



University of Southern Indiana

University Notes

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Bass fishing course starts this month

University of Southern Indiana has a fishing course for anglers who have considerable experience in fishing and would like to explore answers to bass fishing questions. University of Southern Indiana's Continuing Education Department, in conjunction with ESPN Outdoors and the Bass Anglers Sportsmans Society, will be offering a master course in bass fishing entitled the Bassmaster University Masters Series. This new program is being offered at only a few selected sites across the country. This event is designed for the experienced bass anglers in Indiana, Kentucky and Illinois. This three-week course will be held from 7:30 p.m. to 9:30 p.m. on Wednesday, January 25; Wednesday, February 1; and Wednesday, February 8, 2006.

Topics to be presented will be

- Using electronics and GPS
- How the pros organize their tackle and their time to develop a game plan for any particular fishing situation
- The "Go-To" technique
- How the pros develop particular techniques when conditions are really tough

Other presentations will stress common mistakes that even experienced anglers make and how to prevent those mistakes. Learning to pattern bass by understanding bass biology, and how bass relate to PH, oxygen content, and water temperature will be other topics covered.

Instructors include the 2003 Great Outdoor Games Gold Medalist and 20-time Bassmaster Classic Finalist Gary Klein. Klein, known as the "fishing professor" for his analytical approach to solving angling problems, has won over \$1.5 million fishing for bass. "While it's not totally possible, I do my absolute best to eliminate the luck factor," Klein says. "You can't keep a bass from sometimes throwing the hook, but you can eliminate a lot of unproductive water and concentrate your efforts where you have the maximum possibility of success. Klein also believes that a jig, with any number of applicable trailers, gives an angler the optimum chance to land a really big lunger bass."

Regarding the new Bassmaster University Masters Series, Klein states, "I'm looking forward to getting into a small group environment with anglers who have experience. I plan to share the knowledge I've acquired over the last 25 years of guiding and fishing bass tournaments at the professional level. My goal is to communicate this information and see that everyone has the opportunity to ask questions and interact."

Also instructing will be Bassmaster Classic Champion Ken Cook as well as four-time Bassmaster Classic Finalist Joe Thomas.

To enroll or for more information call toll-free 1-866-732-BASS.

Enrollment fee is \$169. Everyone who attends will receive a merchandise pack valued at \$50 and other perks including a BASS membership. Current members to BASS and BASS Insider qualify for discounts of \$10 and \$25, respectively.

Ballet tribute to Parks will debut at Martin Luther King Jr. Day luncheon

The Children's Center for Dance Education will debut its new ballet, "To Rosa...In Memory of Rosa Parks" at the University's Martin Luther King Jr. Day luncheon, which begins at 11 a.m. Monday, January 16, in Carter Hall in the University Center.

Parks, whose refusal to relinquish her seat to a white man on a city bus in Montgomery, Alabama, helped launch the civil rights movement, died in October 2005.

The keynote speaker for the luncheon is award-winning author and journalist **A'Lelia Bundles** on the topic, "Is Your Dream Alive?"

The program also will include a reading by members of the newly formed USI South Asian Student Union.

The luncheon costs \$5 for USI students and \$7 for faculty, staff, and the general public.

There also will be an informal question and answer period with students, "Up Close and Personal with A'Lelia," at 1 p.m. in Carter Hall.

Tickets for the luncheon are available at the USI Multicultural Center in the University Center, or at the door.

For more information, contact **Pamela Hopson**, director of the Multicultural Center, at 812/465-7188.

ADA-Indiana audio conference series: "Employment and the ADA"

ADA-Indiana will offer a special four-part audio conference on "Employment and the ADA" beginning Tuesday, January 17, with "Employer Case Studies: Best Practices in Reasonable Accommodations."

The audio conference will be held from 1 to 2:30 p.m. in the Science Center Room 1212. Participants will discuss the basics of reasonable accommodation programs by reviewing some best practices used by employers across the country, including:

- What works and what does not?
- How does an employer know if the policies and procedures are effective?
- What does a good reasonable accommodation policy look like?

