

Western Carolina University  
Academic Affairs Annual Report  
to the Board of Trustees  
2019-2020

July 31, 2020

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Division of Academic Affairs  
Colleges, Schools and Units Annual Reports  
2019-2020

College of Arts and Sciences  
Dr. David A. Kinner, Interim Dean

Despite the pandemic and interim College leadership, the College of Arts and Sciences had an eventful and successful year. As in past years, this report is a taste of the excellent teaching, research and service from faculty, staff and students from WCU's largest college. I have been privileged to work with engaged and productive colleagues who prioritize inquiry and learning for themselves and their students and collectively create the vibrant culture of the college. This year, the defining characteristic of the faculty and staff was their absolute concern for their students' learning and welfare, particularly for students who struggled to adapt to the COVID-19 crisis. This concern and empathy do not necessarily show up in the list below but continue to be a hallmark of who we are as a college.

### Programs and Initiatives

- The college hired Dr. David Walton, a historian, as the first director of the African American Studies minor. Work on developing the minor will begin in the fall.
- The first cohort of 5 students graduated with minors in US LatinX Studies, an interdisciplinary program which is growing under the leadership of Melissa Birkhofer (ENGL).
- The English Education program at WCU has received "Nationally Recognized" status from the National Council for Teachers of English and the Council for the Accreditation of Educator Preparation. To date, WCU's is the only English Education program to receive this recognition in the state of North Carolina.
- The 4 + 1 Accelerated Bachelor's to Master's in Public History and Graduate Certificate in Data Science were both approved.
- The Anthropology (ANTH) program gained final approval for new concentrations in Cultural Anthropology, Archaeological Practice, and Archaeological Studies within the Anthropology major.
- Criminal Justice and Criminology (CJ&C) established a partnership with Southwestern Community College and the WCU Police Department to facilitate a special session of Basic Law Enforcement Training (BLET) each year.
- The Sociology (SOC) program began the process of curriculum mapping as part of the larger Curriculum Mapping Tool for Sociology (CMTS) project.
- The Office of Student Success recognized the Math and Computer Science (MCS) Department with the Student Success Partnership Award for their collaboration with the Math Tutoring Center on WCU Math Pathways.
- The college planned for renovations in the Stillwell Building that will accompany the construction of the Tom Apodaca Science Building, and work in Stillwell began this summer.
- The University dedicated the newly renovated archaeology archive the *Tali Tsisgwayahi (Two Sparrows Town) Archeological Collections Curation Facility* in recognition of the Cherokee community that once stood where the WCU Campus is today.
- Since January 2020, WWCUC FM is broadcasting on two frequencies: the old frequency (90.5 FM) and new frequency (95.3). The construction of a new broadcast tower on Brown Mountain is still in process.
- Luiz Silveira, a new faculty member in Biology (BIOL), initiated a collaboration between his Invertebrate Zoology class and the Mountain Heritage Center to develop a museum display around insects that appear in western North Carolina folklore.
- The English (ENGL) M.A. degree has been revised with new concentrations including Literature, Professional Writing and Rhetoric (PoWeR), and Creative Writing. Students will also be able to pursue an MA in English with an interdisciplinary concentration in Cherokee Studies.
- Lori Oxford (World Languages; WL) and Chesney Reich (director of the WaLC) collaborated to coordinate a new type of academic tutoring service: Spanish Conversation Assistants. Interested students who are heritage and native speakers of Spanish are evaluated by Lori Oxford, who then recommends them as SCAs to Chesney Reich. After a

selection process and orientation, the SCAs provide an opportunity for any student on campus to practice speaking Spanish.

### Student Successes

- Annalee Blanks, a May 2020 graduate with degrees in history (HIST) and political science (PSC), and a certificate in public history, was named one of three University of North Carolina System presidential scholars.
- The Emergency and Disaster Management (EDM) Club was established this year. The club completed two service-learning trips to help with recovery from Tropical Storm Imelda (Vidor, TX) and Hurricane Florence (New Bern, NC).
- Students gave 18 presentations this year at conferences such as the American Academy of Forensic Science and the SE Regional Meeting of the American Chemical Society (ACS). This number is down significantly due to COVID-19.
- Matt Tuten (Philosophy and Religion; PAR) was selected to be the university's sole Portz Scholarship applicant and won second prize at the UNCA undergraduate philosophy conference.
- Professional Writing major Davis Moore (ENGL) completed a writing internship with *Smithsonian Magazine* this spring, and one of his pieces was published (<https://festival.si.edu/blog/american-ginseng-hmong-people>). Similarly, Megan Smith (ENGL) did an internship last spring for *Our State Magazine* and was published (<https://www.ourstate.com/author/msmith/>).
- Emalee Money (SOC) accepted a graduate assistantship in the doctoral program in sociology at Virginia Polytechnic Institute and State University and four Forensic Anthropology students, Kaley Kelly, Jenna Alexander, Antonia Atkinson, and Jessica Mclawhorn, were accepted into master's degree programs.
- Elijah DeJonge (BS, Mathematics 2019) and Mark Budden had a paper published in the *Australasian Journal of Combinatorics*. Chance Simmons (BS, Computer Science, 2019) and Mark Holliday had a paper published in the *Journal of Computing Sciences in Colleges*.
- 11 alumni (Japanese Studies) are currently working in Japan. Some work as ALTs (Assistant Language Teachers) in K-12 or as ESL instructors in English conversation schools, and some for companies such as IBM and ALTIA Central.
- Zackary Ward (C&CJ) completed the fall 2019 semester as an exchange student at the Korean National Police University.
- PSC and International Studies (IS) students had research papers accepted to a variety of prestigious professional conferences including the Midwest Political Science Association.
- Over 20 Geosciences and Natural Resources Management (GNR) students worked on faculty-led research projects outside of class that were not related to required senior research experiences. 38 GNR students were authors in 21 separate conference presentations with GNR faculty at professional conferences of the following organizations: American Geophysical Union, Geological Society of America, Southeastern Section Geological Society of America, Paleontology Society, Society of American Foresters, and The Wildlife Society.
- Jordan Fox (Senior, MATH) was accepted into the National Science Foundation (NSF) Research Experiences for Undergraduates (REU) at Brown University. Michelle Hewson (Junior, MATH) was accepted into the NSF REU at the Rochester Institute of Technology.
- History major Jordan Waldroop was selected to present her original research at the Deterrence and Assurance Academic Alliance Conference (USSTRATCOM), Iowa State University, and history MA student, Robert Manzo had a paper accepted for presentation to the Graduate Research Symposium at the College of William and Mary.
- In the Fall of 2019, two of our students in Chemistry, Laney Browder (BS graduate) and Alex Lilly (BS graduate, current MS student), were married. Dr. Bill Kwochka, their former research mentor, officiated the ceremony.
- The Western Carolina University Wildlife & Forestry Club and Dr. Aimee Rockhill worked diligently to co-host the 2020 Southeastern Wildlife Conclave with Haywood Community College. The Conclave was cancelled just days before it was scheduled to take place (due to COVID-19), but they hope to be able to utilize their efforts and co-host it next year.
- During the Spring 2020 semester, students in COMM 430 - News Reporting II worked 10 hours at The Sylva Herald and Ruralite, the local Jackson county newspaper, and published over 20 stories /photos in the newspaper and on The Western Carolina Journalist website. This is in addition to developing and publishing additional stories for the Western Carolina Journalist.
- Spanish student Annie Vasquez's presentation on farmworker issues was selected as an Exemplary Undergraduate Oral Presentation at WCU's Research and Scholarship Conference in March 2020.

## Faculty Successes

- Political scientist Jen Schiff won the Board of Governor's Teaching Award. Other University faculty and staff awards included:
  - Erin Callahan (ENGL): Chancellor's Distinguished Teaching Award
  - Melissa Birkhofer (ENGL): Paul A. Reid Distinguished Service Award; Inclusive Excellence Award for Faculty
  - Al Kopak (C&CJ): University Scholar Award
  - Heather Rimes (PSPA): Liberal Studies Teaching Award
  - Kathleen Brennan (ANSO): Innovation Scholar Award (with Kim Gorman, CAPs)
  - Katie Zejdlik (ANSO): The First-Year Advocate Faculty Award
  - Channa De Silva (CHEMPHYS): Hunter Scholar Award
- Faculty also won a series of external awards:
  - Channa De Silva (CHEMPHYS): All So-Con Faculty and Staff Team
  - Don Connelly (COMM): Best of Competition at the Broadcast Education Association (BEA) Festival of Media Arts
  - Brian Gastle (ENGL): John Hurt Fisher Prize for Achievement in Gower Studies
  - Ron Rash (ENGL): Sidney Lanier Prize for Achievement in Southern Literature
  - Andrew Penland (MCS): 2020 Award for Distinguished Teaching by a Beginning College or University Mathematics Faculty from the Mathematics Association of America (MAA) Southeastern Section
  - Sloan Despeaux & Nathan Borchelt (MCS): 2019 NC Council for Teachers of Mathematics Innovator Award
  - John Whitmire (on behalf of WCU): "I CAN" Award on behalf of WCU for a decade of advocacy and participation in the National CARE conference.
- During this academic year, 76% of Chemistry and Physics tenure/tenure track faculty and research scientists participated in undergraduate research with a total of 240 student credit hours, a 39% increase from last year!
- Elizabeth McRae's *Mothers of Massive Resistance: White Women and the Politics of White Supremacy* (published in 2018 by Oxford University Press) was awarded the Southern History Association's Frank L. and Harriet C. Owsley Award.
- Dr. Nicholas Passalacqua and Dr. Katie Zejdlik (ANSO) were awarded a UNC System grant with their co-investigator titled, "Pilot-project to develop a North Carolina Forensic Anthropology Unidentified Persons Partnership". This is a collaborative project with North Carolina State University that seeks to mitigate the backlog of missing persons within North Carolina.
- Will Lehman's vocabulary-building app, [Lexicubes](#), was adopted in the German program at University of South Florida and the French program at Stetson University. He also developed a new voice-recognition module for Lexicubes that allows students to check (and improve) their pronunciation of vocabulary terms on desktop and mobile devices.
- GNR Faculty authored 10 peer-reviewed articles that were either accepted or published during the 2019-2020 academic year and 1 book chapter. Faculty were lead- or co-authors of 35 conference presentations and submitted 8 external grant proposals, including one to NSF, seeking close to \$1.4 million in funds. New grant award funds to GNR faculty this past academic year exceeded \$270,000.
- Erin Callahan, Travis Rountree (both English), and Sarah Setiner (Hunter Library) received a \$13,000 Provost's grant to develop and build a digital LGBTQ+ archive at Hunter Library.
- History department faculty published four books this academic year: Saheed Aderinto coedited *Sports in African History, Politics, and Identity Formation*. Cambridge University Press published Rob Clines' book, *A Jewish Jesuit in the Eastern Mediterranean: Early Modern Conversion, Mission, and the Construction of Identity*. Mary Ella Engel published *Praying with One Eye Open: Mormons and Murder in Nineteenth-Century Appalachian Georgia* (University of Georgia Press). Ben Francis-Fallon's *The Rise of the Latino Vote: A History* was published by Harvard University Press and received honorable mention for the 2020 Theodore Saloutos Book Award.
- Alberto Centeno-Pulido was sworn in as a Certified Court Interpreter by the Office of Language Access Services of the North Carolina Judicial Branch.
- Scott Eldredge (COMM), with his research partners, started a new study exploring how people obtain and assess information about the COVID-19 pandemic.
- Political Science and Public Affairs (PSPA) faculty have four books currently under contract and contributed published articles in journals including *Politics, Groups, and Identities*, the *Journal of Public and Nonprofit Affairs*, *SAGE: Water*,

State and Local Government Review, Social Science Quarterly, the Journal of General Education, and the Journal of Political Science Education.

- Catherine Carter (English) published her third book of poetry, *Larvae of the Nearest Stars*, with LSU Press (in addition to the publication of eight individual poems).
- Criminology and Criminal Justice Department faculty published seventeen peer reviewed journal articles and one book chapter. They presented two papers at international conferences, eleven papers at national conferences, one paper at a regional conference, and six papers at the state criminal justice conference.
- Over the last year, Biology Department faculty were listed as authors or coauthors on 21 peer reviewed articles, 3 book chapters, and 1 book. Faculty members were listed as presenters or as coauthors sponsoring student presenters for 57 oral or poster presentations and were awarded over \$627,000 in external grants. The largest of the external grants was an NSF funded grant to support biological collections in the new science building, written by Kathy Mathews with co-principal investigators, Luiz Silveira, Barbara Ballentine, and Aimee Rockhill (GNR).

### **Community Engagement including Advancement**

- The WCU Development Office estimates that the College raised \$1,103,689 during the last year.
- Dr. Ben Francis-Fallon (with Dr. Elizabeth McRae and Pamela Shuler of SMHS) presented a series of Professional Development Seminars for regional high school teachers: “Content and Pedagogy for Teaching Globalization in Secondary Social Studies.”
- The Forensic Anthropology program offered two “short courses”, a cadaver dog training course and one on fire trauma, to law enforcement and other interested external constituents.
- Dr. Bill Kwochka (CHEMPHYS) continues to lead the effort to organize SoCon Undergraduate Research Forum (SURF) each year. In Fall of 2019, nearly 150 research presentations from undergraduates at all 10 conference schools were hosted at Wofford.
- Kelley Dinkelmeyer (CHEMPHYS) organized the Western Regional Science Fair in 2020, hosting over 250 students from 25 schools in 16 counties. As typical, many faculty in college departments volunteered as judges at the event.
- Lori Oxford and Alberto Centeno-Pulido (WL) coordinated new internships for eight students of Spanish by liaising between WCU’s Center for Career and Professional Development and three community organizations: Vecinos Farmworker Health Program (health issues for migrant farmworkers), the 30<sup>th</sup> Judicial District Alliance, Inc. (survivors of domestic violence and sexual assault), and H.E.R.E. in Jackson County (housing issues). Students of the Spanish Program contributed translations of documents and websites for Vecino, the Mountain Heritage Center, and WCU’s Campus Police Department (coordinated by Lori Oxford).
- The new director of the festival, Jeremy Jones, was able to present [14 different interviews and videos online](#) that were a breath of fresh intellectual air made available to the community during the quarantine.
- Christopher Hoyt (PAR) did background research for triage policies written by the head of the Ethics Board at Harris Regional Hospital in preparation for COVID-19.
- Indi Bose (BIOL) is a founding member and remains an active participant in the Genomics Education Partnership through Washington University, and is president of the North Carolina chapter of the American Society of Microbiology.
- Dr. Jamie Vaske serves as the evaluator for Buncombe County Adult Drug Court, Buncombe County Veterans Treatment Court, and Haywood County Sheriff’s Office.
- GNR Faculty had elected and/or appointed leadership roles with professional organizations including the Southern Blue Ridge Fire Learning Network, Geosciences Division of the Council for Undergraduate Research, Geological Society of America, NASA Lunar Exploration Analysis Group, National Association of Geoscience Teachers, Society of American Foresters, and the NC Chapter of The Wildlife Society.
- PSPA Faculty served on the Board of Directors for Mountain Projects, Forest Stewards, the Board of Directors for Industries for the Blind, United Way of Buncombe County, and Nonprofit Pathways.
- Sloan Despeaux and Nathan Borchelt completed their last year of a five-year \$200,000 grant from the NC GlaxoSmithKline Foundation to support the NCNMTC. They successfully secured a new five-year \$225,000 grant from the same agency, as well as a \$3000 American Institute of Mathematics MTC Network Small Grant.

- Students in the WCU chapter of the Society of Professional Journalists (SPJ) organized a fundraiser to help the local organization Homebase fight hunger and homelessness among WCU students. The organization raised \$250 by holding a Chili cookoff, of which \$150 went to Homebase. During the event, WCU SPJ had two guest speakers, Cory Vallencourt from Smoky Mountain News and Frank Taylor from the Carolina Public Press who talked about hunger and homelessness in WNC.

### Diversity Initiatives

- Berna Karayaka continues her involvement with We Walk Together, an intercultural dialogue group.
- Amy McKenzie is now a National Coalition Building Institute trainer and led three workshops on campus.
- The sociology program received final approval for two new Liberal Studies classes, SOC 180: Chinese Society and SOC 195: Sociology of Black America. Both courses will be offered in Spring 2021.
- The Master of Public Administration (MPA) program further diversified its advisory board and developed a course on diversity.
- PAR hosted three guest lectures by speakers on topics that help promote diversity: (1) Kelly Figueroa-Ray, "Reading Scripture, Shaping Identity, Changing the World"; (2) Colleen Wessel-McCoy, "Martin Luther King, Jr.'s Poor People's Campaign"; (3) Sol Nealy "People Singing in the Earth".
- In C&J, a survey was created to capture the number and types of diversity related lectures and activities delivered in their course offerings in the fall and spring. Diversity issues were included in thirteen classes, with twenty-seven distinct lectures on diversity related issues, nine assignments, and two events. All activities are in addition to the four classes devoted entirely to diversity as part of our Area 2 courses.
- Dr. Elizabeth McRae directed four WCU students in the production of the AT&T African American Heritage Calendar for 2020. These students wrote the profiles of the 2020 honorees – individuals representing achievements in many fields, including art, medicine, local and state government, higher education, athletics, community engagement, and brickmaking.
- In accordance with the departmental mission (ANSO) statement on diversity and inclusion, the department adopted language to recognize faculty efforts regarding diversity and inclusion in our Departmental Collegial Review Document.
- GNR continued to work on 3 goals related to diversity, inclusion, and equitable access for students:
  - Education on strategies to increase access, diversity in STEM programs;
  - Understand culture and perceptions of inclusivity and diversity in programs and the department overall;
  - Increase students' exposure to diversity in our disciplines through course materials, visiting speakers, and national professional conference attendance.
- Faculty in multiple departments helped support our FEM in STEM group.
- Several faculty participated in the WCU LGBTQ working group committee headed up by Chief Diversity Officer Ricardo Nazario-Colon.
- In response to a suggestion in last year's Spanish Program Review, Lori Oxford created a course in U.S. Latinx Literature in Spanish (to be offered for the first time in Fall 2020). This course functions as an elective for both the U.S. Latinx Studies Program and the Spanish Program, which further visibilizes the experience of Latinx people within the U.S.

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College of Business  
Ms. Debra Burke, Interim Dean

### Programs and Initiatives

- *Colleges of Distinction* has identified Western Carolina University's College of Business one of its 2019-2020 Business Colleges of Distinction for its engaged students, great teaching, vibrant community and successful outcomes.
- We are pleased to report that the College of Business had four of the largest eight majors from the Summer/Fall 2019 graduating class: Business Administration & Law, Finance, Management and Marketing. Degree Plus. The CoB hosted

nine Degree Plus events, reaching a total of 423 students, including five Assurance of Learning events, three Free Enterprise speakers and the annual EPIC Pitch Party. Not surprisingly, the most well attended event was the Out-of-This-World chat with astronaut, Charlie Duke. These events are open to students across campus.

- Assurance of Learning (AoL) is a dynamic component of the learning environment at the College of Business and the AoL Committee, faculty and staff are committed to the continuous improvement of College programs. Over the past year, the CoB has collected and reported data from approximately 31 class assessments, with 43 participating faculty, held 21 AoL Student Workshops, attended by approximately 185 students, developed an assessment matrix for the CoB “Business Ready” brand, and developed documentation supporting the use of assessment data when reviewing and updating program curricula.
- CoB Career & Information Fair—Although the 13<sup>th</sup> Annual CoB Career & Information Fair was scheduled in March, and 29 companies had committed to attend and recruit top-notch, Business Ready® students, the event was cancelled due to the Covid-19 pandemic.
- Meet the Firms--The Dixon Hughes Goodman Accountancy program recognizes the importance of helping students explore future career opportunities. Thus, every year, they organize a Meet the Firms event with over 70 students, faculty, and professionals attending, an on-campus fall interview day with 70 to 75 interviews conducted, an Accounting Banquet with over 100 students, faculty, and professionals attending, and visits to area firms to allow students the opportunity to network with professionals in the accounting field. These activities lead to attendance at leadership programs, internships, and permanent placements for accounting students. The DHG Accountancy Program interacts regularly with twenty or more organizations both in the region and beyond. See feature article and photos.
- College of Business Advising Center—with an advising model unique to the CoB, in addition to faculty advisors, students now are guided through registration and other university processes by three full-time advisors, two for on-campus students, and one exclusively for our growing online population of students.
- CoB Ambassadors—Nine CoB students volunteered as Ambassadors this year, providing their invaluable student perspectives for prospective students and their parents, assisting administrators and professors at 4 WCU Open Houses, touring and interacting with many professorial job candidates, attending and presenting at CoB Advisory meetings, attending alumni events and fulfilling countless other spur-of-the-moment requests. Two Ambassadors rose to “Senior” ambassador status, taking on training, development and coordinating communication efforts.
- New Sales Lab--CoB Marketing and Sales graduates Rick’76 and Vikki’75 DeSoto were celebrated and appreciated at the unveiling of the new DeSoto Sales Lab on the second floor of Forsyth. The DeSoto’s endowed donation established the professional sales lab and provides support for the sales program and its students. Due to their generous gift to the College, students now can train with Dr. Johnson-Busbin in the state-of-the-art sales lab. Students are filmed during role plays and the film is captured and immediately uploaded to the student’s account, where they can review and reflect upon their manner of speaking and their non-verbal cues.
- H&T News--Students and faculty deepened their relationship with Harrah’s Cherokee Casino; Executives from various departments provided students with an exclusive look at the behind the scenes operations of the property, including the gaming floor, hotel and spa operations, and the event facilities.  
Members of the new H&T Event Planning Club got their feet wet planning and hosting a highly successful tailgate party in October. In December, they planned and hosted the annual Holiday Party for 50+ CoB faculty and staff.
- Other H&T students traveled to NYC to compete at the Javits Center with other universities in the STR (Smith Travel Research) Student Market Study Competition. STR is the leading analytics provider for the lodging industry.
- The new CoB Hospitality & Tourism Board of Advisors met under the guidance of Board Chair, Lee Schmudde, a former Disney executive. The Board is made up of retired and current industry professionals from the WNC region and beyond.
- Finance Club students and Dr. Grace Allen took their annual trip to New York City where they toured the stock exchange, explored the financial district and met with Dan Killian and made professional contacts.
- Economics students in Dr. Angela Dills classes were visited by Casey Cooper, Cherokee Indian Hospital CEO, who discussed health care, the current structure and priorities of the Cherokee Indian Hospital, and its recent successes.
- Pitch Party--Sponsored by WCU’s Center for the Study of Free Enterprise (CSFE), the EPIC Innovation student entrepreneurship group organized its 5th Annual Fall Pitch Party at Western Carolina University with over 100 people in attendance. Emily Tatum, a student participant, stated that “preparing for and competing in this event helped

improve my public speaking skills in a way that I cannot get in the traditional classroom.” Tatum took first place in the All-Business track. She pitched Safe Locate, a mobile app that could be used by emergency responders and bystanders in critical mass incidents, such as an active shooting. Tatum also tied for the People’s Choice award.

- SURP--Two CoB teams were chosen to participate in the prestigious Summer Undergraduate Research Program, an eight-week intensive scholarly inquiry program. Students partner with a faculty member, submitting their research project and goals. Sara Wallace, Marketing major, is teamed with professor Marco Lam, on “Managerial Responses to Environmental Disasters: The Triple Bottom Line”. Samantha Watts, Entrepreneurship major, is teamed with professor Bethany Davidson, on “Overcoming Barriers with Human Trafficking Prevention Programs in Police Departments”.
- CoB Development-In FY20, 7/1/19 – 6/30/20, 248 gifts were made to the COB from 117 donors, totaling \$212,083.16. In FY16-FY20, 7/1/16 -6/30/20, 1,013 gifts were made to the COB from 406 donors, totaling \$3,603,571.86.
- The College of Business received a commendation from the Division of Advancement for Highest Participation of a college in the I LOVE WCU campaign in February, increasing faculty and staff gifts from the previous year.

### Student Successes

- IARFC National Financial Plan Competition Finalists--For the second year in a row, we had a student team place in the top tier for the IARFC National Financial Plan Competition. Allison Biddix and Michael Austin advanced to the final level of competition under the guidance of Dr. Patrick Payne, along with competitors from Utah Valley University and University of North Texas. The competition this year was fierce, with 60 teams from 15 universities entering the challenge. The Plan Competition centers around a case narrative of a fictional family. Students are asked to compose a financial plan and submit it to the IARFC for judging. Due to the pandemic, the finals were held virtually, and our team took third place.
- Forty-seven members of the Pride of the Mountains Marching Band are enrolled in the CoB, and travelled to New York to be in the Macy’s Thanksgiving Day Parade.
- Several Phi Beta Lambda members competed online for the State Leadership Conference. Some active club members were unable to compete due to the rescheduled competition being just prior to finals week and due to the pandemic. Ben Wilson (graduated senior) placed 1st place in financial analysis and decision making and 2nd in Accounting for Professionals. Abi Fairbrother placed 1st in macroeconomics and 3rd in Economic Analysis and Decision Making. Lindsey Elias placed 1st in Financial Concepts and 2nd in Future Business Executive. Kiley Brown placed 1st in Forensic Accounting and was nominated for Who's Who in North Carolina.
- President Lindsey Elias was just elected National Executive Vice of Ph Beta Lambda!
- Fifty scholarships amounting to \$203,686.00 were awarded to 90 deserving recipients, at the *2020 Virtual Scholarship & Awards Ceremony*.

