

Western Carolina University
Academic Affairs Annual Report
to the Board of Trustees
2021-2022

July 31, 2022

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Division of Academic Affairs
Colleges, Schools and Units Annual Reports
2021-2022

College of Arts and Sciences (CA&S)
Dr. David A. Kinner, Dean

Summary

- The college had a busy year with many successes. We opened the Apodaca Science Building in September, completed construction of a new radio antenna for WVCU, and started Diversity Equity and Inclusion (DEI) strategic planning. We created a growing Instagram feed, revamped the college website, and completed our first non-tenure track faculty (NTTF) promotion process. Work continued building projects, and we equipped the Apodaca building. An easing of COVID restrictions lead to a more “normal” year in terms of campus activities, and we emphasized college events. This report summarizes the vast amount work within the departments by our staff and faculty. As always, it is impossible to summarize everything that ~ 250 staff and faculty and ~2500 students do, so we, as usual, apologize for omissions!
- *Department Abbreviations: ANSO=Anthropology & Sociology, BIOL=Biology, CCJ= Criminology & Criminal Justice, CHEMPHYS= Chemistry & Physics, COMM=Communications, ENGL=English Studies, GNR=Geosciences & Natural Resources, HIST=History, MATHCS=Math & Computer Science, PAR= Philosophy & Religion, PSPA=Political Science and Public Affairs, WL=World Languages*

Programs and Initiatives

- *Major Curricular Changes and News*
 - Faculty from CHEMPHYS, BIOL, and the Honors College are finalizing an agreement for an early admissions program to the UNC Eshelman School of Pharmacy.
 - The new BA in ENGL curriculum was implemented with concentrations in English Studies, English Studies Pedagogy, Creative Writing and Publishing, Film and New Media, Global English Studies, Literary Studies, Public Writing and Rhetoric, and Writing and Editing in Professional Environments.
 - The Geology (GEOL) BA underwent significant curricular changes, adjusting entry points into the degree and updating the required courses.
 - CCJ continued our partnership with Southwestern Community College and the WCU Police Department to facilitate a special session of Basic Law Enforcement Training (BLET) to advance careers in law enforcement.
 - Brian Railsback taught ENGL 479, “Studies in Literature,” with a colleague at Akaki Tsereteli State University in Kutaisi, Georgia. The course was WCU’s first virtual “study abroad” course.
 - MATHCS and the Mathematics Tutoring Center implemented a new math placement: ALEKS PPL.
 - In January 2021, COMM re-launched WVCU at a new FM frequency, 95.3 with the largest coverage area and potential audience of any radio station in the far western counties of North Carolina.
 - ANSO’s skeletal collection was formally dedicated as the “John A. Williams Human Skeletal Collection” (JAW) after emeritus faculty member, John Williams.
 - WL hosted the High School World Languages event again for the first time in two years, and the faculty-led travel programs in Spain and Germany were reinstated.
 - GNR multi-day field trips included a Natural Resource and Conservation Management (NRCM) field trip in Western North Carolina/North Georgia, and GEOL field trips to the NC Piedmont and the North and South Carolina coasts.
 - The Master of Public Administration (MPA) program continues to thrive as the largest graduate program in the college.
 - The Jerry Jackson Lecture Series, co-sponsored by PAR, had a great year. Speakers included nationally recognized environmental writer Emma Marris and visiting environmental philosopher Chris Diehm.
 - This year was our first year to host Nanaka Okamura as our Japan Outreach Coordinator (JOI). Nanaka has worked with WCU faculty (in WL) to bring events to the whole WCU community.

Student Successes

- *Student Activities and Research*

- The following table shows some examples of student participation in professional research conferences for those who listed them in annual reports. Our students are active and accomplished researchers.