Guest speakers from the Research and Training Center on Workplace Supports and Job Retention will provide information to employers to help them develop and implement a successful reasonable accommodation program.

The session will be of special interest to employment specialists, human resource personnel in the private and public sectors, and other interested community members.

The audio conference series is free and open to the public.

For information about future sessions, go to the ADA-Indiana Web site at www.iidc.indiana.edu/cpps/ada/adaaudio.htm.

To request an accommodation, or for additional information, contact **Gary May**, director of the USI/Epi-Hab Center for Disability Studies, at 812/465-1694.

Ellspermann is director of new research and development center

Dr. Susan J. Ellspermann has been named founding director of University of Southern Indiana's Center for Applied Research and Economic Development.

"The Center for Applied Research is an important regional economic development assistance program for the University of Southern Indiana," said USI **President H. Ray Hoops**. "It is being developed in response to concerns that we've heard from throughout the region about how the University can help businesses, governmental units, and other organizations to become more productive and competitive in this economic environment.

"The center, under the strong leadership of Dr. Ellspermann, will provide a mechanism through which the University can use its expertise to help bring practical solutions to problems that inhibit economic development in the region. Sue Ellspermann is the ideal fit for this position. Her expertise in problem solving and familiarity with the region and community leaders will enable us to get the center off the ground quickly."

Dr. M. Edward Jones, dean of Extended Services, said, "We are fortunate to be able to name someone of Sue Ellspermann's reputation and level of expertise as the founding director of the Center for Applied Research. She is known regionally and nationally for her expertise in problem solving and strategic planning. She has a very successful track record of helping many of the leading regional business and civic organizations solve important business problems. As director, she will be responsible for working with regional organizations to identify problems and utilize University resources to develop solutions for those problems. This is a great match of talent and opportunity that will help grow the regional economy."

Ellspermann has owned and operated Basadur Applied Creativity, an independent consulting firm licensed in the training and facilitation of Dr. Min Basadur's Simplex Creative Problem Solving, since 1986.

She was formerly a production supervisor and plant industrial engineer at Frito-Lay's Irving Plant in Dallas, Texas, where she became a certified trainer and internal consultant in Simplex Creative Problem Solving, providing services to 40 plants, logistics, and sales sites, and returning \$500 million in productivity improvement to Frito-Lay in fewer than five years.

"USI has made regional involvement its longstanding commitment," Ellspermann said. "In my years involved with the Evansville Chamber, businesses, and other community organizations, USI has always been 'at the table' helping move important initiatives forward. It's my pleasure to be part of USI's team in creating a center that is responsive to the needs of the community while giving faculty and students an opportunity to make a difference in their region and create new research opportunities."

Ellspermann's awards include the Frito-Lay Sales Operations Industrial Engineer of the Year in 1985; University of Louisville Professional Award in Engineering in 1997; and PVC Plastics Vendor of the Year in 1999.

She has been a member of the Metropolitan Evansville Chamber of Commerce Board of Directors since 1997 and a member of the Chamber's Executive Committee since 2000. She also has served on the advisory boards of Purdue University's Technical Assistance Program and Industrial Engineering Department.

Ellspermann holds a Ph.D. and M.S. in industrial engineering

from University of Louisville and a B.S. in industrial engineering from Purdue University.

Dr. Scott Gordon appointed dean of Pott College of Science and Engineering

Dr. Scott A. Gordon, a specialist in mycology and professor of biology, has been appointed dean of the Pott College of Science and Engineering at the University of Southern Indiana. He has served as acting dean since March 2005, and he was associate dean for four years prior to that.

"Dr. Gordon came to USI as a faculty member and moved into administration as associate dean of the Pott College," said **Dr. Linda Bennett**, provost and vice president of Academic Affairs. "His experience in the college office along with his high level of energy and enthusiasm will make him a very effective representative of the College. I am looking forward to working with Dr. Gordon as the Pott College of Science and Engineering continues its reputation for excellence in science and engineering."