### Alumni Successes

- Danita Johnson, '05 Sport Management, was recently selected by the WCU Alumni Association Board of Directors as the recipient of the 2019 WCU Professional Achievement Award. With 14 years of industry experience, Danita currently holds the titles of Team President and COO of the Los Angeles Sparks.
- A graduate of our Masters of Entrepreneurship program was chosen to deliver the commencement address. Lindsey “Ellie” McIntosh ‘19, who owns a commercial and residential interior design company, delivered a thought-provoking and humorous essay on the ten lessons she learned as an entrepreneur.
- Sean Duffy, CIS ‘19, worked on the NC Data Dashboard with Dr. Angela Dills. Sean started his “dream job” as a Business Intelligence(BI) Analyst at Trek Bicycles Corporation. You can read his blog here: <https://affiliate.wcu.edu/csfe/2019/09/05/student-voices-sean-duffy/>.
- Congratulations to Brien Peterkin ‘81, for taking home the prestigious Businessperson of the Year, presented to Brien by the Cashiers Area Chamber of Commerce. The award is presented to a business representative who has leveraged commercial resources to support community initiatives in an extraordinary manner. Brien is the current president of High Hampton Resort project. A resident of Cashiers for over 40 years and a CoB Marketing major, Brien has been instrumental in community developments including Cornucopia, the Country Club of Sapphire Valley, The Greystone Inn, Lake Toxaway Company, Lonesome Valley, Summit Charter School, and served on boards ranging from Highlands-Cashiers Hospital to the original Hampton School and more.

- 2018 CoB MPM alum, Michaela Schmidlin '18, won the Asheville 40 under 40 award this fall. Michaela is a lead member of the Entertainment and Event Programming team managing marketing events and programming for the Biltmore Estate's 1 million+ annual visitors and is the lead project manager for the annual "Christmas at Biltmore" event.
- Jessica Woods '18, was named as the Assistant to Chancellor Kelli R. Brown.
- Tommy Dennison, BSBA '00 and MPM '15, was welcomed to the Asheville Chamber of Commerce as Director of Member Development.

### Faculty Successes

- Dr. Kadie Otto, professor of sport management and director of the school of MESH, used a recent scholarly leave to write the book "[Applied Ethics for Sport Managers](#)," now available through Carolina Academic Press. The 208-page book is student-friendly and will be used in her "Sport Ethics" class and as a supplemental textbook in her graduate level "Critical Issues in Sport" class.
- Dr. Vittal Anantatmula, professor of Project Management, was India on an invitation by several universities, including the National Institute of Industrial Engineering (NITIE), Mumbai. There, he conducted a seminar for PhD students on "High Quality Research: How to Publish a Scholarly Journal Article". In addition, Dr. Anantatmula attended the American Society of Engineering Management (ASEM) conference in Philadelphia and received the best paper award. The committee's decision to select his paper as the best paper vindicated another statistic. Publishers of the journal, Taylor and Francis, informed him that his paper was the most downloaded this year, with over 690 downloads thus far. In November, Dr. Anantatmula was invited to address graduate students of Georgetown University on "Strategic Decisions". The event was sponsored by Georgetown University and PMI Washington DC Chapter.
- Dr. Nathan Johnson was named the new Director of the Master of Project Management program.
- Dr. Angela Dills, the Gimelstob-Landry Distinguished Professor of Regional Economic Development, began her term as an elected trustee of the Southern Economic Association after the annual conference in November. Founded in 1928, The Southern Economic Association (SEA) is a regional-based scholarly organization based at the [UT Chattanooga](#). Along with the University of North Carolina, Chapel Hill, the SEA publishes the Southern Economic Journal. <https://www.southerneconomic.org/>.
- Drs. C. Scott Rader and Robert Lahm were honored with the Best Paper Award by the Academic and Business Research Institute, at the "Conference Washington DC 2019", for their paper *Collective Bootstrapping: Immigrant Entrepreneurs' Financing of New Businesses is a "Family Affair"*. The research leverages a depth exploration of extant literature bases to establish a conceptual proposition of United States immigrant entrepreneurs' processes for financing new businesses. Empirical exemplars are provided to support approaches of their meeting capital needs through bootstrapping, where it intersects with constraints of "common wisdom" related to financial knowledge, aversion to "institutional trust", and cultural collectivism.
- Dr. David Tyler has been gaining attention in the world of his research, sports rivalry. An article in the NY Times, interviews with BBC Radio and NPR affiliates. What is rivalry, you ask? Tyler defines it as "A highly salient outgroup that poses acute threat to ingroup identity and/or esteem". Check out the facts here [Know Rivalry Media](#), or listen [NPR](#).
- Associate Dean and Asst. Professor of Finance, Ken Flynt '71, took a whirlwind trip to the Big Apple to open the New York Stock Exchange for the new year. Quite literally, he rang in the New Year! You can watch it here <https://livestream.com/NYSE/BlueRidgeBanksharesOpeningBell2020> Ken, his fellow Blue Ridge Bankshares' Board members and key executives, were the "toast of the town" for that event, enjoying a breakfast in their honor, press conferences, and a tour of the NYSE. Among many other activities, Ken most enjoyed being on the live set with the beautiful people of CNBC's "Squawk on the Street".
- Dr. Jim Ullmer, professor of economics, was nominated for the coveted *Advocate Award*. Dr. Ullmer is elite among fellow nominees, having the distinction of having been nominated every year, for the past 10 years.
- Dr. Kadence Otto, was named the Director of School of Marketing, Entrepreneurship, Sport Management and Hospitality & Tourism.
- Dr. Todd Creasy, was named the Director of the School of Accounting, Finance, Information Systems and Business Law.

- Nine CoB Faculty were awarded a summer research grant. They are: Hai-yang Chen, Barbara Jo White, Heidi Dent, Angela Dills, Andrew Emerson, Hossein Fazilatfar, Dan Herron, Nathan Johnson and Robert Lam.
- At the CoB Virtual Scholarship and Awards Ceremony, several faculty received honors. Creative and Innovative Teaching Award went to Management professor, Theresa Domagalski; Professor of Excellence award went to Sport Management professor, Charlie Parrish; Graduate Teaching Award went to Management professor, Mariano Garrido-Lopez; Excellence in Research went to Management professor, Andrew Carnes; and the Engagement Award went to entrepreneurship professor, Wendy Cagle.

### Community Engagement

- CEI, The Corporation for Entrepreneurship and Innovation (CEI) continues to build its presence within the region. Faculty and students were engaged with several large and many small regional businesses as consultants working on various projects. Projects included writing strategic plans, marketing promotional plans, factory layout improvements, pricing strategy, big data analysis and visualization, social media marketing activities, product feasibility studies, and marketing research. Several projects had to be curtailed due to the covid-19 pandemic but some projects continue in earnest remotely.
- The College of Business Board of Advisors--The Young Executive Committee was created to engage and develop younger alumnae, who showed exceptional success early in their careers, for external leadership positions. The College determined, that by combining some of their Committee meetings with the College of Business Board of Advisors, the exchange of information, coaching, and service preparation could be accelerated.
- In 2019/2020 Fiscal Year, the Small Business & Technology Development Center (SBTDC) at WCU as part of our SBA program has assisted 338 clients spending 5,571.90 hours in the 14-county region. The SBTDC also helped its client gain access to \$27.27 million dollars in capital to start, sustain, or grow their business; and have helped to create and retain 1,478 jobs in the region. The SBA program held 11 training events with 193 attendees 23 new businesses have been launched and overall our clients have seen an \$11.95m increase in sales with an average of \$35,367 per clients' business. The Procurement Technical Assistance Center Program (PTAC) assisted 475 clients, spending 951.5 hours within a 39-count region. PTAC held 13 events in the 14-western counties with 207 attendees. WCU SBTDC and PTAC employed four MBA interns. These interns have been able to gain experience in government procurement and contracting basics, product development and intellectual property, manufacturing processes, marketing and branding, along with building skills in market research, data collection, and financial analysis.
- Fall 2019 semester, the SBTDC collaborated with College of Business faculty to incorporate project-based learning in eight courses connecting 11 businesses resulting in 3,398.5 total student hours and in Spring 2020 semester, the SBTDC collaborated with College of Business faculty to incorporate project-based learning in nine courses, connecting 19 businesses, resulting in 3,135 total student hours of work for our small and mid-size business clients. Additionally, two paid student internships were developed – Fall 2020 paid internship and recurring each fall at 150 hours for a student participating in the Data Visualization course out of the College of Business.
- The ongoing COVID-19 pandemic has impacted nearly every small business across our western North Carolina region. The SBTDC are first responders for disaster recovery in the state of NC, assisting businesses with access to capital needs and business recovery planning. The dates between March 13, 2020 and July 06, 2020 the SBTDC has helped business in our 14-county region access \$17.68m in capital infusion, with securing 72 SBA loans and 5 other loan products. The majority of these disaster loans were Economic Injury Disaster Loans and Loan Advanced projects along with loans through the Paycheck Protection Program. Included in this timeline, the SBTDC has counseled 123 clients, spending 856.25 hours of counseling time, recruiting and retaining 1158 jobs and 2 business starts specific to COVID related recovery.
- The COVID-19 pandemic impacted nearly every small business across our western North Carolina region. The SBTDC are first responders for disaster recovery in the state of NC, assisting businesses with access to capital needs and business recovery planning. Between March 13, 2020 and June 14, 2020, the SBTDC helped businesses in our 14-county region access \$13.68m in capital infusion, secured 55 SBA loans and 5 other loan products. The majority of these disaster loans were Economic Injury Disaster Loans and Loan Advanced products or loans through the Paycheck Protection Program. Included in this timeline, the SBTDC counseled 113 clients, spending 713.8 hours of counseling time, recruiting and retaining 613 jobs and 2 business starts, specific to COVID related recovery.

- More than 20,000 much-needed surgical masks were imported and donated to health care providers across the 18 counties of Western North Carolina, thanks to big efforts by The American Chinese Friendship Society, centered at Western Carolina University. The group, including professor of management, Dr. Yue Cai Hillon, saw the need and quickly organized to make the donations possible.

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**College of Education and Allied Professions (CEAP)**

**Dr. Kim Winter, Dean**

**CEAP Overall Highlights**

- CEAP awarded \$217,000 in student scholarships for 2020-21, a 10% increase over last year. Each of the past years have yielded more than 10% growth in student scholarships. In fact, the 2018-19 awards were more than 20% over the previous year.

**CEAP Significant Highlights (from below)**

- Teacher Education developed new pathways to licensure in the high needs areas of science, math, and Teaching English to Speakers of Other Languages by way of new concentrations in the Comprehensive Education MAT (e.g., STEM and TESOL). Students are already being accepted into the program for a Fall 2020 start.
- The Inclusive/Special Education Program was honored as the WCU Academic Program of Excellence this academic year.
- Teacher Education: First-try pass rates for edTPA were over 88% this academic year (highest first-try pass rates yet).
- The Psychology Department developed Psychology 250, *Careers and Issues in Psychology*, a new required course for psychology majors, to help students explore careers and current issues in psychology and closely related fields. Special emphasis will be put on tools and skills to be successful in the major and beyond.
- The Educational Leadership (EdD) Program gained membership into the University Council of Educational Administration (UCEA) in fall of 2019 after a self-study and site visit review.
- The Masters of Science in Experiential and Outdoor Education was approved by WCU, UNC-System Office, and SACSCOC. The first cohort of 21 students admitted and enrolled for Fall 2020.
- Project INTERACT. This is a newly awarded \$1.25 million-dollar interdisciplinary grant designed as an interprofessional training effort targeting student preparation in autism and intellectual disabilities for WCU graduate trainees in Psychology, Special Education, and Speech-Language Pathology. Preparation for training has begun. The project will launch in the spring. Drs. Campbell (Psychology) and Cooper-Duffy (Special Education) are co-PIs on the grant.
- The Governor’s Crime Commission and the NC Department of Public Safety funded a near \$400,000 grant for underserved youth victim services. Dr. Roth, Director of the McKee Psychological Services Clinic, is a co-PI on the grant.
- Expanded graduate school opportunities for North Carolina principals-in-training was funded through the North Carolina Principal Fellows Program. The renewal includes an additional \$757,121.90 for 2020-2022. Jess Weiler, Phyllis Robertson, and Heidi Von Dohlen are co-PIs on the grant.

**Programs and Initiatives**

- Three faculty (Cathy Grist, Charmion Rush, and Kelly Tracy) and the dean formed a team after being chosen to participate in the NC Early Learning and Impact Coalition, sponsored the UNC System Office (five system universities were chosen to participate).
- The Inclusive Education program hosted the fourth annual Inclusion last June, 2019.
- Catamount School: Faculty and professional preparation students participate in the day-to-day instruction and delivery of services at the lab school. Students in the Middle Grades, Inclusive Education, Health and Physical Education, School Psychology, and School Counseling programs have significant field experiences at the lab school. There are also partnerships and experiences with students in the Masters and School Administration, Clinical Psychology, Speech and Language Pathology, and more. The Catamount School (grades 6, 7, and 8) began the year with 61 students.

- Global teaching and learning internships have been established in Germany, Peru, and Finland. Plans for Austria, Colombia, China and Spain are continuing.
- Catamount School faculty attended the annual AMLE Conference in Nashville where they gave multiple presentations along with WCU Middle Grades students.
- Significant student credit hours are generated through the Liberal Studies Core (C4) and FYS requirements.
- Teacher Education: First-try pass rates for edTPA were over 88% this academic year (highest first-try pass rates yet).
- Professional development initiatives, in partnership with American schools in Colombia, are on the horizon.
- The Rape Aggression Defense program celebrated 10 years at WCU in 2019. This is a collaborative effort between HPE, Student Affairs, and the WCU Police Department.
- Health Liberal Studies faculty teach in interdisciplinary learning communities across campus—including Outdoor Pursuits, Food and Culture, Whee Teach, and The Ripple Effect.
- The coaching minor and the Integrated Health Science degree program continue to grow. The IHS concentration in Health and Wellness is supported by HPE courses.
- The English Education program was nationally recognized (for the first time) by the National Council of Teachers of English as a part of our CAEP accreditation process.
- Chinese Teacher Education Program: There were 15 teacher education students from Southwest University taking classes and engaging with students, interns and faculty in Jackson County Public Schools here this fall. Part of their participation involved presenting cultural and language activities in the classrooms where they are placed.
- The School of Teaching and Learning had a clean sweep of the College of Education and Allied Professions awards this spring with faculty and staff in STL receiving the Dean’s Research Award, Exemplary Staff Service Award, Exemplary Faculty Service Award, and the Spring High Award.
- The Doctor of Psychology (PsyD) in Health Service Psychology completed its "Intent to Apply" application for program accreditation through the American Psychological Association (APA).
- The Doctor of Psychology (PsyD) in Health Service Psychology enrolled its inaugural cohort of five students.
- The Psychology Department developed Psychology 250, *Careers and Issues in Psychology*, a new required course for psychology majors, to help students explore careers and current issues in psychology and closely related fields. Special emphasis will be put on tools and skills to be successful in the major and beyond.
- Educational Leadership (EdD) gained membership in University Council of Educational Administration (UCEA). This was announced in Fall 2019 after the Fall 2018 self-study and Spring 2019 site visit review.
- Experiential and Outdoor Education (EOE): Masters of Science in Experiential and Outdoor Education was approved by WCU, UNC-System Office, and SACSCOC. First cohort of 21 students admitted and enrolled for Fall 2020.
- Project Discovery~Talent Search program provided 5,225 college access services to 786 middle and high school participants in western North Carolina.
- Higher Education Student Affairs (HESA) and Human Resources (MSHR) successfully completed university program review.
- Youth Mental Health First Aid Training: Youth Mental Health First Aid is designed to teach parents, family members, caregivers, teachers, school staff, peers, neighbors, health and human services workers, and other caring citizens how to help an adolescent (age 12-18) who is experiencing a mental health or addictions challenge or is in crisis.
- Intern Professional Development: Beginning the Fall 2019 semester, the Office of Field Experiences organized a new Intern II Professional Development Series to meet the areas of needed improvement identified by school district and stakeholder meetings. This four-day series are scheduled throughout the Intern II experience and include and Orientation to Internship, which has jumpstart sessions to refresh and energize the interns. The second day is the Youth – Mental Health First Aid training, the third day is focused on cultural diversity and career readiness and has held topics dealing with poverty, LGBTQ, and culturally responsive teaching. The last PD session is centered around a career fair that is coordinated by OFE and Career Services.
- Praxis Core Math Workshops: In the 2019-2020 academic year, Suite 201 offered two Praxis Core Math workshop series for our students. This is year two of the initiative and the data shows that the workshops seem to be making a distinct difference in test scores. During the spring and fall of 2019, a total of 49 students participated in the workshops. Score data shows an average increase of 30.2 points in composite Praxis scores of participating students after the workshops and an increase of 19.8 points in the average Praxis math score.

- COVID-19 Response in Teacher Education: Transition to virtual field experiences/internships in Spring 2020 due to COVID-19 and successful completion of the semester for our students; rapid updating of policies and procedures due to COVID-19 (edTPA, field experiences, licensure).

### Student Successes

- Teacher Education: Highest edTPA first-try pass rate at 88% for 2019-20.
- 30+ Health and Physical Education majors attended the NC SHAPE State Convention in Winston-Salem. Approximately 10 gave a group activity presentation.
- Morgan Helton, an HPE major, was recognized as NC SHAPE Student Majors Association Major of the year at the state conference.
- Middle Grades students presented alongside faculty at the AMLE national conference.
- Jacob Ocegueda and Ashlee Caraker, HPE majors received \$1000 scholarships at the annual NC SHAPE conference.
- The nominee for NCACTE Student Teacher of the Year is Taylor Davis, an Elementary Education alumnus.
- Health and Physical Education students, Ashlee Caraker and Savannah Smith presented their research with Amy Stringer at the annual NC SHAPE Conference in the fall.
- Former undergraduate & graduate student publications:
  - Ford, T E., Buie, H. S., Mason, S. D., Olah, A. R., Breeden, C. J., & Ferguson, M. A. (in press). Diminished self-concept and social exclusion: Disparagement humor from the target's perspective. *Self and Identity*, Advance Online publication: DOI: 10.1080/15298868.2019.1653960
  - Mitchell, H. G., Frayne, D., Wyatt, B., Goller, H., & McCord, D. M. (2020). Comparing the PHQ-9 to the Multidimensional Behavioral Health Screen in predicting depression-related symptomatology in a primary medical care sample. *Journal of Personality Assessment*, 102(2), 175-182. <http://doi.org/10.1080/00223891.2019.1693388>
  - Wyatt, R. B. & de Jong, D. C. (in press). Anxiousness and distractibility strengthen mediated associations between penis appearance concerns, spectating, and sexual difficulties—A preregistered study. *Archives of Sexual Behavior*.
- Undergraduate student received the Student Award for Women or Minority Issues at the Southeastern Psychological Association Conference. Title of paper: "Slut Shaming: Effects of Relationship Status, Ethnicity, Dress and Physique."
- PRM undergraduate students Ashley Johnson and Krista Patton published a paper in the *Proceedings of the National Conference of Undergraduate Research 2019 Journal*.
- Educational Leadership EdD students Jerad Crave, Katie Elliott, Andrea Russell, and Mike Swan presented at the Council of Professors of Instructional Supervision conference.
- HESA graduate students (now alumni) Carrie Hachadurian and Sophie Calhoun presented at the South Association for College Student Affairs conference.
- Counseling graduate students Clare Bolton, Mikayla Buchanan, Mike Holm, and Adrianna Yonce presented at the North Carolina School Counselor Association conference.
- HESA students Victoria Bost, Kristen Nichols, Holli Stillman, and Lila Welsh competed in the Graduate School's 3 Minute Thesis Competition. Holli Stillman received the People's Choice Award.
- Three students received WCU Graduate School Summer Research Assistantships: Jenn Gift (Clinical Mental Health Counseling) working with faculty Phyllis Robertson; Emily Freeze (HESA) working with faculty April Perry; and School Administration (MSA) Elizabeth Quinn working with faculty Darrius Stanley.

### Faculty Successes

- A faculty-led travel course for STL students to Kenya was led by Pam Buskey and Melissa Faetz.
- Heidi Turlington received the College/University Dance Education *Teacher of the Year Award* from the NC SHAPE Dance Education Association. She was also recognized as the SHAPE America Southern District College/University Dance Education *Teacher of the Year*.
- Roya Scales recognized with the AERA Review of Research Award.
- Ellie Blair's book, *A Cross-Cultural Consideration of Teacher Leaders' Narratives of Power, Agency, and School Culture: England, Jamaica, and the United States* was published this academic year.

- Roya Scales & Kelly Tracy were recognized with a literacy grant and Editor’s Choice Award from Action in Teacher Education.
- Gayle Maddox received the 2020 Dean’s Research Award.
- Carrie Rogers’ has book coming out this June. It’s entitled *Stewardship as Teacher Leadership: Portraits from the Profession*.
- Nancy Luke received the 2020 Exemplary Faculty Service Award.
- Dan Grube received the College/University Physical Education *Teacher of the Year Award* from the NC SHAPE Physical Education Association. He was also recognized as the SHAPE America Southern District College/University Physical Education *Teacher of the Year*.
- Kelly Tracy completed the BRIDGES Program.
- Gayle Maddox and Martha Diede edited a book entitled *Bridges, not Blockades: Transforming University Politics*—published in December, 2019.
- Roya Scales, and her husband David, received the Research Article Award from the Literacy Practice and Research SIG of the International Literacy Research Association.
- Charmion Rush completed the 2020 HERS Leadership Institute.
- Amanda Clapp, Science Teacher Leader at the Catamount School, was selected as a Kenan Fellow for 2019-20.
- Regina Aton received the 2020 Exemplary Staff Service Award.
- Roya Scales’ book will be published this summer. The title is *Becoming a Metacognitive Teacher: A Guide for Early and Preservice Teachers*.
- Lisa Bloom received the 2020 Soaring High Award.
- Drs. Campbell (Psychology) and Cooper-Duffy (Special Education) are co-PIs on a \$1.25 million personnel preparation grant to train psychologists, special educators, and speech-language pathologists to work interprofessionally with students with autism.
- Dr. Roth is a co-PI on a \$394,803 grant. Grant Awarded: Metcalf, G., Metcalf, M., Roth, N., & Heck, P. (October 2019-September 2021). Underserved youth victim services. \$394,803. Governor’s Crime Commission. Department of Public Safety. Role: Co-PI.
- Dr. Lori Unruh received the NASP President’s Award for her work as lead on the development of the 2020 Standards for the National Association of School Psychologists.
- Siham Lekchiri won the Alan Moon Memorial Prize (First Place) for Best Paper at the University Forum for Human Resource Development Fall 2019 international conference.
- Robert Crow and Brandi Hinnant-Crawford’s book *The Educational Leader’s Guide to Improvement Science* was listed among “Selected New Books” by the *Chronicle of Higher Education*.
- April Perry was selected as an honoree for STAND OUT Blue Ridge by the Cystic Fibrosis Foundation, highlighting professionally and philanthropic leadership.
- Three Human Services faculty (Marie-Line Germain, April Perry, and Elizabeth Likis-Werle) were recognized among 11 as Top Community Engagement Faculty at Western Carolina University for the 2019-2020 academic year by the Center for Community Engagement and Service Learning.
- Robert Crow was recognized by the Carnegie Foundation for the Advancement of Teaching as a National Faculty Member for Networked Improvement Science.
- Elizabeth Graves was one of three finalists for WCU’s Chancellor’s Distinguished Teaching Award.
- National leadership positions in Human Services:
  - Robert Crow, Chair of the Carnegie Project on the Education Doctorate (CPED) Improvement Science Special Interest Group
  - Yancey Gulley, Chair of the ACPA College Student Educators International Conference on Student Development in Community Colleges
  - Yancey Gulley, Chair and Past Chair of ACPA International Commission on Two-Year Colleges
  - Siham Lekchiri, Associate Chair for the Leadership and Career Development track of the Academy of Human Resource Development annual conference
  - Siham Lekchiri, Stream Leader for the Strategic Capabilities and Human Resource Development track of the University Forum of Human Resource Development

- Sarah Minnis, Academy of Human Resource Development as Chair of the Scholar-Practitioner Special Interest Group
- Sarah Minnis, conference program chair for the Academy of Human Resource Development
- Sarah Minnis, conference stream chair for the University Forum on Human Resource Development
- April Perry, Co-Coordinator of the NASPA Emerging Faculty Leadership Academy
- April Perry, Faculty Liaison to the NASPA Knowledge Community AGAPSS Leadership Team
- Dean Kim Winter served as co-chair of the UNC System Office Educator Preparation Advisory Committee.
- Dean Kim Winter served on the State Board of Education's Literacy Task Force and served as chair of the subcommittee on Educator Preparation and Licensure.