Department	Num. of Students	Venues
ANSO	2	American Academy of Forensic Sciences
CHEM/PHYS	8	Southeastern Regional Meeting of the American Chemical Society, Local ACS Meeting, WCU Undergrad Expo
CHEM/PHYS, PAR	4	National Conference of Undergraduate Research
GNR	18	American Geophysical Union, Geological Society of America (National and S.E. section), Paleontology Society, Society of American Foresters, the Wildlife Society
HIST	4	N.C. Museums Conference
MATHCS	3	Mathematics Association of America-SE Section
PAR	5	Harvard University's National Collegiate Research Conference, SOCON
PSPA	5	Midwest Political Science Meeting, NC&SC Political Science Association Joint Meeting

- Sociology (SOC) student Payten Kleinheiz co-authored a book chapter with Preethi Krishnan that was conditionally accepted for an edited volume.
- 49 GNR students worked on faculty-led research projects outside of class not related to required senior research experiences. Nearly 75% of these students (n=36) were supported by grant funding.
- Four math undergraduates and alums published journal articles co-written with WCU faculty.
- Two students were accepted to National Science Foundation REU programs.
- Two students (Marcus Ibarra and Elliott Kerns) were awarded the National Security Education Program (NSEP) David L. Boren Scholarship this year.
- Luke Crozier and Grey Jenkins (BS computer science (CS) 2021), mentored by William Krehling, published their app Total Teacher Helper on Google Play Store.
- Sara Stanley (COMM) was a finalist for the Society of Professional Journalist's Mark of Excellence student awards for her work in data journalism and food insecurity.
- Professor Jessie Swigger's public history students began preparing a National Register Study List Submission for the Clark Foreman Museum at the Highlands Biological Station.
- Over 600 liberal studies students in GNR classes studied Cullowhee Creek. The on campus Western Carolina Hydrologic Research Station has supported authentic research experiences for 100s of students in many courses.
- Two student groups from Professor Betty Farmer's Public Relations Campaigns class were awarded the Center for Service Learning and Community Engagement's award for Outstanding Student Achievement.
- ENGL student, Kayla Cook, worked as an intern at *The Sylva Herald*, and Katerina Spasovska's News Reporting II class this year published over 20 stories in the same paper.
- John Chrisman's composition students posted their writing on current issues (gender identity) to the curated online magazine *Medium* in spring 2022.
- Jacob Dillhyon, Austin Keib, and Cameron Stevens (all BS in MATH) passed the Exam P (Probability) offered by the Society of Actuaries in May 2022.
- ENGL graduate students established a new organization, EGSO (English Graduate Student Organization), and founded an online publication, *Yonder*.
- Many students were featured in WCU media, including Matthew Tuten's (PAR, PSC) appearance on the *Diversity Dialogues* podcast.
- U.S. Latinx minor CC Schaefer interviewed visiting a visiting scholar, Dr. Frederick Luis Aldama (aka. "Professor Latinx".)

- Samantha Sullivan (CHEM) is first author on a peer-reviewed paper (co-authors are professors Carmen Huffman and Jerry Miller) published in *Geosciences*.
- GNR requires capstones, including group research projects. Environmental Science students worked with the Jackson County Solid Waste Division, Geol students investigated the history of the Cullowhee Creek floodplain, and NRCM students assessed the land use of two properties.
- Daniel Hammer (senior, BS (CS and MATH)) received a positive score on the Mathematical Association of America (MAA) William Lowell Putnam Mathematical Competition.
- Brayan Mauricio Gonzalez (junior, BS CS and MATH) had a summer internship with Microsoft.
- To support their class work, Radio Production (COMM) students produced 28 public service announcements for 14 different local off-campus clients that are currently airing on 95.3 WWCU.
- *Student Awards*
 - Sara Rivera (BIOL) tied for first place for the best student/young professional presentation at the Southeast Partners in Amphibian and Reptile Conservation Meeting.
 - Kat Smith (CCJ) won Outstanding Student Poster at the annual meeting of the Southern Criminal Justice Association.
 - Emily Deem (BIOL) won the statewide Tarheel Three Minute Thesis competition over the 3MPT champions from 10 other North Carolina institutions.
 - Spanish major Jocie Parham won the Kim L. Brown Award for Excellence in Tutoring.
 - Tara Hall (BIOL), working with mentor Kathy Mathews, was awarded a Society of Herbarium Curators student research award.
- *Graduate Schools*
 - This table shows a sample of where our students are going to graduate and professional school next year and the numbers of students that are going. These data are restricted to departments that listed them in their annual reports, so this is likely a minimum number of actual attendees.