"I want to see the Pott College of Science and Engineering distinguish itself as a regionally known center for excellence in educating future scientists, mathematicians, and engineers," Dr. Gordon said. "With strong academic programs and support for student-faculty research, USI and the Pott College of Science and Engineering are poised to become the college of choice for top student scholars within the state." He added, "We have diverse and challenging programs and a student friendly environment."

The establishment of closer relationships with local business and industry plus development of an academic program across other academic disciplines on campus are other projects on the new dean's agenda. He also plans to establish closer ties with high school math, science, and technology teachers in the region. He said, "I think it is important to establish regular communication with the high schools who send us students and with the businesses, industries, and other entities who employ our graduates."

Dr. Gordon's recent research activities are related to higher education issues. He has surveyed academic deans in other institutions to better understand the policies, procedures, and practices used by colleges and universities in institutionalizing a broader view of faculty work through the four domains of scholarship advanced by Ernest Boyer, a national voice in American education who served as president of the Carnegie Foundation, United States Commissioner of Education, and chancellor of the State University of New York. Boyer describes scholarship beyond an emphasis on scholarship of discovery, to include the scholarships of integration, application, and teaching.

Dr. Gordon is the National Collegiate Athletics Association (NCAA) faculty athletic representative for USI, and in 2005 he was selected as an NCAA Faculty Athletic Representative Fellow. As a fellow, he has been instrumental in developing policy and practice for faculty athletic representatives across the United States and has been instrumental in working to develop and pass NCAA legislation.

As athletic representative, he oversees the academic eligibility standards of the 13 varsity sports in the USI Intercollegiate Athletics program. He holds the office of treasurer for the Great Lakes Valley Conference.

He has published numerous research papers in national and international journals, presented papers at professional conferences, and has received numerous research grants.

Dr. Gordon joined USI in 1994 as assistant professor of biology. He served as co-coordinator of the Presidential Scholar Program, a prestigious scholarship program reserved for the top students from throughout Indiana. From 2003 to 2004 he was the

director of the Reform of Middle School Science Project to promote inquiry-based teaching and learning for 10 middle schools throughout the Evansville area.

Between 2001 and 2005, he served as the associate director of the Center for Teaching and Learning Excellence, coordinating campus-wide faculty development workshops, establishing an undergraduate research grant program, and developing the Vectren RISC Showcase so students could exhibit research results.

He has taught courses in plant biology, mycology, and environmental science at USI.

Among his honors is a 2002 award for Innovative Excellence in Teaching, Learning, and Technology from the International Conference on College Teaching and Learning. He has served as chair of the Indiana Academy of Sciences, Science Education Section, and chair of the Indiana Academy of Sciences, Botany Section.

A native of Malone, New York, Dr. Gordon received his bachelor's degree from the State University of New York at Cortland and his master's degree and Ph.D. from the University of Tennessee in Knoxville.

Dr. David Glassman, dean of the College of Liberal Arts, served as chair of the search committee for the dean position. Others on the committee were **Paul Doss**, chair of geology and physics; **Eric Sprouls**, chair of engineering; **Kathy Rodgers**, chair of mathematics; **Jeff Seyler**, chair of chemistry; **Anthony Maria**, assistant professor of geology; **Jeanne Barnett**, professor of biology; **Sangwoo Heo**, assistant professor of mathematics, and **Henri Maurice**, chair of biology.

Mohammed Khayum named dean of USI College of Business

Dr. Mohammed Khayum, a USI faculty member since 1991 and a leading researcher on Evansville-area economic issues, has been named to lead the University's College of Business as dean.

The announcement was made by **Dr. Linda L.M. Bennett**, provost and vice president for Academic Affairs. In making the announcement, she said, "Dr. Khayum has already established himself as an innovative leader in the College of Business. I am looking forward to working with him as he continues his good work with the College and the surrounding community.

"We were fortunate to have strong candidates for the position. Dr. Khayum has worked his way through the faculty and administrative ranks and is well respected by faculty, staff, administrators, and students."

Khayum has served as acting dean since August when **Dr. R. Eugene Klippel** stepped down from the post.