### **Community Engagement, including Advancement**

- The WCU University Participant (UP) Program provides an inclusive, two-year, on-campus living and learning experience for at least eight college-aged persons with intellectual disabilities. It serves as a catalyst for change with inclusive living and learning opportunities on WCU's campus and across the state and nation with more than 200+ student volunteers each semester. The goal of the program is to facilitate UP students' transition from secondary school to adult life with education, employment and independent living with higher expectations. During the two-year period, students are expected to complete requirements for receiving a UP Certificate of Accomplishment based on the successful completion of an Individual Plan for College Participation.
- Future Teachers of North Carolina (FTNC) is in the second year of this state legislated project. Two IHE faculty from WCU, NC A & T, and UNC-Wilmington have collaborated to develop a year-long high school course for students interested in becoming teachers. Successful completion allows students to achieve 6 college credits at the partnering universities.
- Watershed Moments: A three-year partnership to turn a section of Jackson County's Cullowhee Creek into a laboratory, elementary students into researchers, and create a greater community appreciation of the importance of mountain streams.
- NC New Teacher Support Program. Supported by the NC DPI, the program provides university-based induction support for beginning teachers in the region including professional development and instructional coaching.
- Transformative Rural-Urban Exchange. A pre-service teacher exchange program in which a group of WCU education majors visit Greensboro NC for visits to urban schools and exposure to education majors at NC A&T SU, which is a historically Black university (HBCU). In return, the NC A&T SU education majors spend a week in Cullowhee, visiting regional rural schools and engaging in on-campus activities at WCU, which is a predominantly White institution (PWI).
- Inclusion Summit. This annual conference has been held here at WCU in June. This is a Summit that brings together professionals, teachers, families, self-advocates, and community members to share their experiences about inclusion. This event impacts the region by providing strategies to include people with disabilities into schools, employment, and community life. This event provides opportunities for teams to work together to discuss issues, policies and create a vision for inclusion.
- Rocket to Creativity has operated on campus for 17 years. It provides children and youth in Western North Carolina the opportunity to engage in creative and critical thinking through immersion in problem and project-based learning, maker spaces and activities designed to nurture creativity.
- Creativity in the Digital Age Conference. The annual conference is a professional development opportunity for WCU students and NC teachers that brings teachers together to share how they use technology to transform teaching and learning and how they promote creative and critical thinking in the classroom.
- Teacher Leaders: A website designed to recognize teachers leading the way in technology and inclusion and to provide ideas and inspiration to current and prospective teachers (<https://affiliate.wcu.edu/teacherleaders/>).
- Speak Out! Day. SHAPE America, Society of Health and Physical Educators, is a national organization that promotes the profession of health and physical education. Each year they organize a day in Washington to lobby for legislation that can support health and physical education initiatives. Two faculty members will bring four to five undergraduate students to Washington to take part in the lobbying event called Speak Out! Day. The day of the event consists of meeting both senators and representatives from our state and region and lobbying for funding that supports the education system and specifically health and physical education.

- North Carolina School Improvement Project. WCU has partnered with North Carolina Department of Public Instruction (NCDPI) to enhance course content in our teacher preparation programs through the North Carolina School Improvement Project (NCSIP). NCSIP is designed to address achievement gaps for students with disabilities through the OSEP State Personnel Development Grants supporting teacher professional development. The project includes development of evidence-based courses addressing literacy and math instruction for educators within math and reading methods courses at WCU as well as working with regional partners to continue to develop professionals currently in schools. WCU has a five-year plan on implementation of the goals of NCSIP. Through implementation of this project, pre-service teachers enrolled in WCU, will have the capacity to effectively implement and support research-based reading, math, adolescent literacy, and co-teaching for students with disabilities.
- Project INTERACT. This is a newly awarded \$1.25 million-dollar interdisciplinary grant designed as an interprofessional training effort targeting student preparation in autism and intellectual disabilities for WCU graduate trainees in Psychology, Special Education, and Speech-Language Pathology. Preparation for training has begun. The project will launch in the spring.
- The Psychology Department coordinated and sponsored/co-sponsored three major speaking events this past academic year for the department, college, university, and community.
  - Dr. Thomas E. Joiner, Jr. is an American clinical and research psychologist at Florida State University and is one of the most prominent suicide experts in the world. His work is both theoretical and practical, in that the “Joiner framework” for suicide risk assessment is the most robust, evidence-based, and widespread system now in use. Dr. Joiner is from Atlanta, completed his undergraduate education at Princeton, and then his Ph.D. in clinical psychology at the University of Texas at Austin. He joined the faculty of the Department of Psychology at Florida State University in 1997. He is the Robert O. Lawton Distinguished Professor of Psychology and also serves as the Director of the FSU Psychology Clinic. Dr. Joiner lists well over 500 peer-reviewed publications, including empirical and theoretical articles in top-tier journals, books, and chapters. His work has now generated more than 56,000 citations in other peer-reviewed scientific publications. His single most-cited work, with more than 3,000 citations, is his book, *Why People Die by Suicide*, published by Harvard University Press. Dr. Joiner gave a very well-attended talk, open to the public, on November 6 of this past year, and he met with groups of graduate students, undergraduates, and faculty for more focused discussions the next day.
  - Dr. Scott O. Lilienfeld is Samuel Candler Dobbs Professor of Psychology at Emory University in Atlanta, Georgia and visiting Professor at the University of Melbourne in Australia. He received his bachelor’s degree in psychology from Cornell University in 1982 and his Ph.D. in Psychology (Clinical) from the University of Minnesota in 1990. He completed his clinical internship at Western Psychiatric Institute and Clinics (University of Pittsburgh) from 1986-1987. He was a faculty member at the State University of New York at Albany from 1990 to 1994, when he joined the faculty at Emory. Dr. Lilienfeld is Editor of the journal *Clinical Psychological Science*, Associate Editor of *Archives of Scientific Psychology*, and most past President of the Society for a Science of Clinical Psychology. He is also a Consulting Editor for, and frequent contributor to, *Skeptical Inquirer* magazine. He has published over 400 manuscripts on personality disorders (especially psychopathy), dissociative disorders, psychiatric classification, pseudoscience in psychology, and evidence-based practice. He is especially interested in the application of scientific thinking to psychology, and his recent work focuses on individual differences in intellectual humility and allied traits. Dr. Lilienfeld has received the David Shakow Award for Outstanding Early Career Contributions to Clinical Psychology from American Psychological Association (APA) Division 12, the Ernest R. Hilgard Lifetime Achievement Award (for integrating psychology across subdisciplines) from APA Division 1, the James McKeen Cattell Award for Distinguished Career Contributions to Applied Psychological Science from APS, and the Robert D. Hare Lifetime Achievement Award from the Society for the Scientific Study of Psychopathy. He has received extensive press coverage in the *New York Times*, *Washington Post*, and other outlets, and has appeared on CNN, ABC’s 20-20, and the CBS Evening News, among other television stations. Dr. Lilienfeld gave a talk, open to the public, on February 6, and met with groups of graduate students, undergraduates, and faculty for more focused discussions the next day.
  - Robert Mankoff’s career as a cartoonist spans over 40 years. And over the course of his career, his name became synonymous with comedy and satire at the *New Yorker* and recently *Esquire* magazine. In 1997, Bob was named cartoon editor of *The New Yorker*. In 2005, he started the “*New Yorker* Cartoon Caption Contest.” With 5,000 submissions a week, Bob partnered with Microsoft and Google Deep Mind to develop crowdsourcing algorithms

to pick the funniest captions. Bob's story and day-to-day life at the New Yorker were the focus of the HBO documentary, *Very Semi-Serious* in 2015. Bob is the author of numerous books, including his 2014 bestselling memoir, *How About Never – Is Never Good For You?*

- The Mckee Psychological Services Clinic completed approximately 65 evaluations prior to March.
  - ADHD Clinic (new service: 2019-2020). Collaboration with WCU Health Services to access ADHD and MH to fill gap in assessment requirements for students seeking medication.
  - Funded MA Ga position (\$8500) – annual
  - Funded 1/2 PsyD position (\$10000) – new
  - Current development of new procedures for assessment training post COVID-19.
  - Sponsored Trainings
    - Presented at CEAP Mid-Year Symposium for Beginning Teachers. Understanding stress, behavioral health needs, and resiliency. March 6, 2020.
    - Hosted PREPaRE 2 Training Workshop in collaboration with Jackson County Public Schools. October 24-25, 2020. 13 CEU's
- Cathy Grist and Derek Becker expanded child care opportunities for WCU students who are parents through a \$170,832 grant from the US Department of Education, *“Expanding Early Education in Cullowhee: Expanding Services for Eligible Student-Parents (Triple E in the Wheel)”*.
- Jess Weiler, Phyllis Robertson, and Heidi Von Dohlen expanded graduate school opportunities for North Carolina principals-in-training through the North Carolina Principal Fellows Program (“NCPFP/TP3”) TP3-PFP Grant renewal: \$757,121.90 for 2020-2022.
- Cathy Grist and colleagues led the SUTEP grant “Reducing Challenging Behaviors through Sensory-based Intervention Activities”.
- Russ Curtis and colleagues led the SUTEP grant “Masterpeace: An Online Art and Wellness Magazine”.
- Elizabeth Graves, Phyllis Robertson, and Merry Leigh Dameron co-hosted the Break by the Lake conference for WNC student support personnel in October 2019.
- PRM program hosted the Annual Canoe Slalom in Sept 2019, an annual fundraiser for PRM scholarships.
- Ben Tholkes hosted the National Ski Patrol on campus for the annual Outdoor Emergency Care Instructor training.
- MSHR Consulting Initiative was honored by North Carolina Center for Nonprofits.
- Russ Curtis added 14 educational videos to his YouTube channel which combines service, teaching, and scholarship to bring the public practical examples of counseling concepts and skills. To date, his YouTube channel has 5.3K subscribers and well over 1 million views.
- Heidi Von Dohlen led a team of social workers and instructional leaders to Guatemala City, Guatemala in August 2019, where the team led professional development workshops and collaborated with local educators to enhance school academics and student support services.
- Cathy Grist joined the NC State Board of Education Task Force on PreK-12 Literacy Instruction and Teacher Preparation.
- Myra Watson served as Regional Director for North Carolina New Teacher Support Program (NC NTSP)
- Jess Weiler served the NC Department of Public Instruction Principal Standards Committee.
- SUTEP Grants
  - CEAP awarded 12 SUTEP grants that totaled \$19,147 to encourage faculty, staff, pre-service teachers, and public school partners to strengthen collaboration toward shared goals. A new website was launched to highlight these projects which included *Transformative Rural Urban Exchange, Content and Pedagogy for Teaching Globalization in Secondary Social Studies, Reducing Challenging Behaviors through Sensory-based Intervention Activities, Field Science Techniques Expedition, Sharing and Showcasing Successful Post-School Achievements Among College Peers, Identifying Our Assets! – Responding to Racial Diversity, From the Smokies to the Rockies: Mountain People Mountain Lives Goes to Salt Lake City, Enhancement of School Music Program through Assistance from Pre-Service Music Instructors, HPE Pre-Service Teacher and Professional Education through NCAAPERD-SM Participation, Reading Comprehension Across Content Areas, Enhancing Teacher Education Experiences in Mathematics Education: A Pen Pal Project, and Thrive: An Online Art and Wellness Magazine.*

- LEAP (Language Enhancement After-school Program) received new grant funding from the Duke Endowment for 2019-2022 and also from NCDPI this spring as a 21<sup>st</sup> Century Community Learning Center for \$194,000. In the wake of the COVID-19 pandemic, LEAP took on the challenge of adapting to an ever-changing environment. After just a little over a week of on-site operation, LEAP was forced to find new and diverse ways of supporting their students virtually. Program enrollment increased as modality changed from face-to-face to online delivery even in the midst of internet connectivity disparities. Tutors worked individually with students online and amassed over 400 hours of homework assistance and supplemental instruction. LEAP also provided workshops for parents focused on “Parents as Teachers” and held regular tutor/parent meetings with language interpretation as needed.
- In the fall of 2019, Suite 201 embarked on its second year of College Access Workshops. Our goal was to provide application and FAFSA assistance at WNC high schools to close the gap in college access opportunity. Suite 201 Advisors and WCU Financial Aid counselors collaborated to provide group information sessions and individual student support at five area high schools.

**Diversity and Inclusion Efforts**

- The Poverty Simulation (national program) was facilitated on the WCU campus by faculty Callie Schultz in September 2019 and February 2020
- [Transformative Rural-Urban Exchange \(TRUE\) program](#)
- CEAP had both Safe Zone trainer(s) and participants
- LGBTQ Work Group member(s)
- CEAP Diversity Committee co-chairs and members
- The Diversity Dialogue series and Teacher Ed requirement brings speakers (f2f and virtual) on campus each year
  - o Paul Gorski, *Why We Need Equity Literacy More Than We Need Cultural Competence* (March 5, 2020)
  - o Tara Mueller, *Out of the Killing Fields and Into the Land of the Free: A Refugee Story* (February 13, 2020)
  - o *Kenya Experiences: A Life-Changing Fall Break* (November 18, 2019)
- Teacher Education Diversity and Recruitment Initiatives: The 2019-2020 academic year brought with it a renewed focus in diversifying our student populations and our recruitment initiatives. A working group (Diversity and Recruitment Think Tank) comprised of faculty and staff met regularly to discuss goals and potential initiatives to address the lack of students from diverse backgrounds in our teacher education programs. Out of those conversations came the STEP@WCU project. In collaboration, with Wayne State College and under the leadership of Dr. Charmion Rush, STEP@WCU seeks to increase capacity educator preparation pathways through intentional partnerships with high schools whose student populations are racially/ethnically and socioeconomically diverse. The program will provide education coursework at the partner high schools that will transfer directly into the Teacher Education Program at WCU.

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College of Engineering and Technology  
Dr. Jeff Ray, Dean

**College Highlights and Initiatives**

- The Rapid Center provided engineering services to over 100 clients for the year, covering product designs, prototyping and 3-D printing, and test and analysis.
- Total gross revenue for the Rapid Center, from non-capstone projects, was approximately \$100,000. This does not include Center Staff Salaries funded by the State of North Carolina.
- The Macon County Schools Academically and Intellectually Gifted (AIG) program partnered with the School of Engineering + Technology held three (3) events at WCU to develop inventions. The final projects were presented and demonstrated in Macon County in early March 2020.
- Completed a series of projects for Duotech Services in Franklin, North Carolina providing reverse engineering and CAD modeling for an aircraft avionics system.
- Provided 3-D printing services to Borg-Warner Turbo Systems, Arden NC – approximately 10 projects supporting their turbine research and development.

- The first ever Construction Industry Day and Career Fair was held during Fall 2019 with 45 Construction Employers attending.
- The Rapid Center provided engineering services to over 110 clients covering product design, prototyping, additive manufacturing, and test and analysis, resulting in over \$120,000 gross revenue for the center. A sampling of clients along the I-26 Advanced Manufacturing Corridor include Borg-Warner, GE Aviation, and the Eaton Corporation.
- The Rapid Center completed year 3 (\$118K/year) of a five-year grant with the U.S. Department of Commerce. All grant performance targets were met or exceeded. The grant also supports student interns during the academic year and summer. This Summer project hires worked remotely manufacturing and assembling Face Shields for the regional Medical community and WCU Faculty and Staff.
- Enrollment growth continued in the college averaging approximately an additional 6% enrollment growth in all schools across the college in the past year.
- US News and World Report ranked the College of Engineering and Technology Number 97 top 100 ranked Undergraduate focused Engineering program in the US.
- Best College Reviews ranked the Masters in Construction Management as the number 1 online CM program in the United States for the second year in a row.
- Rapid Center Engineering Staff were listed as co-inventors on two (2) patents.

### Student Successes

- 24 Senior Engineering and Engineering Technology Capstone Student teams (98 students) successfully completed 18 industry- and entrepreneur-sponsored. Held the first ever Virtual Capstone Symposium.
- ASME Executive Director, Tom Costabile, visited with the WCU ASME Student Society members in November 2019.
- Rapid Center Student Interns designed and fabricated 300 numbered 2019 Christmas ornaments to support WCU's Staff Senate fundraising efforts, resulting in producing approximately \$3000 in scholarship funding for the Staff Senate Scholarship Fund.

### Faculty Successes

- The College of Engineering and Technology External Awards were up 115% while requested grants were down approximately 70%, based on 3<sup>rd</sup> Quarter reports. Requested funding does not include a couple of significant grant applications, including an almost \$1M grant to NSF for S-STEM Scholarships.
- Dr. Sudhir Kaul received a Scholarly Development Assignment for Fall 2020 to complete his book entitled, *Modeling and Analysis of Passive Vibration Isolation Systems*, under contract by Elsevier.
- Dr. Yanjun Yan received a Scholarly Development Assignment for Spring 2021 in support of her Fulbright U.S. Scholar Award.
- Several School of Engineering + Technology faculty presented peer-reviewed papers at the 2020 American Society for Engineering Education Annual Conference held virtually.
- Kimmel School of Construction Management Faculty published four (4) Peer-reviewed Journal publications and made two (2) professional presentations.
- School of Engineering + Technology Faculty mentored 24 Capstone Projects.

### Community Engagement, including Advancement

- Advancement activities including submitting three (3) Corporate Foundation grant applications for support our Student's Financial needs.
  - The Southeastern Construction Owners and Associates Roundtable (SCOAR) awarded a \$5,000 Scholarship to Amber Scarboro, a 2<sup>nd</sup>- year Kimmel School of Construction Management student, based on the recommendation of CET Deans Advisory Council Member, Dean Hamrick.
  - Smaller donations have continued throughout the pandemic from multiple Alumni and College Supporters.
- Multiple E + T faculty and Graduate Students served as Judges and Coordinators for the Western Regional Science and Engineering Fair at WCU.
- Dr. Paul Yanik, E + T Professor, completed his service to the Board of Directors for NC FIRST Robotics organization. Dean Jeff Ray was nominated and has approved by the NC First Board of Directors as WCU's appointee. He has over

15 years of FIRST Robotics experience in multiple states.

- Visited and/or hosted over 40 outreach events, including community colleges, high school professional societies, invited presentations, industry visits, and regional economic development agencies. The Rapid Center hosted two one-day camps for regional middle and high schools with approximately 50 students and teachers.

### **Diversity, Equity, and Inclusion (DEI) Efforts**

The main focus of our DEI efforts during the past year for the College of Engineering and Technology was the preparation and submission of a proposal to the American Society for Engineering Education Diversity Recognition Program (ADRP). The ADRP program was created to publicly recognize those engineering and engineering technology colleges that make significant, measurable progress in increasing the diversity, inclusion, and degree attainment outcomes of their programs.

The current highest level of recognition is Bronze. I am pleased to report that in only the second year of the program WCU's College of Engineering and Technology was awarded Bronze status. The following are the goals for the next three (3) years to achieve Silver status.

*Goal 1:* Revise search and recruiting processes for new faculty, staff, and administrators to explicitly consider diversity, equity, and inclusion early in the process avoiding implicit bias.

*Goal 2:* Develop a college level DEI Committee composed of faculty, staff, and students.

*Goal 3:* Develop summer camp for Middle school females and underrepresented minorities focusing on engineering and engineering technology activities to provide exposure to the available pathways in engineering and engineering technology fields.

*Goal 4:* Implement a fully-funded extension Academic component of WCU's Project Care program to pair College Faculty with program Mentors and First-year and Transfer underrepresented students.

A copy of the Proposal is available upon request.

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### College of Health and Human Sciences

Dr. Lori Anderson, Dean

### **Programs and Initiatives**

Despite the challenges from the COVID-19 pandemics, the College of Health and Human Sciences continues to develop and offer excellent health-related programs. The college faced unique challenges with clinical experience requirements during the pandemic. Our faculty and administrators have been extremely creative and effective in meeting these challenges and balanced the need of these critical experiences and the health and safety of our students and clinical partners. The DPT program added 16 students as part of the Biltmore Park expansion in the fall. The enrollment of the new Integrated Health Sciences program continues to grow, now approaching 400 students. Progress also continues developing the new Doctor of Social Work, currently on pause due to COVID-19. Our School of Nursing has completed the curriculum process to offer the post-baccalaureate DNP for the Family Nurse Practitioner. Full programmatic accreditation continues for all programs. During the past year, the Nutrition and Dietetics Didactic Program in Dietetics (DPD) and Dietetic Internship (DI) programs were awarded re-accreditation until 2027. Inter-Professional Education (IPE) continues to provide an added educational benefit to our students. This year, EMC, Social Work, and Nursing faculty implemented an afternoon-long IPE event involving a mass casualty drill. The following are additional examples of new initiatives and program accomplishments in the college.

### Communication Science and Disorders

- Implemented classes/clinic education related to the \$1.25M dollar grant for specialty training in autism and inter-professional education with Special Education and Psychology students and faculty.

### Health Sciences

- The MHS program completed an institutional program review and is working to implement recommended changes and updates.
- The Recreational Therapy program implemented the cohort model.

### Nursing

- The BSN Program received NC Board of Nursing approval for an innovative shift in the preceptor clinical model.
- Applicant pool for the ABSN has expanded across seven states, with 89 applicants.
- Enrollment in the RN to BSN program doubled with the support of our new Director of Student Services.
- The Nurse Anesthesia program received Level 2 Recognition from the International Federation of Nurse Anesthetists.
- Request to convert the Post-Masters DNP Program to a completely distance education format was submitted and pending approval.

### Physical Therapy

- Completed a very successful first year of expansion to BP with 16 additional students and a new curriculum.
- All graduates have passed the national boards exam.
- MAPHealth converted to telehealth operations and is currently working on expansion to Asheville.

### Social Work

- Continued success in HRSA behavioral health workforce training grants.
- REAL 10 DSS Project: Provided training curricula for the Department of Social Services (DSS) employees and worked toward establishing the REAL (realistic environments to aid learning) social work simulation labs at WCU.
- Judy Berglund taught abroad at Guangxi Normal University, Guilin, China, summer 2019.

## **Student Successes**

CHHS enrollment (as determined by fall census data) for fall 2019 was 2,972, a 2% increase from the fall of 2018 (2522). SCH generation for the fall of 2019 increased 5% from 20,560 a year ago, to 21,554. Applications to our programs remain strong. Both graduate and undergraduate students are presenting their research at local, state, and national forums. CHHS students are engaged in service in a variety of settings ranging from local communities to international locations. First-time pass rates for the majority of CHHS programs are at or near 100%. Overall pass rates continue to exceed the national averages for all programs. Examples of additional students' accomplishments:

### Communication Sciences and Disorders

- The Department recorded a 2019 100% pass rate for the Praxis (certification) exam.

### Health Sciences

- The AT program had 6 student presentations at local, state, district, and national meetings during the year.
- EMC students continue to work the front-line of COVID-19, even during the virtual semester.
- Multiple Environmental Health students have participated in undergraduate research activities, resulting in presentations at several conferences, including those hosted by NCUR and the National Environmental Health Association.
- The first IHS graduates of the major occurred in December 2019.
- ND senior students organized events across campus for National Nutrition Month in March.
- Two senior RT students received the Lily Community Engagement Award.

### Nursing

- Our BSN program achieved a 100% NCLEX first-time pass rate from graduates of spring 2019 and a 96% first-time pass rate for fall 2019. The program has a 100% overall NCLEX pass rate for all attempts.
- RN-BSN program had 25 students present posters at the School of Nursing Undergraduate Research Day, fall semester.
- Several FNP students have had their graduate projects accepted for publication in journals.
- Anesthesia program had two students selected by Kanof Institute for Physician Leadership (KIPL) for a one-year interdisciplinary program for emerging leaders.

### Physical Therapy

- 11 students presented at state/national meetings and 4 student groups presented posters at the national APTA CSM 2020 meeting.
- Morgan Pillsbury received the PEO Ewing Huffman Scholarship (\$2000).
- Gina Medefindt (class of 2020) is Chair of the Student Special Interest Group (SSIG) for APTA NC.
- Jenna Pate (class of 2020) is the Core Ambassador from NC for the APTA.

### Social Work

- Graduate and undergraduate students nominated for service-learning awards.
- Eliana Martin worked with Vecinos in the development of their new static and outreach behavioral health program.
- Sasha Jumper worked with EBCI Family Safety Program and the Cherokee Indian Hospital Authority in a successful pilot to embed an MSW on an integrated healthcare team.

### **Faculty Successes**

The CHHS has 99 full-time faculty and 18 staff collectively between the Cullowhee campus and Biltmore Park. We have a very productive faculty. While their primary duty is teaching, they are productive in scholarship with grant writing and publishing in well-known journals. CHHS faculty are actively engaged in clinical practice and provide service at the local, state, and national levels, many in leadership roles. This year, CHHS external grants more than doubled from \$1.26M to \$2.97M.