Department	Num. of Students	Notes:
ANSO	5	Include NC State, Nebraska, Texas Tech, UM Baltimore County
BIOL	10	Include UT, LMU and LSU veterinary schools, Elon Physicians Assistant Program, ECU Dental School, and University of Colorado Medical School; University of Georgia and UNC Chapel Hill grad schools
CHEM/PHYS	10	Masters and undergraduate students in Chemistry (no specific schools cited)
CCJ	7	Include UNCC, UMass-Lowell, East Tennessee, WCU, NC State grad schools; Emory and U Minnesota Law Schools
English	1	Wake Forest Law School
GNR	Several	NC State, Auburn, Texas A&M, and Michigan State
HIST	1	Georgia
PAR	4	Oregon, Chicago, WCU, Texas Woman's University
WL	1	NC Central Law School

- This table shows some of where are students will be employed next year for those students listed in departmental reports.

Department	Some places of employment
ANSO	West Tennessee Regional Forensic Center
CHEM/PHYS	Ran Biotechnologies, Inc., UPM Pharmaceuticals,
CCJ	FEMA Corps, AmeriCorps, Macon County D.S.S, Iceland Law Enforcement, WCU P.D.

ENGL	May River H.S., Enka Middle School
HIST	Battle of Franklin Trust, North Carolina Pottery Center

- *Student Organizations*
 - Anthropology Club won Organization of The Year, and Diana Messer won Advisor of The Year.
 - Model UN students (PSPA) won awards for “Best Committee Delegate (Germany),” “Outstanding Position Paper (Netherlands),” and “Honorable Delegation (Slovakia)” at regional competitions.
- *Alumni Awards*
 - An alumna, Kathryn Rentz (ENGL BA 1975), received the WCU Alumni Association’s Academic Achievement Award for 2021 as part of homecoming weekend
- *Alumni Careers and News*
 - 2005 Sociology alum Nathan Dollar earned his Ph.D. in Sociology at UNC Chapel Hill.
 - CHEM MS alum Matthew Burleson joined our faculty as our Instrumentation Specialist.
 - Zöe Zander (ENGL) won the NCTA Early Career Educator of Color Leadership Award.
 - Alum Arturo Adame Nava (WL, 2020) was recently selected as an Assistant Language Teacher for very prestigious Japanese Exchange and Teaching (JET) program.
 - Grant McMillan, a recent ENGL MA graduate, who is pursuing a PhD in North Dakota, had a chapbook published by UND’s Greenway Press.
 - Luke Manget (HIST MA 2012) published *Ginseng Diggers: A History of Root and Herb Gathering in Appalachia* with the University of Kentucky Press.
 - Another ENGL graduate, Sofia Lilly, was North Carolina Farm Bureau’s (NCFB) Achievement Award winner for 2022, for her work as a farmer and vintner at Overmountain Vineyards in Tryon.
 - Amanda Smith (Social Science Education, 2012) was North Surry High School Teacher of the Year.
 - Four MS alumni from Biology (including 3 PhDs) gave talks in Biology’s Paul Burton Seminar Series.

Faculty and Staff Successes

- *Faculty Awards*
 - Diane Martinez (ENGL) was named as a Fulbright Scholar for 2022–23 and will spend the academic year in Ludwigsburg, Germany.
 - Adam Thomas (HIST) was awarded an NEH Postdoctoral Fellowship with the Library Company of Philadelphia.
 - Andrew Denson (HIST) won the John C. Inscoe Article Award from the Georgia Historical Society for the best article in the *Georgia Historical Quarterly*.
 - Andrew Penland (MATHCS) won the national Mathematical Association of America’s Alder Award for exemplary teaching.
 - Betty Farmer (COMM) received the 2021 UPCEA South Region Professional, Continuing, and Online Education Instruction Award.
 - Brent Kinser (ENGL), Christopher Hoyt (PAR), and Robert Ferguson (HIST) were awarded scholarly development leave for next year.
 - Winners of internal (University Awards) include:

Name	Department	Award
Ben Steere	ANSO	Hunter Scholar, Excellence in Teaching Liberal Studies
Luiz Da Siveira	BIOL	University Scholar
Berna Karayka	CHEMPHYS	Outstanding Community Engagement (co-winner)
Alesia Jennings	CHEMPHYS	Faculty Award for Student Service 2021
Enrique Gomez	CHEMPHYS	Paul A Reid Dist. Service Award (Faculty)
Channa De Silva	CHEMPHYS	Arts and Sciences Teaching Award
Scott Eldredge	COMM	Excellence in Community Engagement (co-winner)
Brian Gastle	ENGL-ST	Chancellor’s Distinguished Teaching Award
Travis Rountree	ENGL-ST	Innovative Scholarship Award
Melissa Allen	WL	Judy H. Dowell Outstanding Support Staff Award

Lori Oxford	WL	Excellence in Community Engagement (co-winner)
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- *Faculty Scholarship*

- We have estimated the reported number of publications (peer-reviewed articles and book chapters; not books) as the following: ANSO (17), BIOL (21), (CCJ (8), CHEM/PHYS (7), COMM (8), ENGL (5), GNR (15), HIST (8), and PSPA (7).
- CCJ faculty gave six invited presentations and thirteen presentations at conferences, GNR faculty were lead- or co-authors of 16 conference presentations, and BIOL faculty also coauthored 5 books.
- Sara Snyder Hopkins' (ANSO) ethnographic documentary film titled "The Mountain Electric" was accepted for publication and distribution.
- BIOL faculty members were listed as presenters or as coauthors sponsoring student presenters for 31 oral or poster presentations, usually with student coauthors, prepared 20 grant proposals, and received 22 grants to support their research.
- David Dorondo (HIST) appeared on panels and across several media platforms sharing his expertise on international affairs, particularly the war in Ukraine.
- Tasha Youstin (CCJ) was invited as a panelist on the University of Maryland's National Crime Victimization Survey Research Forum.
- PSPA Faculty were featured in numerous news outlets such as: WLOS-TV, the Washington Post, the Charlotte Observer, the New York Times, Politico, The Guardian, Bloomberg, Raleigh News & Observer, NBC News, WRAL-TV, among others
- Lori Oxford (WL) submitted the manuscript for her monograph, *Cuba's Special Period in Pedro Juan Gutiérrez's Dirty Realism*, to Rowman and Littlefield, a division of Lexington Press.
- Katharine Mershon (PAR) signed a book contract with Columbia University Press for *Dogs Save: Stories of Canine Redemption in American Culture*.
- Saheed Aderinto (HIST) published *Emergent Masculinities: Gendered Power and Social Change in the Biafran Atlantic Age*.
- PSPA faculty participated in the following conferences: of Parties 2020 and Beyond Conference, the Redistricting and American Democracy Conference, the Western Social Sciences Association Annual Meeting, and the Association of Budgeting and Financial Management Conference.
- Katerina Spasovska (COMM), working with students Patrick Clemmons and Sara Stanley, presented their work on data journalism and issues of food insecurity at the Society of Professional Journalist's national conference.
- In addition to his work on the Literary Festival, Jeremy Jones (ENGL) continued his regionally prominent work with the publication of several essays.
- Rob Ferguson (HIST) worked with *Our State Magazine* on a history of covered bridges in NC and gave an interview to the *Daily Tarheel* on the Wilmington Coup.
- Andy Hansen (CCJ) won the outstanding article of the year for the *American Journal of Criminal Justice*.
- J. Tom Morgan (CCJ) was appointed to the board of Directors for Foundation for Prosecutorial Accountability headquartered at Wake Forrest University School of Law.
- Soichiro Motohashi (WL) was one of only 17 Japanese educators selected to join the leadership development program of the American Association of Teachers of Japanese.
- Betty Farmer conducted over 50 workshops and coaching sessions for a variety of organizations.