Khayum said his years as a faculty member have given him a good feel for the aspirations of USI students majoring in business and the kinds of programs and activities to which they respond. He has a strong relationship with the community. He has conducted a number of economic impact studies since coming to the Evansville area. One of the first was a 1997 study of the impact of Evansville ARC on the Vanderburgh County economy. In 2004, he and a faculty collaborator from the University of Evansville completed an economic impact study for Toyota Motor Manufacturing Indiana.

Khayum said the college will concentrate on maintaining the high standards and the posture of continuous improvement that led to the attainment of accreditation from the Association to Advance Collegiate Schools of Business, or AACSB International.

His plans for the college include the exploration of distinct niche opportunities in teaching and service. He said the USI College of Business is in good company as one of 430 institutions in the United States accredited by AACSB. Like the USI College of Business, 50 percent of the AACSB-accredited business colleges have about 50 faculty members, 37 percent have about 1,900 students, and 60 percent have an operating budget of about \$5 million.

"We should be proud of being in good company," he said.

On the other hand, Khayum wants the USI College of Business to establish a more distinct identity for itself.

"Then we will not be just one of the pack. We will be something special," he said.

Khayum said the college already has distinctive features. He complimented the collegiality and professionalism of the faculty. "We are unique in how we get along," he said.

He praised the college's preparation of qualified graduates for the workforce of the Tri-State region. The college has a proven record of working with companies in the area to determine their workforce needs and then providing top-quality educational programs that meet those needs.

In addition to branding the college more effectively, Khayum wants the college to develop an entrepreneurial perspective, to continue to be active in community development, to assist in the transfer of technology to new applications, to develop innovative practices, and to develop multidisciplinary synergies across campus. Among his immediate plans is continued progress on the Coslett Family Sales Development Laboratory. He wants to use local business executives as panelists and judges in the lab, which will be a beneficial resource for business students.

Joining USI in 1991 as assistant professor in the Department of Economics and Finance, Khayum was promoted to associate professor in 1995. He was named professor of economics in 2001, serving as chair of the Department of Economics and Finance from that time until his appointment as associate dean and director of the MBA program in 2004.

Khayum prepares the Business Conditions and Outlook Survey, a quarterly survey of businesses in the Evansville area, and the Evansville Factbook, a compendium of demographic, economic, and social information about Southwestern Indiana. In addition to the economic impact studies, he has contributed his expertise to a number of area needs assessment projects and other activities in the field of economics.

His research focuses on input-output analysis, service sector growth, economic development, exchange rate determination, consumption behavior, and the New Economy.

Khayum earned an undergraduate degree in economics from University of Guyana. He completed master's and doctoral degrees, also in economics, at Temple University.

Articles by Khayum have appeared in a number of professional publications, including the Journal of College Reading and Learning, Applied Economics, Global Business and Finance Review, Service Industries Journal, and International Economic Journal. He has made presentations at conferences in Chicago, New Orleans, Washington, D.C., and Philadelphia.

He is the author of two books on economic issues in developing countries.

The USI College of Business enrolls more than 1,700 undergraduate students in its bachelor's degree programs and more than 130 graduate students. The college has 46 full-time faculty members. The College offers bachelor's degree programs in accounting and professional services, applied computer science, business administration, business education, computer information sys-

tems, economics, finance, management, and marketing. The college also offers a master's degree program in business administration.

Dr. Nadine A. Coudret, dean of the USI College of Nursing and Health Professions, chaired the search committee. Members — all from the College of Business faculty — included **Dr. Peter S. Cashel-Cordo**, **Dr. Kevin G. Celuch**, **Dr. Sang T. Choe**, **Dr. Brian L. McGuire**, **Dr. Greg B. Murphy**, **Dr. Les E. Nunn**, **Dr. Joy V. Peluchette**, **Dr. Jong C. Rhim**, and **Dr. Jennifer J. Williams**. Also serving on the committee was **Jim McKinney**, president/CEO of Regency Commercial Associates LLC in Evansville and a member of the College of Business Board of Advisors and the USI Foundation Board of Directors. **Kimberly F. Greenlee**, USI assistant director of human resources, was an ex officio member.