### Communication Sciences and Disorders

- \$1.25 million-dollar education grant was awarded
- 2 internal grants were awarded for \$8000.00
- 11 peer-reviewed manuscripts were published
- 10 manuscripts are under review
- Two book chapters published

### Health Sciences

- 15 peer-reviewed manuscripts were published
- 30 manuscripts are under review
- 56 professional presentations delivered
- Two book chapters published
- Three technical reports authored
- Three internal grants awarded for a total of \$25,795.00
- Four external grants awarded for a total of \$59,000.00
- Faculty are actively engaged in the institution, community, region, and professional organizations

### Nursing

- Faculty accomplished a total of 18 publications and 32 professional presentations.
- Jennifer Riseden was nominated for the Paul A. Reid Distinguished Service Award for Faculty.
- Dr. Sharon Metcalfe published three journal articles and had two international presentations (Zurich, Switzerland, and New York, New York).
- Dr. Ian Hewer was selected and funded by AANA to participate in the Inaugural Health Policy Institute in Washington, DC.
- Dr. Mark Kossick authored the textbook chapter Clinical Monitoring I: Cardiovascular System in the 7th edition of NURSE ANESTHESIA.

### Physical Therapy

- Total of 3 grants for \$23,470, 4 publications, 2 in review, 3 education articles, 1 media webpage publication
- John Carzoli: Recipient of WCU's Award for Excellence in Community Engagement
- Ashley Hyatt: Recipient of the Curtis W. Wood Excellence in Graduate Mentoring Award (WCU), Nominated for the Paul A. Reid Distinguished Service Award for Faculty
- Lori Schrodtt: Credentialed Balance & Fall Prevention Professional (APTA-Geriatrics)
- Elizabeth Wark: Serves as Vice President of APTA NC

### Social Work

- Published 17 peer-reviewed journal articles and had 20 presentations
- Dr. Amy Murphy-Nugen was a Chancellor’s Distinguished Teaching Award *Finalist (1 of 4, April 2020)*
- EBCI Tribal Council honored Dr. Lisa Lefler for work with the Healing and Wellness Coalition (2019)

**Community Engagement including Advancement**

The college was very active in our engagement with our communities. We were very successful with our new quarterly public service event series “Ascent” with Harris Regional Hospital before the COVID-19 interruption. Also, we have approximately 3,000 clinical contracts with external sites to provide clinical education for our students. These sites are primarily in NC and the South-Eastern US. Examples of local Community partners are the Jackson County Health Department, Healthy Carolina Partnership, Harris Regional Hospital, Mission Health System, Vecinos, and Eastern Band of Cherokee Indians. The college also manages or supports the following clinics in the Health Science Building providing health care services for our region: WCU Balance & Fall Prevention Clinic, Vecinos Farm Worker Clinic, Harris Family Care / Cullowhee, Harris Sports Medicine & Physical Therapy, WCU Speech & Hearing Clinic, and the MAP Health Clinic (WCU). The CHHS continues a coordinated recruiting campaign to regional high schools, where students can explore nine health professions through hands-on meet and greet sessions. We have interacted with over 800 middle or high school students in a variety of formats. Examples of community engagement include the following:

Communication Sciences and Disorders

- The local chapter of the National Speech Language Hearing Association provided trunk or treat for kids, monetary support for Alzheimer’s Association, provided 15 Christmas boxes for seniors in the community, and sent cards/supplies to military.
- Dr. Bill Ogletree provided evaluations in conjunction with student clinicians for adults with mental challenges in Macon County.
- Dr. Leigh Odom provided evaluations and treatment in conjunction with student clinicians to adults with aphasia in Buncombe County.
- Laura Trivette provided services/supervision for graduate clinicians while working with preschoolers in Swain County.
- Trish Davis provided services/supervision for Cullowhee Valley Schools self-contained classrooms.

Health Sciences

- The Athletic Training Student Club was engaged in the community by providing Thanksgiving meals for five families.
- Dr. Kim Hall (ENVH) spoke about local water quality problems and successes at a meeting of The Friends of Lake Glenville.
- Dr. Brian Byrd shared his ongoing work on La Crosse Encephalitis with the Jackson County “Epi-Team”.
- Junior ND students provided a community presentation “Fad Dieting Debunked” on February 6th as part of the Ascent Series with Harris Regional Hospital.
- Dr. Paige Dagenhard-Trainer has worked closely with Peace of Adventure/Catalyst Sports in Asheville, providing adaptive adventure activities to Western North Carolina, including rock climbing, mountain biking, and hiking.

Nursing

- Elizabeth Sexton and Cheryl Clark took ten students to RAM (Remote Area Medical) in Tennessee in fall and spring semesters. Students provided health screening and education to participants.
- Fifteen pre-licensure students, two faculty, and four former students participated in a service-learning trip to Jamaica over fall Break 2019.
- 12 ABSN students were involved in Beyond Clinic Walls.

Physical Therapy

- MAPHealth converted to telehealth operations
- MAPHealth working on expansion to Asheville

Social Work

- Dr. Amy Murphy-Nugen’s Community Partnership with Hinton Rural Life Center on the Poverty Experience in Rural WNC facilitated five Poverty Simulations for nearly 300 participants.
- Dr. Lisa Lefler organized WCU’s annual Rooted in the Mountains Conference, WCU’s annual Public Lecture on Native Health, and several other outreach activities.

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## The David Orr Belcher College of Fine and Performing Arts

Dr. George H. Brown, Dean

The 2019-2020 academic year was a challenging year for the David Orr Belcher College of Fine and Performing Arts (BCFPA) due to this impact of the COVID-19 Pandemic, resulting in major changes and cancelations. However, even with this significant crisis, the college established a significant record of accomplishments including major initiatives, performances, exhibitions, scholarly work, student successes and excellent teaching. This was accomplished by student commitment to their discipline, the dedicated work of the faculty, and the efforts of college leadership team:

- School of Art and Design: Erin Tapley
- Bardo Fine and Performing Arts Center: Denise Drury Homewood
- School of Music: Andrew Adams
- School of Stage and Screen: Claire Eye
- Acting Associate Dean: Ian Jeffress

### **Special achievements:**

#### Pride at Macy's Thanksgiving Day Parade

- The Pride of the Mountains Marching Band proudly represented WCU as they marched in the 2019 Macy's Thanksgiving Day Parade in New York. This is the second invitation to the Macy's Thanksgiving Day Parade for the POTM, making it the first band in the parade's history to be asked back within five years. (<https://news-prod.wcu.edu/2018/04/wcu-marching-band-invited-to-make-return-trip-for-macys-thanksgiving-day-parade-in-2019/>) The Pride performed before an international broadcast audience of 22.1 million and was joined in NYC by Chancellor Brown and her husband Dennis for this milestone event. (Feature Article)

#### Guest Artists

- The Belcher College hosted a significant array of guest artists and scholars across the college during 2019-2020, including *Alex S. MacLean* who was commissioned by the Fine Arts Museum to create an exhibit featuring aerial images of the seven western-most counties of North Carolina that capture the unique qualities of the region's built environment while also raising broader questions about humanity's impact on the land through agriculture, energy, industry, and housing; *Lisa Bella Donna* an internationally acclaimed multi-instrumentalist, composer, modular synthesist, and clinician who has toured throughout the USA, Japan, and Europe; and Broadway veterans Beth Leavel and Hunter Foster.

#### Diversity and Inclusion Statement

- On January 16, 2020, the faculty of the college adopted a Diversity and Inclusion Statement which affirms the Belcher College is *"an inclusive and welcoming artistic and educational community. We strive to create an artistic and scholarly home that reflects the people we serve, now and in the future, a home where everyone feels empowered to realize their full, authentic selves as a valued and contributing member. We foster academic achievement, artistic curiosity, freedom of expression, and personal integrity. We dignify and respect the individual as well as advance the practice of inclusiveness and acceptance of differing cultures, philosophies, identities, and ways of life regardless of race, color, religion, creed, national origin or citizenship status, sex, sexual orientation, gender identity or expression, marital or parental status including pregnancy, political affiliation, age, or ableness. While we recognize historical and cultural struggles to embrace diversity, we believe in the power and passion of the fine and performing arts to positively and proactively influence our changing world and commit to leveraging that power to ensure the inclusive world we desire."*

#### New P-5 Course

- To support growing enrollment and their need for General Education courses in the Fine and Performing Arts (P-5) the college developed a new large section experiential learning course designed to serve up to 400 students. The course was offered for the first time in Fall 2019 with an enrollment of 224 students (672 generated SCH). The course was offered in two sections for Spring 2020 (Honors and regular) with a combined enrollment of 78 students (234 generated SCH). For Fall 2020, the course has a current enrollment of 234 students.

### Catalyst Grants

- In Fall 2019, the college rolled out the Catalyst Grant Program to stimulate innovation in three critical areas vital to the future of the David Orr Belcher College of Fine and Performing Arts:
  - Curricular Innovation and Development;
  - Creative Placemaking and Community Engagement (including regional economic impact),
  - Audience Education and Development.
- All Catalyst Grants must also address inclusiveness and diversity by seeking solutions to eliminate barriers to accessing the arts; such as financial, cultural, and educational; as well as presenting and promoting inclusiveness.
- Following a call for proposals that inspired twenty-two faculty and staff members to apply jointly or individually, a review process involving both the Belcher College leadership team and a panel of experts from across the campus and region yielded funding for six projects, representing every unit of the College. The six grants have received a total of \$26,300 in support for the coming year, and with that funding they will be doing some remarkable things to make our College and campus a vital leader in arts innovation. A few examples:
  - Shelby Hicks and her team will be spearheading the Design for Health initiative to connect underserved communities in the region with both public health and interior design experts to facilitate health and wellness in the home.
  - Ashlee Wasmund and Josh Russell have developed a business and operations plan for a downtown gallery and performance venue to better connect our local community to the art we and our students are making every day, week, and semester.
  - The Commercial Music and Audio Production faculty have recruited an advisory board of national and regional performers, producers, and technicians to help mentor the students in their program and offer guidance that will keep the CMAP curriculum at the forefront of innovation in its field.
- While the current implementation of social distancing and closure of many businesses and services have slowed down the implementation phase of our Catalyst projects, the commitment and ingenuity of our faculty has kept each project moving forward, and we look forward to reporting on the impact each project is making as it comes to fruition over the course of the next academic year.

### COVID-19 Response

- In March 2020, as part of the campus response to the Covid-19 pandemic, the college was forced to transition teaching and performance/exhibition events to virtual modalities. 378 course sections were transitioned to on-line modalities as part of these efforts. Course work varied between traditional lecture-based classes to applied lessons and collaboration performance studios. The faculty are highly praised for the tremendous job they accomplished in this transition. In addition to course work, the college had to cancel the portion of the Spring Semester creative offerings, such as Stage and Screens musical *Bring It On*. Through creativity and hard work, many of the events were transitioned to virtual events:
  - The Fine Arts Museum presented virtual live public presentations featuring artists from the exhibitions *Claire Van Vliet: Stone and Sky* and *Curious Terrain: WNC from the Air*. Recordings of these artist talks can be viewed at [arts.wcu.edu/virtual](https://arts.wcu.edu/virtual).
  - The Performing Arts center transitioned to an online screening of *One Man, Two Guvnors* followed by a virtual live talk-back;
  - The School of Stage and Screen rehearsed and performed Shakespeare's *Love's Labour's Lost* via ZOOM on April 17, 2020. There were 6.9K "views" of the event (*the amount of times the video was seen across all platforms, this does not mean they watched for the entire presentation, but that they watched some of it.*)
  - Justin Kennedy (School of Music - Commercial Music) contributed a track to an album named *Songs to Wash Your Hands To*, which raised money for the Medicare Rights Center.
  - Brad Ulrich (School of Music – Trumpet Studio) recorded music with organist Vance Reece that local churches could use during online Easter services. (<https://news-prod.wcu.edu/2020/04/professors-go-high-tech-to-share-their-music-with-local-churches/>).
  - The School of Art and Design created a Quarantine-inspired work for a CPFA Dean's Office Mural office in August.
  - The Control Chaos Film Festival (School of Stage and Screen) was presented as a virtual event with guests from across the U.S.

## Programs and Initiatives

### School of Art & Design

- SOAD sent a final Follow-up Report to NASAD (Nov 2019) detailing our completion of construction projects and degree nomenclature.
- SOAD hosted 11 Visiting Artists artists during 2019-2020 including: Raj Bunnag, Jane Dalton, Beverly McIver, Lamberto Roque Hernandez, Raven Chacon, Julie Caro, George Rector, Sam Van Aken and Alex MacClane
- SOAD conducted/fulfilled 2 tenure track searches: John Seefeldt (Associate Professor- Graphic Design) and Patrice Brown (Assistant Professor- IDES)
- SOAD had 174 entries for the 42<sup>nd</sup> Annual Juried Student Show and produced a quality show of 21 works with a well-attended reception including attendance of our new Chancellor Brown. Juror Tracey Morgan (owner of Asheville Gallery) selected 24 works/22 student artists for exhibition.
- SOAD hosted visiting Scholar Li Xue from China this year who conducted four workshops and held an exhibition at Jackson City Public Library this spring.
- SOAD Art Education Program began an ongoing loan of artworks to Sylva Cancer Care Center with new works to be delivered every 6 months. Participating students receive work back in frames after exhibiting.
- SOAD Art Education Program delivered art lessons twice weekly to the Catamount School-WCU's Art Lab School
- For the 12th consecutive year SOAD students and faculty participated in Green Energy Park's Youth Art Festival held on September 15, 2020.
- Gallery 130 (managed by MFA student Lydia See) held 8 shows including: *A Lavish, Yet Ordered World: Tilework Inspired by Islamic Art and Architecture* from Ceramics/IDES classes and many others.

### School of Music

- The School of Music presented nearly a hundred concerts for campus and community audiences prior to the campus shutdown in the spring of 2020. These included thirty ensemble concerts, twenty-student recitals, twenty-three recitals by a broad array of nationally and internationally recognized guest artists, and twelve faculty recitals. In total, the school hosted over forty guest performers, scholars, and clinicians through its Artist-in-Residence program, representing every performance and educational area in the school. WCU's 2020 Vision, Initiative 1.1.2, states: "Develop visionary academic strategic plans...and market WCU as the cultural heart of Western North Carolina in the creative arts." The School of Music is proud to contribute to the cultural life of our campus and region through a broad array of professional-quality live performances and events.
- In October 2019, the School of Music hosted the North Carolina Music Teachers Association state conference and competition. This was done in conjunction with the Steinway Gallery in Greenville, South Carolina. The three-day event brought performers and educators from across the state to WCU. Dozens of students from the School of Music's professional organizations (Sigma Alpha Iota, National Association for Music Education, Phi Mu Alpha, and Kappa Kappa Psi) provided an extraordinary amount of service without which the event could not have been successful.
- The Western Carolina University Percussion Program was featured by the Percussive Arts Society in a twenty-page article in the June 2020 edition of *Percussive Notes*. Matt Henley and Jon Henson were featured in the article and they discussed the growth and educational process of a program that has gained national attention.
- In early March 2020, the School of Music underwent its ten-year national accreditation by the National Association of Schools of Music. The two site visitors enjoyed a student recital for the event, visited with faculty and student groups, observed a broad array of classes, and visited facilities related to music across campus.
- Scores on the EdTPA exam for music education students were excellent: 14 out of 18 passed; 5 received a 48 or higher giving the students the distinction of Highly Qualified.

### School of Stage and Screen

- Despite the Coronavirus, ongoing recruitment efforts continue to see results, as Stage and Screen approaches Fall 2020 with a full incoming freshman class. 213 students auditioned or interviewed at our scheduled Program Audition days, either on campus or remotely. Stage and Screen continues its cap of approximately 10 students per program, in order to manage class size and experiential opportunities. Records indicate that an additional 152 students enrolled at Western Carolina University in hopes of majoring in one of the Stage and Screen programs, but who did not sign up

for one of the Program Audition days; Stage and Screen hopes to be able to accommodate at least some of those students at future auditions.

- In 2019-2020 the Provost's office approved two new faculty lines for the School of Stage and Screen. A tenure-track Theatre Generalist faculty was hired in Fall 2019 to cover foundational courses across the School, as well as serve as coordinator with the College of Health and Human Services on our growing collaborative, the Standardized Patient program. In Spring 2020 a search was successfully launched for a Technical Theatre Generalist term faculty and staff position. This position will cover foundational courses for both theatre and film, including Stage and Film Crafts I and II, and Introduction to Design courses. It also assumes some of the load of our staff Technical Director as we continue to offer more main stage and student theatre projects and films. Additional hires due to faculty turnover include a tenure-track 'acting for camera' faculty; and an international search in spring 2020 resulted in the hiring of Richard Jordan, an award-winning UK and international theatre producer, as the new Distinguished Professor for Musical Theatre. Richard will join the staff full time in January 2021.
- Stage and Screen brought in a number of Guest Artists in 2019-20, many during our shift to virtual learning after COVID-19: Film/Television Production brought in five artists for master classes and guest speaker engagements, two after the move to virtual learning; six artists visited the Acting program, four in the fall and two held virtual auditions and master classes in the spring; the Bachelor of Arts program brought two old friends back to campus as guest artists – a former faculty/administrator returned as Lighting Designer for our production of *A Streetcar Named Desire*, and one of Stage and Screen's alumna returned to campus as Stage Manager for our production of *Hamlet*; the Musical Theatre Program brought five artists to campus in-person or virtually, including a master class with Broadway's Hunter Foster, a master class with Broadway veteran Beth Leavel, and a master class with Stage and Screen alumnus Tyler McKenzie.
- 2019-20 theatre productions included *The Mousetrap* and *Urinetown, the Musical* in the fall; the spring semester saw *A Streetcar Named Desire* and a new adaptation of *Hamlet*, conceived and directed by Dean George Brown, on the boards before moving to virtual learning; unfortunately, the production of *Bring it On, the Musical*, was canceled due to COVID-19.
- A total of sixteen junior and senior thesis films were produced by the Film and Television Production program's students, and the spring semester wrapped with a twist on the always-popular annual film festival – when students and faculty produced the first "Controlled Chaos Virtual Film Festival".

#### Arts and Entrepreneurship Certificate

- The Arts & Entrepreneurship Certificate program, housed in the Bardo Fine and Performing Arts Center, is a program designed to provide arts practitioners with the business skills needed to lead sustainable careers in their discipline. This program provides instruction through an entrepreneurial and discipline-specific lens. A total of four 1-credit intensive courses and two 3-credit core courses offered during the 2019-2020 academic year. BAC Executive Director, Denise Drury Homewood teaches the core 'Introduction to Arts & Entrepreneurship' class in the fall of each year and coordinates the program.

#### Bardo Fine and Performing Arts Center

- WCU PRESENTS brought three live events and four Cinema Series events to the Bardo Arts Center's Performance Hall. These events included ETHEL + Robert Mirabal: *The River*, An Evening with David Sedaris, and the John Brown Big Band, and were intentionally selected to increase diversity of artists represented on stage to include Native American, LGBTQ+, and African American perspectives. Bardo Arts Center hosted four events in the Sunday Cinema Series, where pre-recorded live performance is shown in HD on the big screen in the Bardo Arts Center Performance Hall with a pre-show discussion by experts in the field of literature, theatre, musical theatre, and other themes explored in the productions. These events included the play *Frankenstein*, and musicals *42<sup>nd</sup> Street*, *Kinky Boots*, which featured world-class actors and productions as well as internationally renowned venues. The pre-screening discussion for *Kinky Boots* featured four drag queens from across Western North Carolina discussing their experience as drag queens from a professional and personal perspective. Due to COVID-19 we cancelled the Bolshoi's production of *Swan Lake* and instead replaced it with an online screening of *One Man, Two Guvnors* followed by a virtual live talk-back with Dr. George H. Brown, Dean of the Belcher College. Sustained attendance at the virtual talk back was 40 viewers with 7 questions from the audience. Additionally, the Bardo Arts Center Box Office issued a total of 2,512 tickets for the WCU PRESENTS 2019-2020 season.

- The WCU Fine Art Museum presented 10 exhibitions in the 2019-2020 academic year. Of particular note is one major fall exhibition, *Resounding Chang: Sonic Art and the Environment*, featuring sound-based artwork that encourages visitors to listen more closely to the natural world and to think about how sound is being used in a time of environmental crisis. This exhibition received recognition from WCU's Campus Theme Committee and the Sustainable Energy Initiative. Additionally, one of the Museum's spring exhibition *Curious Terrain: WNC form the Air*, featured newly commissioned by the WCU Fine Art Museum, Alex S. MacLean's striking images of the seven western-most counties of North Carolina capture the unique qualities of the region's built environment while also raising broader questions about humanity's impact on the land through agriculture, energy, industry, and housing. This exhibition will tour to The Bascom Center for the Visual Arts in the fall of 2020. Major funding for this exhibition came from The Community Foundation of Western North Carolina in the amount of \$13,090.
- The Bardo Arts Center's *Learning Live! Museum & Matinees* program provides arts education opportunities tied to the NC Board of Education Standards. In 2019-2020, the Bardo Arts Center served roughly 650 k-12 students from Haywood, Jackson, Macon, and Swain counties as well as the Qualla Boundary. This year *Learning Live!* provided four matinees and 4 museum tours and hands-on visual arts workshops in collaboration with Erin Tapley, Director of the School of Art & Design and the WCU Art Education Club. Unique to this year, Bardo Arts Center partnered with the Chief Joyce Dugan Cultural Arts Center at Cherokee Central Schools to produce two of the educational matinees and hosted these concerts both at Cherokee Central Schools and Bardo Arts Center. *Learning Live!* programming is supported through grant funding from the Jackson County Arts Council.
- COVID-19 Impact: Bardo Arts Center closed its doors to the public on March 17, 2020 in compliance with University protocols to slow the spread of COVID-19. As a result, the BAC pivoted to meet the needs of engaging student and community audiences remotely. This includes transitioning in-person public programming to virtual public program with opportunities for engaging audiences through Q&A with artists, scholars. More information can be found at the website [arts.wcu.edu/virtual](https://arts.wcu.edu/virtual).

## Student Successes

### School of Art and Design

- Eli Blasko (MFA 2022)- was accepted to create a sculpture in Korea at Damyang International Art Festival during a 3-week residency there Oct 2019.
- Lydia See (MFA 2021) was the recipient of a Z Smith Reynolds grant of \$75,000 toward researching underserved artist populations in NC Art Collections.
- Kendall Walker, IDES Senior and President of the ID Club was awarded 2nd place for the International Interior Design Association's (IIDA) Shining Star Award for the Carolina Chapters! This prestigious award comes with a cash prize for Kendall.
- Kendall Sigmon- (BFA Art Ed Senior) - Outstanding Prospective Teaching Award Spring 2020
- Erika Medina (Senior IDES) completed two interior design internships in Spain.
- Cristina "Tina" Colom- Won two awards in the Juried Undergraduate Exhibition as well as the Joan Byrd Scholarship and The James A. Beaty, Jr student diversity and inclusive excellence initiative award from the IAC.

### School of Music

- Savannah Bennett presented a paper at the SoCon Undergraduate Research Forum in November 2019 in Spartanburg, South Carolina. She will begin a Master of Arts in Appalachian Studies at East Tennessee State University this fall where she is the recipient of a graduate assistantship.
- Corey Blevins had his work featured on Apple Music and Spotify editorial playlists. His Spotify account has received over 500,000 streams and he has 60,000 monthly listeners.
- Jonathan Danner will begin school at Southern Utah University in the fall where he'll pursue a Master of Music degree with emphasis in Music Technology.
- Darius McLeod, commercial voice student, was selected to be a member of the Lake Junaluska Singers after extensive auditions across the southeast.
- Gabe Spivey was offered an internship at Sound Temple Studios in Asheville, North Carolina.
- McKenzie Squires was selected as a performer for the Sō Percussion Summer Institute.

- Eleven trumpet students under the director of Brad Ulrich attended the Musica TrumpetFest in Orvieto, Italy during the summer of 2019.
- The Trombone Ensemble performed at the International Trombone Festival in Muncie, Indiana, where they presented two world premiere arrangements.

#### School of Stage and Screen

- Two Musical Theatre students, Adrian Beck and Ryan Albinus, finished a semester-long internship in fall semester, as part of the pilot program with the Redhouse Theatre in Syracuse, NY, and its Artistic Director, Broadway veteran Hunter Foster. Plans are in the works for more performance, technical and design students to participate in that program as soon as travel restrictions are eased.
- While the COVID-19 virus meant that spring senior showcase and conference travel had to cancel, the School of Stage and Screen saw a total of 44 seniors graduate in fall and spring: 18 Film and Television production students; seven Acting students; nine Musical Theatre students; seven STSC BA students, and three students from our fairly new Entertainment Design and Technology BFA. All of these students rose to the challenge of the shift to virtual learning with online showcase presentations and virtual meetings with industry professionals, toward continued employment when it is deemed safe.

