bicycles on campus, and converting the shuttle bus fleet to natural gas-powered vehicles as just some of the ways Weber State has reduced carbon dioxide emissions.

One of the challenges to becoming carbon neutral in 40 years is anticipating future technology and its energy demands. Hansen notes that since 1960, most technological innovations have required increasing amounts of energy.

“My hand and wrist were all the energy needed to operate a slide rule,” Hansen said. “Calculators came along and needed batteries, and then came personal computers with an even greater power demand.”

Technology also can be part of the solution. Renovations

to the Swenson and Shepherd Union buildings included installation of new energy-efficient infrastructure. New LEED-certified buildings on campus like Elizabeth Hall and the Hurst Center incorporate state-of-the art equipment and design elements to conserve energy. The new residence housing complex, which is already under construction, will ultimately replace four 1960s-era halls with three LEED-certified structures featuring solar hot water heating and water source heat pumps.

Adopting these new measures helped the university be green in another way – reducing its utility bill by \$413,000 this past year.

“The extent of the environmental impact can be debated,” Hansen said. “But we do know that fossil fuels are a finite resource. They are going to run out someday.”

With that in mind, part of the university’s approach is managing those resources more efficiently, while also pursuing alternative energy sources. WSU has subscribed to the

Rocky Mountain Power Blue Sky program and will purchase approximately 13 percent of its electrical power from renewable energy resources like wind power.

The Association for the Advancement of Sustainability in Higher Education is sending Weber State’s climate action plan to publications and other schools as a model of how campuses can take a systematic approach to reducing their carbon footprint.

“Our goal is to be seen as a leader in our community,” said Hansen. “The greatest influence of all might be with our graduates. If we convey to them the importance of being energy efficient — that it’s a good investment and the right thing to do — imagine the impact that could have on society as a whole.

“Our goal is to be seen as a leader in our community”

— Kevin Hansen
Facilities & Campus Planning

opportunities once a month, including topics such as stress management, nutrition, meal planning, and budgeting and shopping for healthy foods.

“Wellness is good and positive,” Smith said. “Exercise doesn’t only affect your body weight, it also improves your blood pressure and your brain function. It’s a snowball of good things. One baby step can lead to so much success where wellness is concerned. That’s why I love this field. It’s rewarding to see people make little changes and find big results and happiness.”



BLOOD
BATTLE

getintoweber

Jan. 19: WSU’s Community Involvement Center will host a volunteer fair featuring representatives from more than 25 community agencies offering volunteer opportunities, 8:30 a.m.-11:30 p.m., Shepherd Union Atrium, free, 801-626-7737.

Jan. 20: WSU’s Convocations lecture series welcomes Alina Fernandez, daughter of Fidel Castro and outspoken critic of the Cuban communist regime, who will discuss Cuba’s past and the potential for a better future, noon, Shepherd Union Wildcat Theater, free, 801-626-6570 or cah.weber.edu.

Jan. 21-Feb. 11: WSU’s Mary Elizabeth Dee Shaw Gallery will host the WSU Annual Student Art Exhibition, Monday through

Friday 11 a.m.-5 p.m. and Saturday noon-5 p.m., Kimball Visual Arts Center Shaw Gallery, free, weber.edu/dova or 801-626-7689.

Jan. 28-29: WSU’s Department of Performing Arts presents “Anything Goes,” written by Guy Bolton and P.G. Wodehouse, directed by Jim Christian, 7:30 p.m., Val A. Browning Center Allred Theater, \$10/\$7, 1-800-WSU-TIKS.

Jan. 31: Weber State University Davis in conjunction with the American Red Cross will host a “Blood Battle” blood drive in competition with other college campuses along the Wasatch front, 9 a.m.-2 p.m., WSU Davis Room 110, free, 801-395-3443.

Welcome to WSU

Sandra Hogge, Human Resources; **Janae Holt**, Facilities Management; **Lynette Jensen**, Davis Campus (returning); **Deborah Larson**, Mathematics; **Patrick McCutcheon**, Grant Writer; **Andrew Rabkin**, Library; **Jodi Shupp**, Development; **Jami Stokes**, Student Affairs Office; **Scott Thompson**, Student Affairs Maintenance

On the Move/Promoted

Bryce Barker, Internal Audit; **Donald Guthrie**, Services for Students with Disabilities; **Jason Nelson**, Bookstore; **Gregory Nielsen**, Career Services; **Tina Palick**, Human Resources; **Shauna Pitt**, College of Health Professions; **Amy Reimann**, Continuing Education; **Elza Richards**, Library; **Amber Robson**, Bookstore; **Mara Sikkink**, School of Business and Economics; **Sarah Stanton**, Child Care

Retired

Louis Barraza, Support Services; **Tom Day**, Child and Family Studies

Source: Board of Trustees reports, Nov. - Dec. 2010

CAMPUS NEWS BRIEFS

When Your Purchase Is Not Quite Right

Here are tips from the purchasing department to help you exchange or return items ordered with a purchase order (PO).

- ✓ Contact the WSU purchasing agent or buyer listed on your department’s green copy of the purchase order.
- ✓ Inform the buyer of your desire to either exchange or return the item.
- ✓ Provide the PO number and specify the item.
- ✓ Provide the reason for the exchange or return; for example, wrong or damaged item.

After the buyer receives this information, here are the steps for completing the exchange or return.

- ✓ Contact the firm for instructions and return merchandise authorization (RMA) number.
- ✓ Notify receiving in order to coordinate pickup of the item.
- ✓ Depending upon the circumstances of the return or exchange, return-shipment and restocking fees may apply.

Staff Development Grants Available

Now is the time for staff members to apply for quarterly grant money available for professional development.

The written requests do not need to be elaborate or complicated, but must be complete and follow specific guidelines available at programs.weber.edu/staffdevelopment.

Grants can be used for activities such as team building, conferences, campus speakers, workshops, audio and video

training, and group or individual training sessions.

The deadline for the next selection is Feb. 1, and training is available to assist employees with the process.

Sign up for course #135-01 in Training Tracker. This assistance program is made possible with funding from President’s Council, the WSU Bookstore, and donations from staff members on campus.

Diversity Unifies Community

Reading and discussing together the slave narratives of Fredrick Douglass and Harriet Jacobs will unite readers on and off campus over the course of the next few months.

Last year Weber Reads selected *Huckleberry Finn* by Mark Twain. This year the group chose two writers, Douglass and Jacobs, who they think may have influenced Twain.

“Weber Reads is a very good example of how significant the university is in our community,” said history professor Kathryn MacKay, a member of the selection

committee. “We’ve taken the lead on this project in this community, and it really has been about connecting town and gown. This project came out of a discussion with honors a few years ago, and it’s been very special that the university has been so engaged.”

Members of the Weber community will lead discussion groups from January through April. The schedule is available at community.weber.edu/weberreads.

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