- *Faculty Grants*

- The Cherokee Language Program was awarded a grant for \$111,403 from the Cherokee Preservation Foundation.
- Alexa Singer and Al Kopak (CCJ) were awarded a grant from the Dogwood Health Trust titled "Perceptions of Medication assisted Treatment (MAT) in Rural Jails for \$159,358."
- Jamie Vaske (CCJ) received extended funding on two bail reform projects – Evidence Based Tools for Bail Reform JD2 and 21 and Model Bail Tools for North Carolina: Orange County.
- Cyndy Caravelis (CCJF) is CO-PI on a \$15,000 research grant for the North Carolina Child Advocacy Centers to deliver victims advocacy training for students, faculty, and staff.
- GNR Faculty submitted several external grant proposals, including one to NSF and another to NOAA. in addition to several active internal and external grants and contracts. New grant awards exceeded \$163,000.

- o Sloan Despeaux (PI), Nathan Borchelt (Co-PI), Kathy Jaqua (Co-PI), Pam Buskey (Co-PI, CEAP), Barb Putnam (Co-PI, SCC) received an NSF Robert Noyce Scholarship Capacity grant “Intersecting Circles: Building Capacity for the Smoky Mountain Noyce Scholars” for \$124,987.

Community Engagement including Advancement

- The table below shows many of the organizations we partnered with in the last year.

<i>Department</i>	<i>Some of who we served and collaborated with</i>
ANSO	WCU facilities, other universities, EBCI Tribal Historic Preservation Office, Mainspring Conservation Trust, Highpoint Criminal Investigation Team, SOAR Academy
BIOL	Land Stewards of the Highlands Plateau, Highlands Plateau National Audubon Society, Little Tennessee Native Fish Conservation Area steering committee, the Sicklefin Redhorse Conservation Committee, the Tuckasegee Visioning Group, Cullowhee Native Plants Conference, Genomics Education Partnership, Western Office of the North Carolina Biotechnology Center, Dusky Gopher Frog Recovery Group, Creek Club (Jackson County)
CCJ	Haywood County, Center for Domestic Peace, SBI, National Center for Missing and Exploited Children, AWAKE child advocacy center, Dupont Challenge Rescue, HIGHTS, NC Search and Rescue Advisory Council, Family Support Network Region A
CHEM/PHYS	Maine Math and Science, local community, Cullowhee Valley School, Western Region Science Fair
ENGL	NAACP, Cullowhee Methodist Church, Cullowhee Valley School
GNR	Waynesville, Asheville, EBCI, Haywood County, Haywood Waterways, NCDEQ, NC Forest Service, NC Geological Survey, NC Wildlife Commission, National Park Service, US Forest Service USGS, international collaborations
HIST	Atlanta History Center, US Strategic Command, NC Museums Council, the Citadel, Osher Lifelong Learning Institute, Smoky Mountain High School, Cashiers
PAR	Rotary, Harris Regional Hospital, CARE Action Network, Enka High School
PSPA	Greensboro History Museum, the American Democracy Project, homeowners’ associations, churches, WNC Nonprofit Pathways, primary schools, and recreational sporting teams.
WL	American Chinese Friendship Funs

- Munene Mwaniki helped organize the WCU *The Black Fantastic* campaign and was the lead-off faculty member to be featured.
- Tasha Youstin (CCJ) served as President of the NC Criminal Justice Association for a 2nd consecutive year.
- Risto Atanasov was the leader of the Macedonian team (6 students) at the International Mathematical Olympiad hosted virtually by St. Petersburg, Russia.
- David Walton (HIST) hosted the Global Black Studies Webinar Series, maintains an advisory role with student fraternities at WCU and Mars Hill, and works alongside the Jackson County NAACP and the Romare Bearden Branch of the Association for the Study of African American Life and History
- PAR faculty, including Christopher Hoyt, Andréa Daventry, and Jeffrey Vickery, served on an *ad hoc* advisory council to help Cherokee Indian Hospital assess religious exemption requests to COVID vaccination requirements.
- Under the leadership of Andrew Penland, the department hosted the Annual WCU Math Contest at the Ramsey Center in March 2022.
- 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, NC Chapter of The Wildlife Society.