#### Bardo Fine and Performing Arts Center

- This year Bardo Arts Center employed 28 WCU students and oversaw a total of 25 interns and community volunteers working under the supervision of our professional staff in technical theatre, exhibition design, curatorial research and marketing.
- Savannah Bennet (BM Music '20) worked with Museum Curator Carolyn Grosch to research and curate an exhibition of vitreographs from the WCU Fine Art Museum's Collection that explore the intersection of music and visual art. This exhibition is scheduled to open in the spring semester of 2021.

### **Faculty Successes**

#### School of Art and Design

- Heather Mae Erickson received tenure and promotion to Associate Professor. She had a solo exhibition and was a visiting artist at Indiana University East and is scheduled to have another solo exhibition of all new works at The Clay Studio in Philadelphia this summer/fall (scheduling TBD due to Covid-19). Her works have been professionally juried into an international Korean biennial exhibition and she was invited to two national shows this year as well.
- Tom Ashcraft continued work for the Art in Embassies program in Niger. Commission. He presented, *Artist as Catalyst: Cultural Diplomacy in Niamey, Niger*, Panel: Curated into the inaugural exhibition of the newly renovated Asheville Art Museum, "Appalachia Now!"
- Erin Tapley attended INSEA in Vancouver last July to present on Garden Art Typologies. She presented 2 lectures at NCAEA as well as Cherokee Students College day in September. She will have an article published for an art education book out of Amsterdam.
- Jon Jicha has a solo show in India. He was accepted to present at Graphic Design conference in NYC in March. (rescheduled to Monterey 2021)
- Ron Laboray completed a residency/fellowship at William Patterson New Art Center.
- Morgan Kennedy continues to develop the SoAD's LIVLAB collective. The "No New Plastics" platform received partial funding from a UNC system grant, and Morgan was awarded a CFPA Catalyst grant.
- Seth McCormick presented at Canadian Game Studies Association Conference Presentation June 2019. He has been selected as a panel chair at SECAC this fall.
- Mary Anna Lafratta earned the rank of professor and had video work accepted into CICA International in Korea as well as two works accepted at the William King Museum of Art in Virginia. She was accepted to present at Graphic Design conference in NYC in March
- Matt Little took Scholarly Leave Grant for Fall 2019 traveling to the Morgan Conservatory for the Art of Papermaking and Florida State University Book Arts Program and completing studio work at these places. He has also created a digitally-based book for the Journal of Artists Books to be released this spring.

- Jane Hughes continues as CIDA accreditation reviewer and serves as Interior Design Educator Council's (IDEC) South Region Chair. At IIDA this year she presented research entitled *Global Parti: from 2d evaluation to 3D exploration and Sustainable Application in Global Project Design*.
- Shelby Hicks received a CFPA Catalyst Grant for her project tThe Design for Health, a collaboration with CHHS faculty.
- Erin Adams was awarded runner up in tiny home design at Lake Cuomo, Italy (June 2019) for her tiny house LUMINAIRE design
- Richard Tichich was recently awarded Outstanding Achievement in Community Service via Service Learning Awards. He also completed a documentary in Cambodia.
- Susan Martin exhibited at the Southeast Center for Contemporary Art with the other North Carolina Arts Council Fellowship winners.

### School of Music

- After thirty years of service to Western Carolina University, Dr. John West (music education and saxophone) retired. John was the founding Associate Dean of the Belcher College and served as Chair of the School of Music. His leadership of the Music Education program included many years of student teacher observations and presentations at the North Carolina Music Educators conference.
- Andrew Adams (piano and School of Music department chair) published a book chapter entitled "From Underground Struggles to a Spirit of Mutual Concession: Departmental Politics and the American Association of University Professors" in the book *Bridges, Not Blockades: Transcending University Politics* distributed nationally by Myers Education Press.
- Travis Bennett (horn) released a CD in December 2019 (*Collage*), featuring playing by Andrew Adams, Mario Gaetano, edited by Damon Sink, and including the title composition by Bruce Frazier. It is available worldwide on Spotify, iTunes, YouTube, CD Baby, etc.
- Adam Groh (percussion) received an extremely competitive grant from New Music USA to fund the recording of a new piece that he commissioned from Emma O'Halloran. He also performed the piece at the College Music Society National Conference in Louisville in October 2019.
- Wendy Jones (commercial voice) was elected President of the North Carolina Chapter of the National Association of Teachers of Singing in February 2020. She is featured as vocalist and flutist on composer and pianist Richard Shulman's latest CD, *Life Seasons*, which will be available worldwide on iTunes, Spotify, and CD Baby beginning July 1, 2020.
- Justin Kennedy presented his research on Koji Kondo's music at the Game Sound Conference in Los Angeles, California.
- Tyler Kinnear (FPA 101 and liberal studies) co-curated Resounding Changing: Sonic Art and the Environment (the first-ever exhibition of sound-based works in the WCU Fine Art Museum) in the fall of 2019. He published an article on the aesthetics of echo in R. Murray Schafer's outdoor theater works is forthcoming in *Intersections: The Journal of Canadian Music*.
- Will Peebles (music theory, bassoon, gamelan) had his article on a radically different Boehm-system bassoon made by Ohio amateur musician James Dean Mackey published in the *Journal of the International Double Reed Society*.
- Christina Reitz (music history). The Library of Congress has asked Dr. Reitz to prepare an introduction to the recording of Jennifer Higdon's Percussion Concerto that was added to the National Registry of the Library.
- Zsolt Szabo (trombone) gave a master class at the Paris Conservatory and was the Principal Trombone in the WCIF World Orchestra in Yerevan, Armenia. In addition, he gave several performances with members of the Atlanta Symphony Orchestra and was the only professor in the United States to be asked to serve on the jury of the first International Online Trombone Competition.
- Shannon Thompson (clarinet) presented her transcriptions of music by women in two juried conferences in July and November 2019, and her program of transcriptions of music by Lili and Nadia Boulanger was accepted for performance at the International Clarinet Association's annual conference, ClarinetFest 2020 (cancelled due to Covid-19).
- Allison Thorp (director of choral activities) was hired as the assistant choirmaster for a national production of the Defiant Requiem, a multimedia performance telling the story of Verdi's Requiem as performed in the Terezín Concentration Camp during World War II. In addition, she received guest conductor invitations throughout North

Carolina, Kentucky, and Tennessee, and her research on Appalachian composer Margaret Stringfield was accepted for presentation at the prestigious ACDA Symposium on Research in Choral Singing in Atlanta, Georgia.

- Brad Ulrich (trumpet) had a trumpet octet published by Eighth Note publications in Toronto; performed in Italy, Russia, and Canada; performed five concerts and one clinic with the Fortress Brass Quintet in St. Petersburg, one concert with the fortress brass quintet at the Gnnessin music Academy in Moscow.
- Margi Underwood (director of concert bands) presented at the International Saxophone Symposium and was accepted to present at the international Wind repertoire association (IGEB) in Valencia, Spain.
- Pavel Wlosok (jazz and music theory) had his newest CD “Never Too Old for Love” produced and released by LH Production label in Prague, Czech Republic, in March 2020. It features vocalist Carly Johnson; Grammy Award winning drummer John Riley; and International Bass Society Competition winner Mike McGuirk.

#### School of Stage and Screen

- The independent feature-length film “Bruiser”, written by Film and Television Production Program Director Josh Russell was accepted into the 2020 Sarasota Film Festival. Directed by Film and Television faculty Jon Mark Nail, the film co-stars Acting Program Coordinator Colin Wasmund, with appearances by other Stage and Screen faculty. Nearly ten alumni and students worked on the film, which shot around WNC in the summer of 2019. “Bruiser” is the first in a plan for more feature-length productions in the area with these filmmakers.
- Entertainment, Design and Technology Program Coordinator and Costume Designer Tory Depew is designing for the American Shakespeare Center’s Blackfriar Playhouse summer theatre. Actors, designers, directors and staff communicated virtually while self-quarantined before gathering with social distancing on the grounds.
- Scenic Designer Terry Martin had already worked extensively on set designs for the production of *Fences* with Ted Lange at the Redhouse Theatre in Syracuse, NY, before COVID-19 shuttered that production.
- Ashlee Wasmund was set to travel to the Edinburgh Fringe Festival in Scotland as choreographer of *Hitler’s Tasters, the Play*, before COVID-19 canceled the festival; the play has been acknowledged on The Kilroys #TheList2020 honoring women, trans and non-binary playwrights. Ashlee remains busy this summer developing a new community theatre venture, Calliope Stage, for Jackson County, NC.

#### Bardo Fine and Performing Arts Center

- Denise Drury Homewood was nominated to serve on the Grants Programming Committee for the Jackson County Tourism Development Authority and as a grant panel reviewer for the North Carolina Arts Council Program Support Grant category.
- Denise Drury Homewood and Jill Jacobs presented a webinar in response to COVID-19 transitions titled “How Crisis Management Changed our Internal and External Operations for the Better” for Americans for the Arts.
- In 2019-2020, Jill Jacobs published an article entitled *The Opinion Party: Reimagining the Focus Group* for the National Arts Marketing Project blog roll. In addition, she presented the following webinars through the American's for the Arts *ArtsU Program*: "Attracting College Students to the Arts in October 2019" and "Growing Your Marketing Team with Minimal Budget: Maximizing Internship, Volunteer, and Student Work Opportunities in March 2020."
- Greg McPherson served as a juror for the WNC Regional Scholastic Art Awards hosted by the Asheville Art Museum. Greg was also re-elected as a Commissioner for the Town of Sylva
- Carolyn Grosch was elected to chair of the finance committee of on the Board of Directors for the North Carolina Preservation Council

#### The Dean’s Office

- Dean George H. Brown directed William Shakespeare’s *Hamlet* for the School of Stage and Screen in March. Following the COVID-19 shutdown, he directed a virtual production of Shakespeare’s *Love’s Labour’s Lost* with students and faculty from the School of Stage and Screen to a national audience through Zoom.

### **Community Engagement including Advancement**

#### School of Art and Design

- Art Ed club hosted 1 Children’s Art Day and 9 evening (monthly) workshops for WCU Students, ran another 400+ art exhibition for Youth Art Month with awards sent to schools (reception cancelled due to COVID19).
- Art Education students delivered 75 Tues/Wed Friday workshop/lessons to students at the Catamount School.

- 4 students with Richard Tichich created an annual Mountain Heritage Day quilt using live demonstrations on sewing machines from various decades.
- Art Ed Club and Mudcats combined forces for a Glaze-a-thon during family weekend with 170+ mugs glazed and mailed to students
- Matt Liddle and printmaking students *Sock the Vote* by making 300 pairs of silkscreened socks to encourage voting
- Mudcats (Ceramics Club) – Donated bowls to Haywood Pathway’s Empty bowls event and also are in the middle of creating bowls for the Sylva Community Table’s Annual Empty Bowls (we will save them for next year’s event). Mudcats took part in helping to run the festival and also sell ceramic work at the WNC Pottery Festival to raise funds for the national conference.

#### School of Music

- The School of Music presented its annual Sounds of the Season concert on December 8 that included performances by the Jazz Ensemble, Symphonic Band, Wind Ensemble, University Chorus, Concert Choir, Civic Orchestra, Balsam Brass, and the Cullowhee Wind Quintet. Over two dozen fifth and sixth graders participated as members of the Jackson County Youth Honors Choir with choristers from Cullowhee Valley Elementary, Scotts Creek Elementary, Fairview Elementary, and Smoky Mountain Elementary. 864 tickets were issued, and the event raised over \$6000 for the School of Music scholarship fund.
- 2019 summer programming included the Pride of the Mountains Summer Symposium and band camps that brought over 500 music students, band directors, and teachers (middle and high school) to the campus. In the wake of COVID-19, the 2020 Summer Symposium was offered online for both the Directors Academy and Student Tracks which featured 11 educational sessions attracting over 500 directors and students from across the nation.
- For the first time, the school collaborated with the Mountain Heritage Center to present guest performers in the Coulter Recital Hall. The Berea Bluegrass Ensemble and violinist Andrew Finn McGill drew enthusiastic local and campus audiences.
- The School of Music hosted its annual High School Honor Choral Festival in the fall of 2019 with over 120 registered singers performing on stage at the Bardo Arts Center.
- The Jazz Ensemble performed at six North Carolina high schools during its March 2-4, 2020, spring tour engaging with approximately 500 NC high school students and fifty educators and staff. For the first time in nearly twenty years the students performed three new commissioned pieces written/arranged specifically for the WCU ensemble.
- The WCU Percussion Ensemble premiered a set of four new works in the fall of 2019 from composers Yaz Lancaster, Cassie Wieland, inti figgis-vizueta, and James May. The project was supported by funding from the WCU SOM, BCFPA, Provost’s Intentional Learning Grant, Office of Equal Opportunity and Diversity, and the Campus Theme Committee.
- As part of Civic Orchestra’s fall 2019 concert, conductor Damon Sink premiered a set of new orchestrations from *Les Rêves de Columbine* by Amy Beach. Because of the suspension of on-campus contact, the winners of the 2020 Solo Competition sponsored by the Jackson County Arts Council, will hopefully perform in the fall as part of a celebration of the 50th anniversary of the founding of the Western Carolina Civic Orchestra. The winners were WCU students Thomas Pendergrass, euphonium, and Mai Mikami, piano. Dexter Smith, a high school student was also chosen playing violin.
- Jon Henson conducted the Mountain Winds in two community performances. The 65-member ensemble is comprised of community members, celebrated their 10th anniversary this year, and has continued to thrive with help from the School of Music. Henson also presented a clinic to the Forsyth County fine arts teacher in-service that covered topics on implementing electronics into school music programs.
- Christina Reitz worked with the Department of Aging’s Adult Day Care (early Alzheimer) once a week playing piano and singing with the participants.
- Shannon Thompson is serving as a member of the Hendersonville Symphony Orchestra Music Director Search Committee that selected and announced four finalists for that position in March.
- Margi Underwood serves as a resource for local band directors and is regularly asked to work with area high school and middle school bands.

#### Bardo Fine and Performing Arts Center

- To support programming in the 2019-2020 academic year Bardo Arts Center received \$33,090 in external and internal support in the form of grants and sponsorships. This year Bardo Arts Center received grant support from The

Community Foundation of Western North Carolina, Art Alliance for Contemporary Glass, Jackson County Arts Council and internal support from WCU's Campus Theme Committee and Sustainable Energy Initiative. Bardo Arts Center sponsors include Nightstar Lodging and Blue Ridge Public Radio. The WCU Fine Art Museum acquired four new artworks to the collection during this academic year. Two of these donors are new to the WCU Fine Art Museum.

Friends of the Arts

- Due to Chancellor's Installation plans, the Friends of the Arts Gala for 2020 was rescheduled for Fall Semester. and COVID-19It is now being cancelled and replaced with a value driven donation solicitation initiative involving both social media and direct mailing.
- The Friends of the Arts hosted an on-campus salon in the CAT Center focused on WCU's Commercial Music and Audio Production. 42 guests attended the event which featured faculty and student demonstrations and a tour of the recording studio. The Spring FOA Salon focused on the Film and Television Production Program was postponed to a future date due to COVID-19.

The Dean's Office

- BCFPA began production of the 5th WCU Roadworks tour originally schedule for summer of 2020, this year focused on celebrating the 100<sup>th</sup> Anniversary of the 19th Amendment with the Cashiers Historical Society. Original plans to present the historical docudrama *Failure is Impossible* is being redeveloped into a film project that can be shared region wide. The purpose of WCU Roadworks is to share the talents of our students with the region and encourage them to visit WCU. During the Summer of 2016, WCU Roadworks presented the comedy *The Complete Works of William Shakespeare (Abridged)* performed for free at 24 different venue across Western North Carolina. During the Summer of 2017, an ensemble of the Catamount Singers toured the region. In the summer of 2018, five students from the School of Art and Design engaging hundreds of students in our region through silk screening and small-scale metal pours at 15 WNC venues. The Summer Tour of 2019 shared musical theatre performances around the region.

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The Honors College  
Dr. Jill Nelson Granger, Dean

The Honors College at Western Carolina University is a community of engaged students, across all academic disciplines, who seek opportunities for going above and beyond what is expected in their classroom and academic pursuits, striving for academic excellence. Likewise, Honors Students take their passions beyond the classroom to lead the university in myriad ways and are active in service to the wider community. These top student scholars are supported by the University through a network of devoted faculty and staff members, who provide honors students with extraordinary opportunities and academic challenges. WCU's Honors College serves as a point of distinction for the University, a showcase for student achievement, enhances the reputation of WCU by bringing attention to excellent academic opportunities, close faculty-student relationships, and a living-learning community that is a national model for excellence in Honors education.

**Programs and Initiatives**

In 2019-2020, the Honors College completed the third year of implementation of the Program Development Plan that was created following an external review which was completed in 2017. Highlights of accomplishments related to strategic initiatives outlined in that plan include:

Recruitment and Enrollment

- First-year student admission of Honors Students for fall 2020 has been running high in comparison to our enrollment goal during this admission cycle. On May 1, deposits as a function of admitted Honors Students were high (over 29%) compared to recent previous years (19-24%). The high deposit rate results in a higher overall enrollment projection despite lower total numbers of admitted students to Honors in this cycle. Lower admission numbers were part of an intentional enrollment plan to continue to align enrollment to resources. Given what looks to be a higher rate of summer melt (deposited students who are deferring or changing plans for the fall) due to the covid-19 pandemic,

projections continue to look on track to hit our anticipated target for fall new student enrollment in Honors. Academic standards (average high school GPA, class rank, SAT and ACT scores) are at or above prior years.

- One of our enrollment strategies, tested last year and expanded this year, has been to create a path for interested students to gain access to Honors. This strategy is aimed to rely less on standardized test scores while keeping the door open to high achieving students, thus contributing to higher diversity in Honors. Current data show that Honors, over the past two years, has seen a 5% in shift toward increasing racial diversity.

#### Improved Efficiencies

- In fall 2019, a new database project was completed by our collaborators in the Department of Information Technology. The new database allows us to work directly with University data in monitoring student progress toward their degree and achievement of the Honors Diploma. During the 2019-2020 academic year, critical testing and troubleshooting were accomplished. We anticipate that the project will be ready for more widespread use in the 2020-2021 academic year. When complete, the project will increase data security, minimize errors in the documentation process, streamline workflow, and provide essential reporting functions.
- Working with colleagues in Coulter Faculty Commons, a new Honors College Student Center was created in Blackboard, providing a forum for within-college communication. This capacity proved to be *vital* during the unexpected shift to distance modalities during the spring 2020 semester, and was expanded as a platform for online orientation for all our new incoming students over the summer.

#### Developing the Vision: Standards for Graduation

- Honors graduation standards were both raised and enhanced through work accomplished this year. Initiated by our Honors Student leadership board, changes in graduation requirements were passed and incorporated into the 2020-2021 Catalog. Under the new standards, Honors Students will have a choice to graduate with full Honors --earning 27 credit hours with honors attribution (old standards were 24 honors hours), -OR- earning 24 credit hours with honors attribution *and* completion of Level 3 in DegreePlus in any one track. The DegreePlus program, part of the University's Continuous Improvement Plan, provides co-curricular and extra-curricular experiences and reflection in areas that are well-aligned with Honors goals such as leadership, team work, cultural responsiveness, and professionalism.

#### **Student and Staff/Faculty Successes**

- Honors Advisor, Colin Townsend, and members of the *Honors College Student Board of Directors*, the student leadership organization for the Honors College, presented at the North Carolina Honors Association Meeting which was held at NC State University in Raleigh in the fall of 2019. This is the fourth consecutive year in which Western Carolina has had student participation in this important statewide gathering of the Honors academic community.
- Graduates with full honors this year numbered 213 (9 more than last year); 166 graduated in May 2020 (compared to 164 graduates in May 2019, and 155 in May 2018) and 47 in December 2019 (compared to 40 in December 2018 and 53 in December 2017). All of this year's Honors graduates and all current Honors students are now under the standard of graduating with full Honors with a WCU GPA of 3.5 or higher (previously students admitted under the "old" standards had a WCU GPA of 3.33 or higher requirement).
- Dr. April Tallant, Associate Dean in The Honors College, was granted tenure and promotion to Associate Professor through her home department in the College of Health and Human Sciences. Dr. Tallant had several publications and presentations this year including a publication on the innovative Honors learning community, #SocialChange, that she co-directed last year:
  - o LeBeau, S., Tallant, A. C., Dulworth, J. R., \*Scott, C., Lilly Conference, "Intentional learning community design as a high-impact practice," Asheville, NC. (August 5, 2019 – August 7, 2019). \*student co-author
- This year, 127 students were inducted into Alpha Lambda Delta, the honor society for first-year students. This compares to 140 last year, and 118 the previous year. This year's Alpha Lambda Delta induction ceremony was co-scheduled with the Chancellor's Award ceremony, which improved the participation rate and numbers of guests for both programs. With this successful collaboration, we hope to build on this event in the future to continue to highlight student success.
- Emily Sharpe, Director of Honors Advising, attended a national conference for academic advisors in fall 2019. This was her first national conference.

**Community Engagement including Advancement**

- Final plans were approved for the rededication and naming of the Brinson Honors College in honor and recognition of Jack and Judy Brinson. In fall 2019, Jack Brinson addressed the audience at the annual Scholarship Donor Recognition luncheon, which was held in the Ramsey Center for the first time. The ceremony to celebrate the Brinsons and to rededicate the college was initially scheduled for June 2020 and, due to restrictions on large gatherings, has been rescheduled for September 4.
- One new endowed fund was established this year. The Katherine Carlson Whitehead Honors College Nursing Scholarship was established by Dr. C. Mark Whitehead in honor of wife, Kathy. Both are members of the Honors College Advisory Board.
- Gifts to Honors College funds this year totaled \$1,121,875. Major gifts included pledge payments to the Ambassador Jeanette Hyde fund for student study abroad, and the Elingburg scholarship fund; as well as the Brinson endowment and the new Whitehead endowed scholarship. There were 31 total donors to Honors College funds this year.
- For the second year, Honors worked with Advancement to organize a dinner in Highlands, NC. Hosted by Jack and Judy Brinson at WildCat Cliffs Country Club, the program guests included members of the Honors College Advisory Board and members of the board of the Highlands area non-profit, Center for Life Enrichment, along with invited guests. Chancellor Kelli Brown gave brief remarks at the program. Honors Students, seated around the room with board members, each gave a brief introduction and talked about their engagement at WCU in areas such as undergraduate research, including the Summer Undergraduate Research Program, study abroad, leadership on campus, community service activities, internships, etc.
- New members were added to the Honors Advisory Board this year: Gayle Watkins and Andy Chmar, and Melanie (spouse John) Davis. Both couples hosted Honors students, Board members, and guests at their homes in the fall.

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**Graduate School and Sponsored Research**

**Dr. Brian Kloeppe, Dean**

**Graduate School**

Graduate Enrollment

	Final Headcount	% Increase/Decrease previous year	Student Credit Hours	% Increase/Decrease previous year
Fall 2019 (Census)	1698	+ 5.3%	13,967	+ 6.5%
Spring 2020 (Census)	1660	+ 1.9%	13,332	+ 2.3%

**Programs and Initiatives**

Recruiting and Marketing of Graduate Programs

- Implemented in Fall 2018, \$100,000 of recurring graduate tuition scholarship funds from WCU budget allocation were leveraged with \$80,000 of existing Graduate School scholarship funds to create a \$180,000 enrollment growth scholarship fund. Eight programs (listed below) were selected from eighteen who applied for these funds and each was allocated six recurring scholarships to recruit new students. Program goals/metrics are evaluated each semester and programs meeting goals on Census Day in Fall 2020 will continue scholarships while programs not meeting goals will have their scholarships discontinued and a replacement program will be selected.
  - o Residential Programs: Counseling, English, History, Physical Therapy
  - o Online Programs: Construction Manage., Health Sciences, Project Manage., Special Educ.
- The sixth dispersal of the \$10 Application Fee Increase occurred in summer 2020 and yielded \$20,670 that was disbursed to Graduate Programs to empower them to support marketing and recruiting for graduate students. Ten programs invested their marketing funds in application fee waivers to recruit new students to their programs:

- Accountancy, Business Administration, Culturally-Based Native Health Certificate, Data Science Certificate, Engineering Technology, English, Fine Arts, Higher Education Student Affairs, Innovation Leadership and Entrepreneurship, Public Affairs
- Jacob Henshaw was hired as our Graduate School Director of Marketing and Recruiting and he started on 01 June 2020.
- Leela Livis was hired as an application processor in the Graduate School and started on 01 July 2020.
- The Experiential Outdoor Education MS program was approved as a new graduate program by the UNC Board of Governors, SACS-COC, and accrediting bodies. The first cohort of 21 new students will be starting in August 2020.
- The Master of Science in Athletic Training program was approved as a new program and the first cohort of 3 new students will be starting in August 2020.
- Strategic Marketing Initiatives (in collaboration with WCU Marketing) is occurring with graduate programs specifically targeted with a capacity for growth including:
  - Focus Programs: Biology, History, Sport Management, MAEd & MAT Comprehensive Programs, Construction Management, Fine Arts (target is an increase in applicant quality), Health Sciences
  - Focus Themes: Biltmore Park, Online Programs, Humanities, Accelerated Bachelors to Masters Programs
- Continued to modify, improve, and assess monthly recruiting Graduate School Open House events that alternate between Cullowhee and Biltmore Park as well as Online Program Information Sessions. These events have been converted to live virtual sessions and include marketing, recruiting, and Program Director/faculty conversations that are effective recruiting and relationship-building events utilized by the Graduate School.