Leadership USI

The Office of Student Development Programs will host its annual Leadership USI interactive workshop from 1 to 4 p.m. Saturday, January 21, in Carter Hall in the University Center.

This year's program features **Joe Martin**, founder and president of RealWorld University, and a nationally known award-winning speaker, university professor, author, and educational consultant.

His workshop is entitled, "Give and Grow Rich: Success Strategies for Leaders" and is designed to help students get more out of their organizations by giving more through service projects.

At the age of 24, Martin became the youngest faculty member ever hired to teach at a state university in the state of Florida. He also has the honor of being the youngest professor at his institution to be nominated twice for the Distinguished Teacher's Award.

Martin has addressed more than 450 organizations, associations, businesses, colleges and universities, helping hundreds of thousands of students and staff members across the country achieve more and maximize their leadership potential.

In 1999, the Association for the Promotion of Campus Activities selected Joe as its national College Speaker of the Year. And in 2003, *Campus Activities Magazine* nominated him as Speaker of the Year.

"Employers are looking for students with a lot of leadership experience," said **David Duvall**, assistant director of Student Development. "Students can gain that experience through involvement in student organizations, and enhance that experience by attending the leadership conferences we offer through the year, including the student leadership conference in the fall and Leadership USI in the spring."

Leadership USI is free to USI students. Register on the Student Development Programs Web site at www.usi.edu/leadership/LeadershipUSI_registration.asp.

Workshop participants will receive a free copy of *Let Your Leadership Speak: How to Lead and Be Heard*, for which Martin is a contributing author of the chapter, "Leading by Serving."

About Leadership USI

Leadership USI is an interactive workshop presented by a nationally renowned leadership speaker. Students who participate engage in activities, network with other campus leaders, and leave with specific strategies of improving their own student organizations. While this workshop is geared for students who are involved in clubs and organizations on campus, it is open to any student enrolled at University of Southern Indiana.

The workshop will help students at any point in their leadership development. New students will gain confidence in their

leadership abilities to take on leadership roles within their student organizations. Students currently holding leadership positions can expect to develop goals for their organizations and the means to achieve those goals.

For more information, contact the Office of Student Development Programs at 812/465-7167.

Names in the News

In sympathy

The University community extends sympathy to the family of **Carl C. Lyles Sr.**, who died December 12. Lyles, a long-time Evansville educator and administrator, was a former USI education professor and received an honorary degree from the University in 1981.

USI President Emeritus **David Rice** said, "Carl Lyles was a community leader and educator who was a respected faculty member in USI's early years and a loyal friend of the University. He compiled a remarkable professional record as a teacher and administrator, working with both young people and adults. He actively served his profession through leadership in local, state, and national teaching organizations, and worked tirelessly to improve human relations in this community and in the state of Indiana."

Services were held December 17 at Alexander Chapel, African Methodist Episcopal Church in Evansville. Memorial contributions may be made to the Dr. Carl C. Lyles Sr. Endowed Scholarship, Ivy Tech Community College, 3501 First Avenue, Evansville IN 47710.

The University community extends sympathy to **Denise Bulger**, cashier supervisor, whose mother **Jessie E. Sauer**, died on Wednesday, December 21. Services were held on Monday, December 26 at Rudy-Rowland Funeral Home, 604 Center Street, Henderson KY.

The University community extends sympathy to **Christine Crews**, senior administrative assistant for New Harmony Operations, whose mother **Elizabeth Smiley**, died on Tuesday, December 20. Services were held on Friday, December 23 at Werry Funeral Home, New Harmony Chapel.

The University community extends sympathy to **Dennis Avery**, coordinator of adult marketing and recruiting, whose mother **Frances Loretta Jones-Helbling**, died on Saturday, December 10. Services were held on Saturday, December 13 at Boultinghouse Funeral Home in Rockport IN.

In appreciation

Thank you for the cards, kind words, and expressions of sympathy on the death of our mother, **Betty Smiley**. - **Christine and Cindy Crews**