#### Graduate Student Support

- Graduate Student Association (GSA) utilized their base budget of \$25,000 for graduate student professional development travel grants.
- Graduate Student Association: elected their officers for the 2019-2020 academic year (Elijah McCoy from the Higher Education Student Affairs Program, President; Katherine Rufalo from the Higher Education Student Affairs Program, Vice President for Travel Grants; Fiona Buchanan, from the Public Affairs Program, Vice President of Public Relations; Nicholas Ussery from the Physical Therapy program, Biltmore Park Liaison) and updated their web site and process for considering graduate student travel grants for professional development.
- Graduate Student Live Virtual Orientation sessions for graduate students in Biltmore Park-based programs will be on Tuesday, 28 July 2020, for Online-based programs will be Wednesday, 29 July 2020, and for Cullowhee-based programs will be Thursday, 30 July 2020, and will be conducted in close association with the Provost and campus service providers.

#### Events

- Three-Minute Thesis Competition (30 October 2019): WCU was represented at the Council of Southern Graduate Schools Regional 3MT Competition by Kevin Jenson (1<sup>st</sup> Place: English). At our WCU 3MT event, Molly Gooden (2<sup>nd</sup> Place: Biology) and Holli Stillman (People's Choice: Higher Education Student Affairs) were also competition winners.
- We awarded the 6th Annual Curtis W. Wood Outstanding Graduate Faculty Mentoring Award (funded by Emeritus Professor Dr. Curtis Wood) to Dr. Ashley Hyatt of the Department of Physical Therapy.
- We awarded a 'Graddy' (Graduate School Award) to Kelly McIntyre, Programs Manager at Biltmore Park, for her continued work on applications, advising, and enrollment for prospects, applicants, and students in the Master of Business Administration and Master of Accounting programs in the College of Business.
- Graduate Research Symposium was integrated with the Undergraduate Expo (24 and 25 March 2020) with the combined title of Research and Scholarship Conference in partnership with the Honors College and the Provost Office. Unfortunately, the event was canceled due to the impact of COVID-19.
- Graduate Education Day at Raleigh (19 May 2020): typically, 3 graduate students visit with North Carolina State legislators as part of a delegation from the North Carolina Council of Graduate Schools. Unfortunately, the event was canceled due to the impact of COVID-19.

**Office of Research Administration (ORA):**

- Awards to date as of 30 June, in each fiscal year:

FY20 Awards	FY19 Awards	FY18 Awards	FY17 Awards	FY16 Awards
71	82	76	56	62
\$6,233,160	\$5,569,854	\$5,110,118	\$4,608,021	\$6,040,388

**Initiatives and Programs**

- Provost Internal Grants: \$175,238 committed from the Chancellor and Provost from indirect cost returns resulted in 29 proposals from and 17 awards to faculty.
- At the Faculty Scholarship celebration on 20 February 2020, faculty member Dr. Jess Weiler was recognized as a first-time member of the Million Dollar Circle Club with more than \$1,000,000 in externally funded research at Western Carolina University. This initiative to recognize some of our most successful proposal writers is an attempt to incentivize others to join this exclusive group of investigators.
- Multiple Proposal Writing Workshops were hosted by Shannon Mulkeen and Pan Riggs in the ORA.

**Office of Research Administration Highlights**

- Hired Shannon Mulkeen as Pre-Award Manager to replace Alison Krauss who was hired as our Director of the Office of Research Administration. Shannon’s starting date was 01 November 2019 and she comes to us from previous research administration experience at UNC-Chapel Hill and at the University of Southern Maine.
- Hired Jamie Carson as Research Protections Officer to replace Jennie Wyderko. Jamie’s starting date was 06 January 2020 and she comes to us with a law degree and previous research human compliance experience at Mission Hospital systems in Asheville.
- The indirect cost distribution from research grants continues to benefit principal investigators, departments, colleges, Provost Office, and Chancellors Office and increased to \$450,844 in FY 2020. Principal investigators received \$44,085 and departments received \$67,642 in FY 2020.
- The proposed research dollars submitted increased from \$12,931,735 in FY 2019 to \$20,170,280 in FY 2020.
- The research award dollars increased from \$5,569,854 in FY 2019 to \$6,233,160 in FY 2020.
- The Institutional Review Board (IRB) reviewed a total of 231 projects in FY 2020 including 172 new projects, 26 annual project renewals, and 33 project modifications.
- The Institutional Animal Care and Use Committee (IACUC) reviewed 8 projects in FY 2020 including 5 new projects, 2 modified projects, and 1 renewal project.
- There were 14 new Principal Investigators at WCU who submitted research proposals in FY 2020 and 9 new Principal Investigators at WCU who received research awards in FY 2020.

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**Assessment and Undergraduate Studies**  
**Dr. Carol Burton, Vice Provost for Academic Affairs**

The Vice Provost for Academic Affairs provides oversight for Undergraduate Studies and for the Office of Assessment. Undergraduate Studies is comprised of the Centers for Career and Professional Development (CCPD), Community Engagement and Service Learning (CCESL), and the Mountain Heritage Center (MHC). Additionally, Undergraduate Studies administers the Liberal Studies program for all undergraduates, the Campus Theme, and *Synthesis: a pathway to intentional learning*, a quality enhancement initiative that supports students’ engaged and experiential learning. The Center for Career and Professional Development is also responsible for the university’s Quality Enhancement Plan,

DegreePlus. Collectively, these units employ 19 staff members and serve thousands of students, faculty, staff, alumni, and community members.

Our productive 2019-20 academic year concluded with a strong, proactive pivot from mostly face to face programs and initiatives, to remote or virtual formats still serving our faculty, students, staff, and communities.

## **Programs and Initiatives, Faculty/Staff Success, and Student Success**

### Undergraduate Studies

- Campus Theme: *Sustainability and Environment* – Despite many Spring 2020 programs and events being cancelled or rescheduled because of COVID-19, the Campus Theme Committee still supported approximately 20 engaged programs and events across campus during the 2019-2020 Academic Year.
- The Office of Undergraduate Studies allocated over \$55,000 in Intentional Learning funds for student travel to present at professional disciplinary conferences, conduct undergraduate research, and participate in community engagement service learning, etc.

### Assessment

The Office of Assessment transition from Institutional Planning and Effectiveness to the Vice Provost for Academic Affairs in December, 2019.

- Last summer, Assessment hosted the second annual Continuous Improvement Report (CIR) peer evaluation on July 22-26, 2019. Eighteen faculty and eleven staff reviewed 150 unit reports to provide feedback to academic programs and student success units/administrative units regarding their assessment and continuous improvement practice.
- During the 2019-2020 academic year, the Office of Assessment established clear expectations for assessment at WCU and successfully developed new resources to promote success in assessment. Two of these resources include a SharePoint platform for assessment and program review, and new assessment structure in Xitrac for academic and administrative units.

### Career and Professional Development and DegreePlus

- In addition to numerous collaborations with on-campus partners, The Center for Career and Professional Development also worked with off-campus groups including North Carolina State University's Empowering Mountain Food Systems, the Wilkes Economic Development Corporation, the Henderson County Partnership for Economic Development, the Asheville Area Chamber of Commerce, the Mountain Area Workforce Development Board, and the Land of Sky Regional Council.
- The Center for Career and Professional Development created the first ever student employment diversity taskforce during the 2019-2020 academic year. The task force examined student employment data to determine if there was a difference between the percentage of the population versus the percentage of students employed in a variety of categories, analyzed job descriptions and made recommendations to supervisors on using inclusive language and content, and developed hiring and supervisory guides to be used by hiring managers that highlight implicit bias and best practices.
- The Center for Career and Professional Development coordinated a career day on campus at WCU focused on opportunities for science majors with the North Carolina Crime Lab. The day's events included a career panel for the Fem in STEM club as well as a career panel for Biology, Chemistry, and Forensic Science students.
- Carrie Hachadurian, Student Development Coordinator in the Center for Career and Professional Development, presented at the National Student Employment Association (NSEA) conference in October 2019, on Flipping Student Employment to a High Impact Practice.
- The Center for Career and Professional Development hosted several large-scale employer events: Part-Time Employment Fair, Catamount Career and Networking Day (2), Construction Industry and Career Day, Education Fair, Careers for Causes Event, HHS Resume Round-ups, Etiquette Reception, Accounting Interview Day, and Career Panels.
  - In response to COVID-19, DegreePlus executed a smooth transition to an online format for DegreePlus Day and 100% of the students who participated successfully completed Level 2 by the May deadline. Additionally, the transition to an online format jumpstarted *DegreePlus-Digital*, a collection of recordings to use for Level 1 events, and has positioned DegreePlus to better respond to the changing landscape of higher education.
  - The number of DegreePlus events continue to increase each semester, as does the number of students completing Level 1. To increasing student participation in Level 2 and the DP3 Experience (formerly Level 3),

Associate Director, Marti Newbold, with guidance from faculty, staff and students, has proposed revisions for the 2020-2021 academic year that will provide an accelerated way to complete Levels 2 and 3 without compromising on the quality of experience.

#### Community Engagement and Service Learning

- The Center collaborated with the University Participant (UP Program) Program to establish and hire a new Community Coordinator position for engagement. The UP Program was recognized by the national Engagement Scholarship Consortium with the Excellence in Faculty Community Engagement Award in 2019.
- The Center continued food insecurity efforts during the 2019-2020 academic year, partnering with the Food Lion Feeds program as well as WCU Athletics, MANNA, and Mast General Stores. Their efforts helped to provide the community with approximately 1,350 meals, 700 pounds of fresh produce, 3,000 pounds of non-perishable food items, and \$1,000 in Food Lion gift cards. CCESL also received a \$3,600 award from the Community Foundation of Western North Carolina to help support WCU's Biltmore Park Instructional Site Food Pantry for students.
- The Center's Lily Community Engagement program had 1,354 new student participants. A total of 1,998 students participated in 1,100 different experiences through the program.
- Under the Center's leadership, the Student Democracy Coalition hosted seven educational programs on civic engagement, registered hundreds of voters, and engaged over 1,000 voters in February. These efforts led to WCU being selected as an Elite Leader Campus by the Andrew Goodman Foundation and being showcased by the Wesleyan University Civic Engagement Leadership Initiative.
- During February 2020, the Center partnered with the Division of Advancement and WCU's Staff Senate to help increase staff engagement in giving and community service. I Love WCU Month generated 125 faculty/staff volunteers contributing nearly 700 hours. The #GivingTuesday initiative raised \$10,000 in one day for the eight partner organizations and WCU's Student Emergency Fund.
- In response to COVID-19 the Center also partnered with various organizations to support the community, including the American Chinese Friendship Society and other WCU faculty to raise approximately \$15,000 to purchase and distribute PPE to front line healthcare workers and essential employees; WCU's Rapid Center and over 30 health-based community organizations to distribute over 3,000 face shields to frontline healthcare workers across the Western North Carolina region; WCU's School of Nursing and three senior living centers in Asheville to assemble and distribute 600 Catamounts Care Bags, providing fresh produce, hand sanitizer, a kind note, a recipe card, and PPE to elderly residents.
- The Center received numerous accolades during the 2019-2020 academic year, including the North Carolina Campus Compact Partnership of the Year Award for its work with Haywood Pathways Center. Campus Compact also named WCU Senior Jordan Rasheed a Frank Newman Civic Engagement Fellow.

#### Liberal Studies

- The Liberal Studies Program, under the guidance of our assessment director and committee chair, Dr. Jen Schiff, completed its first year of a new assessment cycle. As part of that process, faculty submitted over 2,500 student artifacts, with a sample of those artifacts scored against learning outcome rubrics, and all participating faculty receiving individualized feedback on assignment design for optimum student learning.
- The Liberal Studies Committee updated the Liberal Studies Document, parts of which had not been updated in 20 years. The revised guidance document now reflects the program's current curriculum proposal and assessment processes, as well as expresses the committee's emphasis on inclusion and diversity within the Liberal Studies Program.

#### Mountain Heritage Center

- In response to COVID-19, the Mountain Heritage Center has created a Virtual Summer Camp program, providing seven weeks of activity packets and instruction free of charge to local families with elementary school aged children. Purposely designed to reach local families with limited internet access, Virtual Summer Camp materials included a binder with illustrated information and craft instructions, as well as materials needed for the summer camp activities. Additional information and instructional videos were posted on the center's website and YouTube channel. MHC staff provided curbside delivery of weekly activity packets on Fridays in June and July.
- The Mountain Heritage Center continued its initiative of exploring the diverse cultures of western North Carolina through two major exhibits in their Hunter Library gallery: Exploring Our Forgotten Past (Summer/Fall 2019) and Al Norte al Norte: Latino Life in North Carolina (Spring 2020).

- Mountain Heritage Center collections manager, Loran Berg, was chosen as one of 25 participants in the Smithsonian’s national Heritage Emergency and Response Training (HEART) program, and received a travel scholarship to the week-long residential training.
- In June 2020, the Mountain Heritage Center installed its traveling exhibit, “When All God’s Children Get Together”, highlighting stories of the African-American residents and communities of far western North Carolina, in the second-floor lobby of the H F. Robinson Administration Building.
- Two Mountain Heritage Center interns were recognized by the North Carolina Museums Council (NCMC). Sophie Potts was awarded a full scholarship to NCMC’s annual meeting, and William Coleman was chosen as a presenter for NCMC’s Student Work in Museums annual meeting session. Both Potts and Coleman are WCU History majors who graduated in May 2020.
- As part of our ongoing diversity and inclusion initiatives, the Mountain Heritage Center partnered with the Department of Intercultural Affairs (ICA) and the Cherokee Center to develop a series of exhibits for ICA including “Diversity Through the Years”, “Six Weeks That Changed Everything”, “What Not to Wear for Halloween”, and “Native American Arts & Crafts”.

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**Office of Academic Affairs**  
**Dr. Brandon Schwab, Associate Provost for Academic Affairs**

Note: The APAA works in close collaboration with many others, so all the accomplishments, achievements and activities below would not be possible without the dedicated efforts of others. As is true for all members of the campus community, and beyond, COVID-19 impacted priorities across reporting areas as we shifted to responding to the ever-evolving crisis.

**Programs and Initiatives**

- Hired new Director of International Programs and Services
- Completed strategic plan for Highlands Biological Station with students from Dr. Yue Hillon’s Management classes (undergraduate and graduate)
- Completed 2019-2020 AACSB American Academic Leadership Institute - Becoming a Provost Academy (BAPA)
- Presented peer-reviewed pre-conference and conference workshops at AAC&U STEM meeting in Chicago (Nov 2019)
- Completed Study Abroad site visits in Japan, resulting in four new/renewed partnership agreements
- Provided Interim leadership of Educational Outreach and International Programs and Services, January – June 2020
- Published faculty web profiles on WCU website. Profiles pull biographical information automatically from the Faculty Activity Database to create a consistent, searchable, listing of WCU faculty that includes contact information, academic degrees, and selected biographical, teaching, and research information.
- Co-PI on NSF S-STEM grant proposal: “Collaborative Research: STEM Transfer Students – TRUE success using undergraduate research pedagogy within public/private university partnership.” Gainey (Chemistry), Schwab, and Strahan (Education), \$2,121,812 requested.
- Leadership and team building session – Folkmoot Guide training

**International Programs and Services (IPS)**

- IPS increased international student enrollment by 6.7% with a total enrollment of 192 students for the 2019-2020 academic year versus 180 students for 2018-2019.
- IPS was temporarily restructured as a unit under Educational Outreach in September, 2019 while undertaking a search for a new director.
- IPS welcomed 15 student interns from China and one research scholar to take part in the innovated Teacher Education Program; a collaboration between IPS, School of Teaching and Learning and Southwest University China.
- IPS student populations and campus and community programing were significantly impacted by COVID-19 as were study abroad and faculty-led programs. All Spring 2020 and Summer 2020 study abroad programs were suspended or cancelled. This impacted 37 study abroad students in the spring and 10 faculty-led courses. The majority of

international students returned to their home countries in mid-March and continued their coursework online. WCU's Annual International Festival (schedule for April, 2020) was cancelled.

- To assist students with the transition and changes due to COVID-19, IPS held virtual coffee hours for study abroad and international students to stay connected and answer questions and concerns.
- IPS Associate Director and Associate Provost of Academic Affairs visited 2 existing bilateral partner universities and one new bilateral partner in Japan. Their trip was cut short due to Typhoon Hagibis.
- IPS developed a new bilateral partnership with Kanagawa University, located in Kanagawa, Japan.
- Two IPS staff members became Designated School Officials (approved by the U.S. Department of Homeland Security) to assist with visa issuance and maintenance.
- Throughout Academic Year 2019-2020, 30 students from China, Japan, Saudi Arabia, and Turkey participated in courses and programs offered through the IEP; these included full-time IEP students, J-1 student interns, and special program participants.
- Degree-seeking IEP students who successfully completed the IEP and matriculated into the university during the 2019-2020 Academic Year earned an average GPA of 3.529 during their first semester as matriculated students.
- The IEP developed a new "Online IEP @ WCU" virtual program to offer English language courses to international students worldwide during Summer 2020.

#### Highlands Biological Station (HBS)

- Selected Highlights/Achievements in last year:
  - Completion of our strategic planning process, with endorsement by the HBS BOD of our Strategic Goals and Priority Action Items roadmap, building on the valuable analyses stemming from the work of Dr. Yue Hillon and her MBA 643 & MGT 404 students.
  - Successful completion of two of our three major construction/renovation projects at HBS – namely, our R&R-funded Cottages dorm renovation and NSF-funded Aquatics Lab renovation and expansion.
  - We hired an outstanding Associate Director, Jason Love, who brings over 10 years of experience as site operations manager at Coweeta Hydrologic Laboratory, a USDA-Forest Service research facility in nearby Otto, NC.
  - Completion or near-completion of several important grounds-and-gardens projects, including construction of a new bridge in the bog garden, installation of a 'homeowner's demonstration garden' at the Cottages, and installation of approximately 10,000 wildflowers at the dam area as part of the new native pollinator conservation garden.
- HBS-related research, grants, & other scholarly productivity:
  - HBS-based researchers published **12** scientific papers in 2019-2020, including papers in the peer-reviewed journals *Castanea*, *Herpetological Review*, *Transactions of the American Society of Agricultural & Biological Engineers*, *BMC Developmental Biology*, *Nature Communications*, *Plos One*, *Forest Ecology & Management*, *North American Journal of Fisheries Management*, *Landscape Ecology*, and *Biological Invasions*.
  - Dr. Robert Warren, who earned his MS at WCU and is now on the faculty of SUNY Buffalo, published a paper that grew out of his summer 2018 HBS Global Change Ecology course: Warren, R. J, M. Candeias, A. Lafferty & L. D. Chick. 2019. Regional-scale environmental resistance to non-native ant invasion. *Biological Invasions* 22: 813–825.
  - HBS received a \$101,000 research equipment grant from the UNC System Office.
  - HBS Associate Director Jason Love published the children's book *Shady Streams, Slippery Salamanders*.
  - Jason Love secured funding for HBS to establish a bird banding station at HBS, as part of the Monitoring Avian Productivity & Survivorship (MAPS) project, run through the Institute for Bird Populations (IBP; [www.birdpop.org/pages/maps.php](http://www.birdpop.org/pages/maps.php)).
  - The support of HBS is acknowledged in the recently published *Field Guide to the Lichens of Great Smoky Mountains National Park* (UT Press, 2020), by Drs. James Lendemer (New York Botanical Garden) and Erin Tripp (Univ of Colorado, Boulder).
  - Executive Director (Costa) had a productive year in regard to scholarship, with the publication of several peer-reviewed papers with students and collaborators, a book review, encyclopedia article, and a co-edited volume published by the Univ. of Chicago Press (to which he also contributed 3 chapters). He also continued to make progress on a co-authored book project for Princeton University Press, and initiated a new collaborative project for Timber Press with illustrator Bobbi Angell.

- Costa secured a second round of funding for Hemlock Woolly Adelgid research from the NC Collaboratory, including support for a graduate student.
- Costa was funded by the Linnean Society of London to organize a 1-day symposium (held Nov 2019) celebrating the 150th anniversary of A. R. Wallace's classic *The Malay Archipelago*.
- Costa was named Andrew Mellon Visiting Scholar at the LuEsther T. Mertz Library Humanities Institute, New York Botanical Garden.
- Along with WCU colleagues Brian Railsback (English) and David Henderson (Philosophy & Religion), Costa gave a paper in a panel organized around the anthropocene concept for a conference held at Akaki Tsereteli State University, Kutaisi, Republic of Georgia.
- Costa is co-PI on a recently submitted IMLS-CARES proposal to form a "WCU Museums & Collections Collaborative," with WCU colleagues Denise Homewood (Fine Art Museum) and Pam Meister (Mountain Heritage Center). If funded, this \$476K grant will support a digital Curatorial Specialist for each museum for 2 years.

#### Coulter Faculty Commons (CFC)

- The CFC has been instrumental in providing training and professional development to faculty for the shift to online and hybrid course offerings. CFC facilitated 46 workshops to 183 faculty in preparation for summer and fall courses.
- The CFC offered 28 drop-in sessions, with 135 faculty participants, covering topics such as using Panopto, embedding quizzes, auto captioning, PowerPoint narration, and using Zoom.
- The CFC team also supported UNC System initiatives on Digital Course Collections centered around development of online course modules and content using Open Educational Resources (OER) that are freely available to any instructor at any UNC institution.
  - Dr. Eli Collins-Brown served as the lead instructional designer with support from John Hawes, Educational Developer, for two System Office Online Course Collections, Accounting 1: Introduction to Financial Accounting and Macroeconomics. Dr. Steve Ha, from the College of Business was one of the faculty leads for Microeconomics.
- It is difficult to overstate how important the CFC has been, and continues to be, in providing support to faculty with the shift to online and hybrid instruction to insure high-quality course offerings for our students during this crisis.
- CFC staff have also supported the shift to Student Orientation Online and online New Faculty Orientation.

#### **Student Successes**

- Supported student participation in SoCon Undergraduate Research Forum (SURF) and WCU Summer Undergraduate Research Program (SURP).

#### **Faculty Successes**

- Scholarly Development Assignment Program awardees:
  - Dr. Debra Burke, Professor, Accounting Finance Information Systems and Business Law
    - Working on a "recipe" book for teaching business law in the online environment.
  - Dr. Brian Gastle, Professor, English
    - Completing a manuscript of book-length translation of John Gower's long (33,000 line) Middle English poem, *The Confessio Amantis*, and to complete an essay on trauma, violence, PTSD, and Chaucer's *Knight's Tale* in to submit it to The Chaucer Review, one of the most prestigious journals in Chaucer studies.
  - Dr. Marie-Line Germain, Associate Professor, Human Services
    - Co-edit and publish a book titled Expertise in Organizations: Past, Present, and Emerging Trends.
  - Dr. Ian Jeffress, Associate Professor, School of Music
    - Recording selections from over twenty-five new commissioned works, collaborating with composers to share with audiences newly-composed music that reflects the diversity of voices present in the new music community.
  - Dr. Jeremy Jones, Associate Professor, English
    - Completing second literary nonfiction book, *The Coded Life*, and research and write a draft of a novel tentatively titled *Once You 're Gone*.
  - Dr. Sudhir Kaul, Associate Professor, Engineering & Technology

- Compiling work in computer modeling of vibration in systems with the intent of controlling those vibrations, an important engineering problem with implications in automobile noise, efficiency of jet engines, and stability of structures, into a book format that can be used for education and industry application.
  - Dr. Elizabeth McRae, Associate Professor, History
    - Working on a monograph tentatively titled *From Public Schools to the United Nations: White Women's Narratives of Anti-Integration and Anti-Immigration*, as well as an article currently being revised for an edited collection to be published by the University of California Press. Conducting research in numerous archives: most notably, collections at the University of Kansas and University of Iowa, but also the papers of U.S. Senators held in Arkansas, Mississippi, Georgia, and Southern Carolina.
  - Dr. Lori Oxford, Associate Professor, World Languages
    - Conducting research necessary to produce a monograph on Cuban literary production in the 1990s and early 2000s, a critical period in Cuba's history.
  - Dr. Cheryl Waters-Tormey, Associate Professor, Geosciences and Natural Resources
    - Completing 0.5 km-scale fracture network conceptual models for the Hickory Nut Gorge, NC, area, using two datasets: lineaments identified in LiDAR "bare earth" images, and detailed field mapping of bedrock fractures (type and orientation). These results will be applied in a collaboration with the NC Geological Survey landslides group on the Rutherford County slope hazard map.
  - Dr. Yanjun Yan, Associate Professor, Engineering & Technology
    - Awarded a Fulbright Scholar working with high-risk students and underrepresented groups in the southern Appalachian region. Activities in Bulgaria would extend her skills in the Scholarship of Teaching and bring new approaches to pedagogy to WCU. Alternatively, Dr. Yan will work on artificial intelligence in robotics, namely the Kilobots, and also alternate methods of understanding self-organizing systems.
- *HBS*
  - Books, Papers and Book Chapters:
    - Smith, C., J. T. Costa, and D. Collard (eds.). 2019. *An Alfred Russel Wallace Companion*. Chicago, Ill.: University of Chicago Press. [Co-editor]
    - Smith, C. H., J. T. Costa, and M. Glaubrecht. 2019. Alfred Russel Wallace's "Die Permanenz der Continente und Oceane." *Archives of Natural History* 46(2): 265–282.
    - Barden, L. S. and J. T. Costa. 2020. Four decades of Table Mountain pine demography on Looking Glass Rock, Transylvania Co., NC, USA. *Castanea* 85(1): 23–31.
    - Costa, J. T. 2019. *The Truth About Animals*, by Lucy Cooke. *Quarterly Review of Biology* 94: 218–219. [Book Review]
    - Costa, J. T. 2019. Social Evolution in "Other" Insects and Arachnids. In: Choe, J.C. (Ed.), *Encyclopedia of Animal Behavior*, 2<sup>nd</sup> ed., vol. 4, pp. 617–631. Elsevier, Academic Press. [2019 update of 2010 article]
    - Costa, J. T. 2019. Field study, collecting, and systematic representation. pp. 67–94 In: C. Smith, J. T. Costa, and D. Collard (eds.), *An Alfred Russel Wallace Companion*. Chicago, Ill.: University of Chicago Press.
    - Costa, J. T. 2019. Wallace, Darwin, and natural selection. pp. 97–144 In: C. Smith, J. T. Costa, and D. Collard (eds.), *An Alfred Russel Wallace Companion*. Chicago, Ill.: University of Chicago Press.
    - Costa, J. T. 2019. Historical and ecological biogeography. pp. 299–339 In: C. Smith, J. T. Costa, and D. Collard (eds.), *An Alfred Russel Wallace Companion*. Chicago, Ill.: University of Chicago Press.

### Community Engagement including Advancement

- Leadership team for 20119 AAC&U PKAL STEM Leadership Institute (SLI)
- Co-chair 2019 PKAL SLI-I
- Volunteer - Folkmoot, USA

### Diversity and Inclusion Goals

- (IPS) Provide leadership and advocacy of global cultures and diversity to WCU campus and surrounding community
- (IPS) Develop and provide global programs for faculty, staff, and students
- (IPS) Engage international faculty, staff, and students into campus and surrounding communities

Office of Student Success  
Dr. Lowell Davis, Associate Vice Chancellor for Student Success

**Programs and Initiatives**

Office of Student Retention

- Established the Office of Student Retention to implement targeted advising interventions for of support at-risk students, guided by evidence-based high-impact practices, and driven by institutional data and analytics. A Director and two Advisors will provide collaboration across campus to coordinate and measure initiatives to support student retention and persistence at Western Carolina University.

Summer Session

- Summer Scholarships: Summer Scholarships are distributed to undergraduate students as an initiative to improve retention and degree completion. In 2019 there were a total of 170 qualifying student recipients. Additionally, the WCU Institutional Scholarship Fund distributed to 190 qualifying students. 95.6% of students awarded completed all the credits they attempted.
- Enrollment: There was a 21% increase in full-time registrations (shift from part-time) for Summer 2019. Institutional diversity reporting shows a 17% Hispanic and 21% Asian population growth specific to the 2019 Summer terms from the 2018 data.
- New Summer Coordinator Position: The 2019 year closed with a planned restructuring of the Summer Session and establishment of the Summer Programs Coordinator position. The position was created to house all Summer Session related items including payroll, budget tracking, and marketing under a single office.

Advising Center

- EAB Navigate: Navigate is WCU's student-centered success platform that allows WCU students to connect with advisors and other student support offices. The Navigate platform is widely used across the institution based on its functionality and user-friendly reports & analytics. Statistics of the platform for the 2019-2020 academic year are as follows.
  - Total Advising Center Notes: 7,401
  - Total Campus/Non-Advising Center Notes: 15,785
  - Total Campus/Non-Advising Center Summary Reports: 16,263
  - Total Advising Center Summary Reports: 6,923
- Finish Line: This past year 24 students graduated through the Finish Line Program (17 students in December and 7 students in May). This is the largest year per graduation numbers since Finish Line began in Fall 2015.
- Student Success Innovation Lab (SSIL) Completion Grant – Finish Line Completion Grant was awarded through the UNC System office and provided a \$200,000 grant that is to be distributed directly to students. For students to be eligible for the grant they must have had 105 earned hours, be Pell-eligible, have an unmet financial need, be in Good Standing with a GPA 2.0 or greater, and be a North Carolina Resident. 50 students were awarded the grant for Spring 2020. To keep the grant, students had to complete two Future Building Activities, which included: a degree completion plan with an Academic Advisor, resume review through the Center for Career and Professional Development (CCPD), complete a mock interview through the CCPD, attend the Career Fair or other career events through the CCPD, and completion of an online Financial Literacy module set-up through Financial Aid.
- New Student Advising Webpage: The New Student Advising Webpage was created and launched as a result of virtual orientation. This webpage consists of introductory videos from professional advisors, contact information for new students, and virtual office hours that new students can take part in.

Accessibility Resources

- For the first time in the history of disability services at WCU, a comprehensive, assistive technology platform provided student supports with access, learning, and retention. The OAR provided free Kurzweil 3000 accounts and training built on the principles of Universal Design for Learning (UDL) with print and digital content becoming more accessible to a broad spectrum of students. Tools and approaches include multi-sensory access to virtually any text or curriculum, including print, electronic, and web-based material from any device or computer, on-campus or home, 24/7 with Supports 21st century technology, access, and learning -from any device or computer, on-campus or home,

24/7 with text to speech in 31 voice and 11 languages; speech to text; word prediction; note-taking tools; magnification tools; multiple built-in dictionaries, synonym, and thesaurus; supports and tools for testing accommodations in the OAR Test Proctoring Center; (talking) spell checkers; multi-color highlighters; read the web extensions for Chrome and Firefox.

#### Writing & Learning Commons (WaLC)

- After more than 10 years of collecting SI data through a small-scale program offered in conjunction with WCU's summer learning communities, the WaLC was able to expand the program to reach more historically difficult classes across a range of disciplines. SI offerings were scaled back significantly for the 2019 summer learning community cohorts and oversight for SI Leaders shifted temporarily to the Director of the Math Tutoring Center while the new director transitioned into the role and assumed leadership.
- The spring 2020 semester suffered a major disruption as a result of the COVID 19 pandemic. In less than a week's time, the WaLC transitioned all services to online formats and managed to retain more than 80% of student employees. From March 23, 2020 to the end of the spring semester, WCU students were able to submit writing assignments for asynchronous feedback by writing tutors and to participate in course tutoring, SI, and academic skills consultations in synchronous sessions via Zoom.

#### Math Tutoring Center

- The 2019-2020 academic year brought challenges along with the increase in students who used the Math Tutoring Center. We continued offering appointments for classes we have been offering review sessions for (e.g. MATH 130, 146, 170), and we continued work on the restructuring of MATH 130 and the creation of a new co-requisite course, MATH 100. The MTC has 20 staff returning in the fall who will offer drop-in tutoring (virtual) and appointments for all WCU math classes. The MTC has partnered with Physics faculty and the WaLC to provide math support for Physics students. We offered two GRE review sessions, two LSAT prep courses, and provided resources to students who are preparing to take the MCAT. Additionally, the MTC provided tutoring support and study-skills support to students preparing to take the Math portion of the PRAXIS. Due to COVID-19, the MTC provided online tutoring support, seven days a week, in either a drop-in or appointment-based modality from spring break through to the current summer semester.

#### Office of Student Transitions

- New Student Convocation- Invited guests, including leadership, new faculty and First-year Advocate nominees, joined keynote speaker, Bakari Sellers for the reception. The Student Community Creed banner (signed by FY students) was showcased in the UC for the full academic year.
- FYE Advocate Awards-The student nominated award enjoyed its ninth season of this tradition. 30 finalists were recognized during 2019 New Student Convocation, and the winners (one faculty, one staff member, one GA) announced by Chancellor Brown during the invited reception.
- WHEE Call U-The now, seven-year partnership with Admissions continued, utilizing their call center for both call campaigns (fall and spring). The 2019-20 campaign reached all 3513 new first-year and transfer students, either with a direct phone call, voice message, or email. This was 192 more students than in 2018-18, and almost 800 more than the year prior (17-18). Faculty, staff, administrators, and student leaders volunteered to join the call campaign, including our new Chancellor.
- FYE Transition Courses - 1362 new FY students were enrolled for fall 2019. 65 sections were taught by 53 faculty, graduate students, and professional staff.
- FYE Course Guide and Faculty Resource Book-Working with a task group comprised of faculty, students, and transition course coordinators, we launched a project to create a course guide and faculty resource book that would all reside in Blackboard with each chapter of the course guide addressing the core content and learning outcomes for the course

#### Office of the Registrar

- Recipient of the 2020 Program of Excellence Award for Administrative Program - Irene Welch Award. This award is presented to an administrative or support department/unit to recognize established records of excellence. Award may be made for overall program quality, or a specific focus on customer service excellence and/or process improvement.
- Implementation of Banner 9 Self Service, including Preferred Name features and Advising Student Profiles
- Registrar's Office staff presented at several conferences/events, including MABUG, CACRAO, and UNC System Registrar's Drive-Ins

### Mentoring & Persistence to Success (MAPS)

- Summer Learning Communities: Academic Success Program continued with 196 participants, Catamount Gap experienced enrollment decline, possibly as a result of NC Promise, with 61 students and Catamount Gap Abroad continued to generate strong interest, with a full cohort of 20 students in Dortmund.
- Independent Student Support: Increased engagement with first year independent students, with 100% of students identified as independent in Preregistration engaged with MAPS and reinvigorated the Resilient Independent Student Association, which now boasts an active executive board and over 1000 Instagram followers.
- First Generation Programming: The 2<sup>nd</sup> Annual WCU First Generation Celebration brought recognition to the First-Generation Advisory Board and the First Gen Student Club in assisting the institution's First-Generation students to succeed academically, professionally, and personally. Expanded FirstGEN advocate program, training 105 staff and faculty members from across campus.
- Continued promoting and assisting with Homebase, a significant partnership with Baptist Children's Home of North Carolina that provides emergency housing, food, clothing, and other resources to independent students as well as other students.
- Continued to support the efforts of the WCU QEP via collaboration with the Center for Career and Professional Development and DegreePlus.

### **Student Successes**

- ASP/CG Positive Impact
  - 79.03% current fall-to-fall retention for 2019 ASP cohorts
  - 94.9% eligibility for fall enrollment for 2018 ASP cohorts
  - 3.33 summer GPA for ASP participants
  - 3.62 summer GPA for Gap participants
- Chancellor's List – 3,450 certificates for academic excellence (GPS of 3.8 or above), an increase of 377 over last academic year.
- Professional Conference Experiences for Students – The WaLC sponsored five student staff as they presented at the Southeastern Writing Center Association Conference.
- Continued Professional Development for Tutors: The WaLC presented College Reading and Learning Association (CRLA) certification to 65 tutors during the past academic year. Tutors were certified at 3 levels as follows: 48 Level 1 Certifications, 14 Level 2 (Advanced) Certifications, and 3 Level 3 (Master) Certifications. These certifications not only improve the quality of our tutoring services, but also provide valuable professional skills development for our student tutors.
- Tutor Certification: The WaLC's tutor training programs received 5-year certification from the College Reading and Learning Association's International Tutor Training Program Certification (ITTPC).

### **Staff Successes**

- Staff Member of the Year, Southern (Athletic) Conference – Associate Vice Chancellor for Student Success, Lowell K. Davis.
- President Elect, North American Association of Summer Sessions – Associate Vice Chancellor for Student Success, Lowell K. Davis.
- Haywood County Health and Human Services Agency Board, Consumer Member – Associate Vice Chancellor for Student Success, Lowell K. Davis.
- Katie Pierce, WaLC completed Supplemental Instruction Supervisor Training at UMKC.
- Chesney Reich, Director of WaLC participated in Harvard Graduate School of Education's Women in Education Leadership course.
- UNC System Virtual Student Success grant – Mentoring and Persistence to Success Director Jack Kelly.
- Student Success Innovation Lab (SSIL) Completion Grant –Richard Gamble, Senior Academic Advisor.
- The Finish Line Completion Grant was awarded through the UNC System office and provided a \$200,000 grant that is to be distributed directly to students. WCU's grant was named the Finish Line Completion Grant to line up with the Finish Line program.

## Diversity and Inclusion Goals

- National Coalition Building Institute (NCBI): Student Success units have committed to working through NCBI modules with both full-time and student staff. Student Success staff continue to progress through the NCBI modules to achieve training regarding diversity, equity, and inclusion.
- Diversity Strategies: The Office of Accessibility Resources designed and developed the Strategies and Resources for Students Learning Online and completed the addition of the Kurzweil 3000 for all students and employees, which supports inclusion, accessibility and diversity.
- Student Diversity Support through Advising: Advising staff has completed campus training regarding diversity First-Generation, Safe Zone, Green Zone, and Red Dot. These various training opportunities will be utilized to increase students' perception of the Advising Center as a welcoming and supportive environment. This goal is achieved by reflecting on our outward-facing physical setting through signage and displaying badges related to campus training.

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### Office of Institutional Program Effectiveness (OIPE) Dr. Timothy Metz, Assistant Vice-Chancellor

## Programs and Initiatives

- Five-year program review completed
  - The Office of Institutional Planning and Effectiveness completed its 5-year program review in November 2019, and is implementing actions based on review team recommendations.
- UNC Peer institution study:
  - The office managed WCU's response to the UNC system's peer institution study, including the provision of a peer institution variable selection tool to assist senior administrators with project decision-making.
- Policy 51 (University Surveying Policy):
  - The office facilitated a comprehensive review of university survey policy, with implementation of an updated policy planned for Fiscal Year 2021.
- Long-term enrollment projections:
  - Office staff produced several long-range student enrollment projections to inform long range institutional planning.
- Space planning projects:
  - Space planning projects in Killian Annex and Breese Gymnasium were initiated to improve and enhance high demand student services.
- SACSCOC program approvals
  - The Master of Science in Experiential and Outdoor Education program was approved by SACSCOC in April 2020, and will be offered beginning in August 2020.
- Business Intelligence Team work restarted
  - Work of the WCU Business Intelligence Team was restarted with position vacancies filled in both IT and the OIPE. Current work involves an update to the CATalytics data portal, including a refresh of available data dashboards, a data definitions initiative, and an integrated services request site.
- UNC System Office Student Data Mart projects
  - The UNC System Student Datamart, a centralized institutional data collection, is being extended to include Bursars Office data and College of Education degree program and licensure data. The College of Education data collection project supports the *Increase Critical Workforce Credentials* initiative of the UNC System Strategic Plan, *Higher Expectations*.

## Staff Successes

- Dwayne Tutt was invited to present at a UNC System Office meeting on the topic of predictive analytics, and showcased ongoing student enrollment projects at WCU. The meeting was attended by over 90 system and

institutional representatives, and has resulted in other UNC institutions asking for consultation on establishing long-range enrollment projections.

- The entire office staff participated in, and completed the *Process Communication Model* training program, offered by WCU Human Resources.
- Two staff members, Amy Strickland (Director of Assessment) and Paul Hammer (Social Research Analyst) presented at the annual Southern Association for Institutional Research conference, on the topic of *Transforming Assessment Feedback: Harnessing Data, Building Bridges, Closing Loops, and Other Tales of Heroism between Assessment and Institutional Research*.

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### Educational Outreach

#### Dr. Carolyn Callaghan, Executive Director

The Division of Educational Outreach continues to innovate and respond to rapidly occurring changes, and this year has been quite exceptional in that regard. Educational Outreach welcomes its new Executive Director, Dr. Carolyn Callaghan, to the Catamount family. Dr. Callaghan shares in the Division's and University's vision of community engagement and innovative leadership. As a team, Educational Outreach has responded swiftly to changing circumstances at every level. Educational Outreach and Distance Learning supported the extension of Brainfuse's tutoring service, previously only offered to distance students, to campus students after the start of the coronavirus pandemic. Military Student Services is working to move its fall meet and greets to a virtual platform and has begun to connect with our veterans in new ways to ensure we are continuing to serve our military populations. Professional Growth and Enrichment saw many new and exciting changes to its programming. Professional development courses for the spring and summer have moved to a virtual modality to continue providing high-quality professional development opportunities to those who seek to advance their careers. Educational Outreach also assisted in the pilot program for a new Cherokee Language course. While Life@WesternCarolina events were cancelled in the spring, we are looking forward to welcoming back our members through virtual courses in the fall semester. Educational Outreach rose to meet the challenges of the past year and continues to be the Division of Innovation.

### **Programs, Initiatives and Student Success**

#### Distance Learning

- In fall 2019, over 1,653 individuals embraced the opportunity to complete a distance bachelor's degree at Western Carolina University (WCU). This is a 15.5 % increase from fall 2018. Eight hundred and ten individuals enrolled in graduate degree programs through distance in fall 2019. This is a 5.5% increase from fall 2019. Overall, distance enrollment was 2,463; a 12% increase from fall 2018.
- The place-bound distance bachelor's student is typically a community college graduate with several years of work experience, a family, a job and the desire to take the next step in their career which requires a bachelor's degree. WCU provides the opportunity for this student to manage those competing priorities AND get a degree.
- Educational Outreach continues its outreach to community colleges by hosting a forum at community colleges in the Piedmont Region. Representatives from eight community colleges had an opportunity to meeting with key faculty and staff from WCU.
- WCU Distance Learning maintains active participants in the UNC System Adult Learner Group. Representatives from Distance Learning have attended several workshops and have presented a poster on our use of the Noel Levitz Online Priorities Survey.
- In response to the COVID-19 pandemic, Educational Outreach extended Brainfuse access, an online tutoring services, to all residential students. During the remaining 8 weeks of the semester, 12 residential students accessed this service and logged a combined 86 hours of tutoring.
- Distance Learning has seen a need to add a fully online orientation course for our students to use throughout their time at WCU. This orientation will allow distance students to view relevant information and training for their time at WCU as soon as they are accepted into their program. This course will be set up in Blackboard and fully accessible their entire time at WCU. This orientation will be updated with relevant information and announcements as needed

throughout each semester. Educational Outreach has worked with the Coulter Faculty Commons to create this course and planning on implementing this orientation in spring 2021.

### Military Student Services

- Military Student Services provides support for both distance military students and campus military students. WCU renewed the Department of Defense Memorandum of Understanding. The DODMOU provides best practices guidance for schools receiving military tuition assistance funds. The office completed a VA audit in 2019 with one error found; the average number of errors for a VA audit is seven.
- For the first time, the office is hosting a virtual meet and greet for new and returning students. The office plans to host these meetings on a regular basis, providing an avenue for face to face interactions, even for students overseas.
- Kasia Podosek-Pfaff initiated a program to bring resources to campus for WCU military affiliated students. What started as a monthly visit from Asheville's Veterans Hospital has grown to include resources from both off and on campus providers. The program has grown to weekly visits from a variety of resources, including WCU CAPS office, Jackson County Veteran Services Officers, the Financial Aid office, and the WCU Advising Office. An assortment of VA representatives continues to visit the Veterans Resource center on a regular basis, providing one on one attention to our students in an environment the student is comfortable in.
- Kristian Hooker completed his undergraduate degree at WCU and went on to pursue a Master's Degree in Project Management with WCU. He graduated in Fall 2019. In the Spring of 2020, Kristian and another WCU military alumni partnered to start a veteran owned small business. Evergreen Land Solutions is a certified Service Disabled Veteran Owned Small Business located in Western North Carolina.

### Professional Growth and Enrichment

- The Office of Professional Growth and Enrichment offered several professional development certificate programs in the fall of 2019 to help professionals in the community develop career skills in a changing workforce. These certificate programs were continuing to generate revenue for the department and meet a community training need including High Impact Leadership, Digital Marketing and Public Relations, and Event Planning. They were also drawing interest from participants living in other parts of the state, and some from other neighboring states. Both WCU faculty and independent contractors taught for these certificate programs and for several one-day workshops held in the fall related to human resources law, public speaking and nonprofit management. The High Impact Leadership program included a team effort from several WCU faculty and staff including Susan Fouts, former executive director of Educational Outreach, Betty Farmer, Professor of Communications, and Ken Sanney, former Associate Professor of Business Law. Jon Yarbrough, Partner for Constancy, Brooks, Smith and Prophets was also hired to teach in the program, and keynote speaker Kit Cramer, President of the Asheville Chamber of Commerce closed out the week-long training with a leadership talk that was also open to the public.
- The Office of Professional Growth and Enrichment continued to offer the year-long Certified Nonprofit Professional (CNP) programming in the fall of 2019 and moved this to a completely online program in spring 2020 due to COVID-19. In the fall of 2019, Educational Outreach represented WCU at a two-day nonprofit conference in Winston Salem for the North Carolina Nonprofit Center and distributed information pertaining to the program.
- Partnerships with internal leadership and faculty led to offering new programs, conferences, and contract training for local companies in the fall of 2019 through spring 2020. Betty Farmer and Todd Creasy teamed up to offer a two-day contract training for Buncombe County on Change Management in January, which was held at WCU at Biltmore Park. Todd Creasy was hired to each two online workshops in July 2020 on Tenets of Project Management and Lean Thinking for the City of Asheville's IT professionals. The Office of Professional Growth and Enrichment also partnered with the WCU Educational Leadership program to offer an Equity Summit in Spring 2020, which was postponed due to COVID-19.
- In partnership with Todd Creasy and the College of Business, Six Sigma, Lean Thinking and the Tenets of Project Management were offered onsite in the fall of 2019. These programs drew interest from several employees coming from different industries. In response to COVID-19 they were also adapted to online offerings in Spring 2020. In partnership with the College of Arts and Sciences faculty, Betty Farmer taught several communications workshops, and Drew Virtue taught Basic Website Creation and Business Writing workshops in fall 2019.
- In addition to the programs mentioned above, in the spring of 2020 we shifted several of the noncredit programs to a Zoom format after the COVID-19 to respond to the social distancing restrictions, including Budgeting 101 for Event Management, Professional Business Writing, and Employment Law Updates for COVID-19. The Office of Professional

Growth and Enrichment also coordinated a free training for 18 professionals in partnership with the Arthur Salido, Executive Director of Community and Economic Engagement and Innovation; and the Executive Director from the Mediation Center in Asheville to help business councilors and other professionals respond to the needs of small to mid-sized companies who were dealing with the aftermath of the COVID-19 pandemic.

- Community relations efforts in Asheville and on campus led to several opportunities for Educational Outreach to donate a supply of branded hand sanitizer to organizations in the community. The sanitizers were originally purchased and marked for event giveaways. These donations included 500 bottled to the Irene Wortham Center and approximately 250 for Catamount Care Packages that Lane Perry, Executive Director of the Center for Community Engagement and Service Learning was preparing for elderly members of the community during the pandemic.
- Jill Thompson, Associate Director of Professional Development, partnered with the Biltmore Park team to help coordinate several free training programs for the Young Professionals of Asheville (YPA) by helping to identify instructors and topics. She also volunteered to conduct a Time Management workshop for YPA professional at the Chamber of Commerce in Asheville. Jill Thompson is in the process of completing her Masters in Entrepreneurship with 12 credits remaining. She attends regular Western North Carolina Association of Human Resources (WNCHRA) and Association of Fundraising Professional (AFP) meetings, chamber events and has been asked to participant on continuing and professional development planning committees with the Biltmore Park team.
- WCU continues to be a national leader in training for cadaver dog handlers regionally, nationally, and internationally. Nishan Duraiappah, Chief of Police for Peel Regional Police in Ontario, Canada has sent a number of canine handlers to both the fundamental and advanced courses. He states: "The handlers have been impressed with every aspect of the program offered by the University. In particular, they identified the main facilitators, Dr. Lisa Briggs and Mr. Edwin Grant as outstanding resources and their professionalism, dedication, and passion for their craft is evident in all that they do. Further, the material presented by Dr. Katie Zejdlik, Director of the Forensic Osteology Research Station, on bone identification and human decomposition has been invaluable.... Our handlers have repeatedly credited their success in part to the training they received through your program."
- Due to COVID-19, all summer conferences, camps, and in-person programs were cancelled for late Spring and Summer 2020 including a number of new conferences. Educational Outreach looks forward to Summer 2021 to invite back our campers and conference attendees.
- A new online Cherokee Language course was initiated and piloted for parents of New Kituwah Academy students in Cherokee. A public offering of this class was created for summer 2020 and registration met capacity quickly and has created an extensive waiting list. Introductory courses in German and Japanese were also offered.
- Online non-credit career development courses which WCU offers in partnership with Ed2Go have seen a significant increase as many look for affordable online vocational training.
- The Testing Center served over 800 students this year, including students as far away as Kentucky and Tennessee. Due to COVID-19, the Testing Center saw a reduction of service between 17-18% compared to previous years but is looking into new avenues to provide innovated testing solutions for our local and regional community.
- In response to COVID-19, the Testing Center added 20 additional testing dates during the summer.
- WCU became a member of the North Carolina Association of Testing Professionals and hosted their Fall 2019 meeting.
- Educational Outreach and the College of Education and Allied Professions held commencement for the first Masters in Comprehensive Education (Special Education) degree program offered in Jamaica. Seventeen students graduated from this program in Fall 2019.
- Twenty-three degrees were conferred for the Masters in Educational Supervision- International Concentration in Manizales, Colombia. Commencement will be held in Colombia using a virtual platform in Fall 2020.
- The first WCU Jamaica Program Alumni Week was successfully offered in summer 2019. Seven esteemed graduates traveled to WCU for a week of professional development workshops, networking, and cultural exchange. Plans are in place to offer this again in summer 2021.
- Contract program services continue to be offered for degree and non-degree seeking students. A new contract program, Adventure Treks, was recently developed and will be offered in summer 2020.

- The LIFE@WesternCarolina program continues to provide educational opportunities for those over fifty-five years of age. Forty-six sessions are held each year with locations in Cullowhee and at Biltmore Park. The program received an 18% increase in membership since the previous membership year.

### **Community Engagement and Staff Accomplishments**

- Educational Outreach works closely with WCU faculty to provide professional development opportunities. Faculty who provide expertise in the form of workshops or certificate programs strengthen the role of WCU in economic and community development. Numerous faculty members participated in providing professional development offerings at Biltmore Park extending the expertise of the University to the community.
- Educational Outreach also uses local and national speakers for professional development to increase the capacity of professionals in the region. Jonathan Yarbrough is a frequent speaker for professional development programs in employment law. As a nationally recognized employment law attorney and a contributor to the Asheville Citizen-Times, he represents our ability to provide national expertise and experience to a regional audience.
- Jen Phillips served on a number of search committees for the University including the Executive Director for Educational Outreach, the Director for International Programs and Services, and the Manager for Accounts Payable, Department of Purchasing. As a 2019 graduate of Leadership Asheville, Jen Phillips served on the planning committee for the 2020 class's "Equity and Inclusion Day".
- Julia Smith completed Green Zone training offered by WCU Military Student Services and is in the process of completing the Hire Advantage Student Employment Training.
- Julia Duvall completed Leadership Asheville in 2020 and will complete her additional year of service to Leadership Asheville in 2021.
- Tia Corbin completed a certificate in Digital Marketing and Public Relations through WCU's Office of Professional Growth and Enrichment.
- Brittany Marshall completed the NEH Grant Application Writing Workshop at UNC Asheville and Green Zone Training offered by WCU Military Student Services.
- Brittany Marshall began the Master of Entrepreneurship in Innovation Leadership and Entrepreneurship program at WCU. Jill Thompson is pursuing a Master in Entrepreneurship degree at WCU. Briana Ford completed a Master of Project Management degree.
- Catharina Nickel continues to maintain her status as Designated School Official through the Student Education Visa and Immigration Program and is able to issue visas for international students. She has participated in various e-workshops that will be beneficial in offering future Faculty-Led programs as well as tips for providing online instruction during COVID-19.
- Briana Ford currently serves as the President of the Southeastern Council on Military Education, serving for states- Alabama, Georgia, North Carolina, and South Carolina. She also served again this year on the NC Strive Planning Committee. Briana is a member of the UNC-SA Military Advisory Committee and the WCU Military Advisory Committee. She also continues to serve on the Veterans Council of Western North Carolina.
- In the fall of 2019, Jill Thompson and Bobby Hensley attended a two-day nonprofit conference in Winston Salem for the North Carolina Nonprofit Center and covered a WCU booth both days to distribute information pertaining to the program.
- Jill Thompson is also a volunteer Communications Committee member for Western North Carolina Human Resource Association and attended their annual strategic planning session in early 2020. Jill is also an active member at Association of Fundraising Professional meetings, chamber events, and will participate on continuing and professional development planning committees with the Biltmore Park team.
- Tony Miller attended the Adult Enrollment Management Conference hosted by Education Dynamics in Orlando, Florida and the SARA North Carolina State Authorization Workshop.
- Tony Miller, Lee Roddick-Brown, and Greg McLamb, Advisor in the College of Education, attended the Improving services for Adult Learners Workshop hosted by the UNC System and presented a poster discussing the use of Ruffalo Noel Levits Survey of Online Students.

- Lee Roddick-Brown attended the Community College Forum hosted by Educational Outreach and represented Educational Outreach and Distance Learning at the Fall CATs event on campus and the virtual CATs event in the spring. Lee is also working to complete the Hire Advantage Student Employment training.
- Educational Outreach planned on sending a number of staff members to conferences in the spring and summer of 2020 but were unable to due to COVID-19. Our office and staff look forward to continuing our support for a number of organizations. Lee Roddick-Brown and Julia Smith intended to attend the 2020 Annual Meeting for UPCEA. Jill Thompson and Bobby Hensley were scheduled to attend the May 2020 Association of Training and Development conference in Denver, Colorado.
- Jim Craig continues to represent WCU at many community colleges in North Carolina and maintains an office in Morganton, NC. He acts as WCU liaison to the Piedmont.
- Educational Outreach participates in the Jackson County Chamber, Haywood County Chamber, Asheville Chamber, Catawba County Chamber and the Burke County Chamber.

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Hunter Library  
Ms. Farzaneh Razzaghi, Dean

I am pleased to report a summary of the Hunter Library accomplishments during 2019-2020 academic year. Each unit in the library made great contributions in accomplishing our initiatives.

**Programs and Initiatives**

- We launched one pilot project for the College of Business to shift funds from books to electronic databases, and one with the humanities to help meet the growing demand for streaming videos. We have been able to subscribe to Statista, a statistics portal of over 18,000 data sources, IBISWorld China and Global industry reports, and Feature Films for Education, a set of 20<sup>th</sup> Century Fox streaming films.
- Through the shared eBook programs with the UNC system, we now have access to 21,000 Wiley and 17,000 Oxford University Press eBook titles. By the end of fiscal year 2020, we expect to add another 2,000 titles to the list.
- We withdrew 2,650 lbs. of microfilm and microfiche from the collection when the electronic version of those materials was available, also staff completed removal of over 27,337 pieces of federal document microfiche and 11,185 rolls of microfilm where all documents were electronically available.
- The additional \$87,323 one-time funding in FY20 was used to fund for the purchase of: Counseling and Therapy in Video Collection; JSTOR Arts & Sciences XV archive journal collection; and more years of the WNCLN consortial JSTOR eBooks project.
- The interlibrary loan system was upgraded to Tipasa. Tipasa provides a better user interface for students and faculty, and is fully integrated with myWCU, eliminating the needs for additional accounts and passwords.
- The Cataloging staff reclassified documentary videos from the homegrown classification to the Library of Congress classification. This change enhanced every record by adding subject headings, genre headings, access points, and enables these videos to be more discoverable through browsing, placing them in our catalog next to items with similar subject areas.
- WCU is a founding member of the Consortium of UNC Shared Print, committed to the development of a state-wide shared print model for North Carolina. This project creates efficiencies of access, and benefits users by ensuring access to a wide range of print books across North Carolina by maintaining and preserving bibliographic diversity.
- Some staff had cross-training to adequately backup personnel in patron billing, building signage, and distance student shipping procedures. A signage audit of the library was conducted, focused on identifying problems with signs that were confusing, outdated, and with unclear information on ADA compliance. Multiple areas of improvement were made for patron billing for overdue, lost, and damaged items that streamlined billing procedures, and the amount time spent by staff on each billing.
- The Friends of Hunter Library co-hosted an event with the Great Smoky Mountains Association: *Kephart: A Librarian's Effort to Create a National Park*. The event featured a panel discussion of Kephart experts. As part of the

event, Special Collections held an open house, where attendees were able to browse items from the library's Horace Kephart collection, including ones that were newly released to the public.

- The Special Collections unit completed the digitization of the *Western North Carolina Tomorrow Black Oral History Project*, a project that had been closed to the public for over 30 years. The collection features interviews that were conducted with African Americans from the region in the 1980s.
- The library received the Gertrude Dills McKee papers. The first female N.C. state senator, she was first elected to the state senate in 1930, and reelected three more times. Among her many elected offices, she served as a trustee of Western Carolina Teachers College.
- The library implemented usability testing to improve the library's research guides and the library tab in Blackboard. Staff also conducted an accessibility audit of the library's web pages and made necessary improvements.

### Student Successes

Following are some of the activities and services that might have directly impacted students learning:

- We placed a tent outside of the library for the first two days of the semester in the fall to assist students with any questions about the library or the university. We assisted total of 137 students, which was a slight increase from last year.
- Hunter Library celebrated Black History Month by presenting the Smithsonian exhibit "City of Hope: Resurrection City and the 1968 Poor People's Campaign." The librarians created a guide to the digital resources on MLK and the City of Hope exhibit. The City of Hope LibGuide will remain online through 2020 for reference.
- In celebration of Black History Month, Hunter Library also partnered with the WCU's Office of Equal Opportunity and Diversity Programs, the National Panhellenic Council and Intercultural Affairs Department to present a panel discussion. The program entitled How Black Greeks Shaped Higher Education in the United States featured members of WCU faculty and staff who are also members of the "Black Greek-letter sororities and fraternities. The program enjoyed a great turnout from WCU's Greek groups.
- The life of Henry Logan, as "the first African-American basketball player to be recruited by and play for a predominantly white institution in the Southeast", as well as the life of Lavern Hamlin Allen, the first African-American student to enroll at WCU was celebrated.
- The library hosted a Día de Muertos (Day of the Dead) display that was put together by a student organization "Mujeres con un Propósito" (Women with a Purpose).
- Several students participated in promoting the library resources. One planned and constructed book exhibits for Black History Month and Valentine's Day, and one helped to create displaying Banned Books, wrote articles for the library's newsletter, and led data assessment of the library's chat service.

### Statistics at a Glance

- We added 3,359 print books.
- 15,535 print books were checked out, along with 3,616 media check-outs and 856 reserve materials were checked out.
- We added 22,610 e-books. 85,368 chapters were downloaded.
- We added 6,130 streaming videos. A total of 19,409 videos were played.
- We added 156 maps, scores, kits, games, and media.
- We currently subscribe to 149,471 serial titles, and subscribe to 302 databases.
- E-journal use was 580,549 article downloads (compared to 514,762 last year).
- We borrowed 3,039 items for WCU patrons this year (compared to 2,815 last year).
- We lent 2,089 items to other libraries (compared to 2,644 last year).
- Gate count was 482,090.
- Librarians made 5 new video tutorials for students, and 23 new research guides.
- Librarians responded to a total of 2,078 in-person research and non-research consultation questions; 2,409 online chats (including after-hours), and 423 questions via phone, email and video.
- Librarians conducted 298 total classes serving 7,215 students, including 10 online synchronous classes, and 11 classes at Biltmore Park.

- 6,000 items were added to the library's digital collections. These included regional photographs and oral histories as well as WCU publications.
- Special Collections answered just over 500 reference questions.
- The library website had 109,710 visits from July 1, 2019-June 30, 2020.
- The Virtual Reality Room was used 997 times.
- The Systems Librarian conducted 52 training sessions with 209 participants.
- Catamount School was supported with 3 instruction visits with 62 students and teachers each visit.

### **Staff and Faculty Development**

- Hunter Library allocated \$3,500 to support professional development for SHRA employees. 6 staff members used the professional development funds.
- Each Faculty was allocated \$1,000 in support of their professional development. 18 faculty used this professional development fund.
- Total of \$15,745 from library funds and Chancellor's Travel Funds was spent for professional development by library faculty and staff for the 2019-20 academic year. (Due to COVID-19 the amount used for travel was much lower than previous years.)
- 13 library faculty used 392 paid hours for scholarly leave that was allocated by the Dean.

### **COVID-19 Response**

- Between 3/17/2020 and the close of the fiscal year, the library operated all its services remotely. During that period, our services continued to be in high demand.
- Hunter Library worked to rapidly identify and provide continues access to online resources to support the sudden switch to remote teaching. These include eBooks, e-textbooks, databases, e-journals, and other electronic resources. We also ordered books and streaming videos to support faculty and students, particularly with 'rush' orders for eBooks. Since March 17, we placed new orders for 359 books, 317 eBooks, 57 streaming videos, 4 music items, and 3 databases.
- We continued to provide faculty and students access to other libraries' materials through Interlibrary Loan. In March, we borrowed 35 articles/book chapters, 9 books, filled 23 requests with WCU-owned items, and purchased 2 theses/dissertations.
- Our website homepage was visited 13,816 times between March 16 and April 24; this is up 30% from the same time period last year. The research guides were viewed 21,544 times. The circulation remote process page was accessed 398 times.
- Special & Digital Collections staff have been able to provide assistance to 36 people via email, chat, and phone, and continued all their work from remote site. The System staff have conducted 13 remote training and demo sessions of Virtual Reality.
- Librarians held 280 individual and group research consultations via email, phone, web meeting, and chat. They also responded to 371 "reference desk" queries via chat, email, and phone.
- We made or substantially expanded 16 web guides, Blackboard modules, and instructional videos to support scholarly work and COVID-related information dissemination and taught 1 information literacy session online to 13 students. The research guides were accessed 21,544 times.
- Library employees provided remote support to patrons via phone and chat service by answering their questions for any information such as how to request an item, requesting a pickup time, details surrounding the logistics of pickups, and how to return materials.
- The library provided continual access to Hunter Library's physical collections during the pandemic by receiving requests online and delivering the materials to the patron outside of the library. We also extended all the due dates for the patrons, and enacted a waiver of fines for materials checked out at the time of spring break.
- During the pandemic shutdown, library staff responded to 1,205 individual and small group research consultations via email, phone, web meeting, and chat.

## Summary of Dean's Professional Services

- Represented the library at Provost Council, Academic Affairs and Provost Workday meetings.
- Served at the Graduate and Research Councils.
- Served at the International Studies Program Board, University IT Advisory Council.
- As the Dean of Library attended ULAC and WNCLN board meetings.
- Served as the chair of the ACRL (Association of College and Research Libraries) Liaison Grant Committee.
- Served as the Chair of the ALA (American Library Association) President Citation Award and International Librarians Reception.
- Was invited by the Dean of UNCG Library to serve on the steering committee for the IMLS Grant proposal for the Carolina Digital Library Network pilot project.
- Participated at the facility management meetings for the library renovations, in addition to many other meetings within the library and on campus.
- Started serving as part of onsite review committee for SACSCOC.

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## WCU Programs in Asheville Dr. Kevan Frazier, Executive Director

### Summary

- The investment in WCU's instructional site in Asheville continues to pay significant dividends to the community by growing the professional workforce needed in key areas such as business, education, engineering, and healthcare, among others. WCU graduates more than 300 professionals each year in Asheville, who live and work in the region, and who are leaders in growing and developing our community. The University has become a key strategic partner in economic development, helping to draw major business and industry to the region because of the University's ability to offer degrees, certificates, and professional development conveniently in the metro Asheville/Hendersonville corridor.
- Since moving to Biltmore Park Town Square in 2012, the return on investment for Western Carolina University's Programs in Asheville has ranged from **38 to 46 percent**. ROI for the last full fiscal year was **44 percent**. WCU's Programs in Asheville remain an outstanding investment for metro Asheville and WCU. As Western North Carolina's regional comprehensive university, WCU is strongly dedicated to serving the educational attainment of the community and the workforce needs of the region's economy

### Overview for 2019-20

- Western Carolina University's Programs in Asheville continues to be the leader in graduate education for the metro Asheville/Hendersonville area. In 2019-2020, the University offered 4 doctoral, 10 masters and 2 baccalaureate programs as well as 2 graduate certificates at its instructional site in Biltmore Park Town Square in south Asheville. Likewise, the University, through the Division of Educational Outreach, again grew its professional development and continuing education offerings in Asheville, making it the leading provider in Western North Carolina.
- In addition to the curricular and continuing education offerings, WCU Programs in Asheville also continued to grow the University's relationships in Asheville and Hendersonville within the business and non-profit sectors as well as with local and state government entities. Through its Programs in Asheville, WCU is a vital force in metro Asheville's growth, development, and quality of life.
- The Covid-19 pandemic, unfortunately, put several new initiatives on pause. In March, our faculty and staff responded quickly and well to the sudden shift in delivery method to online. The WCU BP admin team shifted to teleworking without missing a beat and continued to serve our students and colleagues with support services on- and off-site. The summer of 2020 was spent preparing the facility for the unique challenges presented by Covid-19 as the campus resumes face to face and hybrid instruction in the fall.

## Curriculum

- Fall enrollment and credit hour generation grew dramatically from the previous year with **725** students and **5834** credit hours. This represents a **14 percent** increase in students and a **7.8 percent** increase in student credit hours. Spring enrollment grew by **4 percent** over 2019 and student credit hours grew by **7.9 percent**. Summer remained steady over the previous year despite Covid-19. Steady growth was seen in many programs with marked growth in Public Affairs and Social Work. Additionally, the first Asheville cohort of the Doctorate of Physical Therapy program began their studies and the Masters of School Administration program pivoted to a hybrid distance program.

## Continuing Education and Professional Development

- WCU's Programs in Asheville's partnership with the Division of Educational Outreach (EO) helped meet the workforce development needs in the community through professional development, lifelong learning and enrichment programs for adults. Fifty-six professional development and continuing education programs were offered through the year. A variety of professional development topics were covered in a variety of formats including workshops, certificate programs, and conferences. These offerings also included specialized contract training for businesses that wanted to train a cohort of employees as well as public offerings drawing in folks from other regions and states. Some 1365 people participated in the continuing and professional education programs offered at WCU BP this year. Due to the COVID 19 pandemic, WCU shifted several of these programs online, and several of the spring programs were cancelled due to the state closing and pandemic restrictions.

## Life-long Learning

- Our Life@ lifelong education program for adults ages 50 and over increased its membership approximately 45% in 2019-20 and hosted 21 specialized programs for this target population. As a result of Covid-19, the program was moved all on-line and will remain so through Fall 2020.

## Facility Use

- Facility use continued to grow through March 2020, but the shift to online in response to the Covid-19 pandemic, which resulted in the facility being off-line for almost a third of the year, has skewed the overall data for the year. Classroom use has grown as enrollment has grown and new programs have been added. Dozens of community groups and businesses also rely on WCU Biltmore Park for space for classes, meetings, and conferences.
- In regard to office space, thirty-five faculty were permanently assigned to WCU Biltmore Park as well as 12 staff members (including staff working for grants). Some 40-45 faculty came from main campus to teach 1-2 classes each term. Additionally, on any given day 2-12 additional faculty and staff from a variety of University units, such as Advancement, Social Work, and the Career Center worked out of WCU BP for the day.

## Facility Changes

- Preparations were made for a second-year lab for the expanded Doctor of Physical Therapy Program which will welcome its second Asheville cohort in fall 2020.

## Future Expansion

- WCU's lease in Biltmore Park will end in the summer of 2022. Work continues to move forward about identifying the best solution to meet the growing needs for WCU's Programs in Asheville. Covid-19 and related issues paused the work briefly but it will resume in the new academic year.

## Community Outreach

- One of the Executive Director's key roles for the University is to serve at the WCU's chief community development officer in metro Asheville. This includes building and expanding relationships with the community colleges, universities, chambers of commerce, businesses, non-profits, arts organizations, and local governments. From internships, to consulting, to instruction, WCU's colleges worked with dozens of business and community organizations throughout Asheville and Hendersonville.
- WCU Programs in Asheville took an even more active role this year with the Young Professionals of Asheville (YPA) group, serving not only as a financial sponsor but as the coordinator of an expanded continuing education and

professional development program. This group represents the key demographic for the University's graduate programs.

- A growing partnership for WCU is with myFutureNC, a state-wide organization formed to increase academic credential attainment for North Carolinians. WCU's Programs in Asheville will be a key leader in helping WNC achieve its part of North Carolina's attainment goal of 2 million North Carolinians with a high-quality post-secondary credential by 2030. Metro Asheville has a significant number of residents who have some college credit but no credential. WCU's operations in Asheville, along with its partnerships with AB Tech, Blue Ridge CC, and Haywood CC, will be crucial in meeting this goal and building Western North Carolina's work force.

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Cherokee Center  
Mrs. Sky Sampson, Director

**Programs and Highlights**

Creating a physical presence on and off campus

- This year we strived to celebrate and recognize our native student population and history of campus in a very physical way. We did so by creating promotion of the Wi Symbol (statue) as a mark of campus history. We worked with the book store to push out Wi shirts, we updated our billboard in Cherokee to show updated photos of our students on campus, and we got approval to customize stoles for native student graduates.

Native American Heritage Month Events & Activities

- This year we decided to recreate our own hosted annual events during the month of November to celebrate Native American Heritage Month. We tried to use our previous year schedule but we changed the topics, invited both local and out of town presenters and partnered with local schools to educate elementary/middle school children about Cherokee history.
- On Nov 1, 2019, by partnering with Smokey Mtn. Elementary School, we hosted a Cherokee Culture Day full of culture and tradition so that students from around the region would know more about us. We hosted over 400 children on this day and they actively participated in traditional dance, weapons, games, storytelling, crafts and much more.
- On Nov 4<sup>th</sup>, 2019, we continued the Rock your Mocs Walk of Awareness thru campus. We gathered approx. 50-60 people at the fountain to talk and begin the walk as Mike Crowe sang traditional Cherokee songs. We also took away that this event should be live streamed from now on because it is so well received.
- On Nov 8<sup>th</sup>, 2019, we hosted a Pucker Toe Moccasin making class for our native students at WCU. We had approx. 15 people show up to and walk away with a pair of their own moccasins.
- On Nov 12<sup>th</sup>, 2019, we held our 2<sup>nd</sup> annual panel presentation with a refreshing topic of Being Torn between Native Tradition and Higher Education. This panel included two local presenters and 2 out of state presenters with political positions. The panel was live streamed and had over 300 views online with about 50 people in attendance.
- On Nov 8<sup>th</sup> and 14<sup>th</sup>, Sky Sampson was asked to present an educational presentation to both staff at WCU and classes at Tuscola High School on the Cherokee people and who we really are today.
- On Nov 18<sup>th</sup> 2019, we hosted on 2<sup>nd</sup> Annual Native American Heritage Festival where our staff prepared traditional food samples of 5 different tribes, coordinated a beading station and pottery station for crafts, had handmade items for sale, and many tribal dances. We hosted well over 500 people at this event.
- On Nov 19<sup>th</sup>, 2019, we celebrated the end of our Native American Art Exhibition held in the ICA Gallery.
- On Nov 20<sup>th</sup>, 2019, we hosted our last event which was our Wind River Film Night in the UC Theater. This event hosted roughly 60 students and we had a brief discussion at the end of the movie about the issues we deal with every day in native communities.

Other Events & Activities Hosted

- Catamount Day
- Indigenous Peoples Day
- Cherokee Culture Day

- WCU Cherokee Center Drop In
- Recruitment Days at High schools
- Information Fairs for Staff and Students
- Rooted in the Mountains Symposium
- CHS Graduation
- WCU Commencement
- CES Halloween Fair

#### Pandemic Impact

- Our plan for the remainder of the year quickly changed due to the COVID 19 Pandemic. We had to postpone the events listed below until further notice.
  - 1<sup>st</sup> Annual EBCI Decision Day Event at Harrah's Cherokee Casino. We would've hosted approx. 250 students in recognition of their acceptance into college.
  - Alumni Cookout would have been hosted in March to celebrate our EBCI Alumni Club members and families.
  - WCU Chancellors Installation Ceremony/ Official Announcement of Land Acknowledgment for university distribution.
  - Judaculla Camp & the New Language Camp sponsored by New Kituwah on campus.
  - Shadow Cats Program launch set for July.
  - EBCI Basketball Game date & recognitions
- The pandemic will also affect our visitor and direct impact numbers but we are hoping to alter that decrease quite a bit by using electronic pathways. We plan to include more live streams, zoom meetings, and online social media events in fall 2020. We also plan to communicate with our audiences via snail mail, email, and by offering care packages.

#### Big Accomplishment

- One major highlight for the 2019 year is our increase in attendance at both our events and visitors at the WCU Cherokee Center. We increased our direct impacts by 1,398 in one year all thanks for our community partners taking our advice and for their willingness to work alongside us.

#### Staff Members

- The Cherokee Center staff members have expanded their positions to include two WIA workers, a student worker and our two WCU employees. This has greatly impacted how we complete work and has lightened the work load for everyone. We are excited to have this much help within a 4-year span.