- Kathy Jaqua was the Past President of the NCCTM (North Carolina Council of Teaching Math). She also serves on their Trust Fund and Finance Committees.
- Students in Dr. Scott Eldredge’s public relations courses worked with the Western North Carolina Health Communication Network on two different projects.
- Elizabeth McRae (HIST) wrote two editorials in the *Washington Post* and was interviewed by national publications.
- In 2021, the Forensic Osteology Research Station (FOREST) accepted 23 donors, an all-time high.
- In collaboration with the North Carolina ATF, Forensic anthropologists Nick Passalacqua and Becca George (ANSO) coordinated and offered the third annual “Burn Course.”
- Faculty members served as judges at the 2022 Western Regional Science and Engineering fair.
- Jessie Swigger (HIST) was on an advisory committee that produced *The Inclusive Historian’s Handbook*, an open access digital handbook published by the American Association for State and Local History and the National Council on Public History.
- PSPA faculty/staff members continued their service in important university administrative units: Jen Schiff (Director of Liberal Studies Assessment), Ingrid Bego (Interim Director of National and International Awards), Chris Cooper (Director of the Public Policy Institute), and Bob Boylan (Director of the Local Government Training Program).
- PSPA department members facilitated numerous political debates in the region, public surveys, and other activities through the Public Policy Institute.
- Eleanor Petrone (ENGL) continued her work administering the afterschool program LEAP.
- Will Lehman taught a community German course through Educational Outreach, with 100% of revenue donated to help fund the language contest.
- Will and Deni McIntyre established a new scholarship for English Studies Majors.
- This year, the ENGL department awarded more than \$30,000 in scholarships, significantly more money than in previous years.
- Communication Department student workers Jessica Posa and Josie Spence developed a social media campaign during the month of February to support fundraising efforts benefitting the department’s Shannon Christy Memorial Scholarship fund.

Department Diversity Equity and Inclusion Initiatives

New DEI curriculum	
ANSO	SOC 160 Chinese Culture and Society (P6) and SOC 195: Sociology of Black America (FYS)
PAR	New courses on Philosophy of Race and Feminist Thought

- Faculty completed training and served as faculty diversity officers on searches throughout the University and are part of the University’s DEI community of practice.
- ANSO completed its “Decolonize the Catalog” initiative and completed a departmental DEI statement.
- CHEM/PHYS, CCJ, GNR, PSPA, and WL formed a departmental DEI committee that has focused on making departments inclusive environments for our students, faculty, and staff.
- The 2021 and 2022 Literary Festivals Featured the most diverse line-ups of writers ever.
- Travis Rountree served as a leader for Sylva’s first annual Pride Festival in 2021 and is continuing in that role for 2022.
- This was the first AFE cycle year under the ANSO reappointment document recognized and encouraged DEI focused activity in faculty teaching, scholarship, and service.
- The CJ Club hosted Freda King who spoke on vulnerable populations and jail reentry.
- History, English Studies, and Communications proposed a diversity cluster hire in the recurring budget process.
- Lisa Briggs (CCJ) presented two training workshops to the New Jersey Search and Rescue and the New Jersey Office of Emergency and Disaster Management on search and rescue efforts involving individuals on the autism spectrum.
- CCJ Faculty reported numerous activities related to DEI in their courses including EDM 322, 351; CJ 340, 347 and 375

- Sloan Despeaux is a member of National Association of Mathematicians (NAM), a professional organization in the mathematical sciences promoting the mathematical development of all underrepresented minorities. We are in the process of establish NAM student chapter at WCU.
- Amanda Storm and Megan Eckardt (BIOL) lead the seminar series and aimed to increase representation of historically underrepresented groups to speak to our students and faculty.
- Myron Jackson (PAR) is editing a special issue of the philosophy journal Eidos on race.
- Scott Eldredge is part of the LGBTQ Working Group.
- HIST invited Adam McNeil, a former research fellow with the Smoky Mountains National Park African Americans in the Park Project and frequent contributor *The Junto* and *Black Perspectives* to share his work with students, faculty and the community.
- Katharine Mershon served on the Liberal Studies DEI working group.
- Amy McKenzie served as a trainer for both Safe Zone and Safe Zone Continuing Ed.
- The JOI coordinator (WL) program gave WCU students (including those not currently taking Japanese courses) the chance to experience the Japanese culture.
- GNR organized a mini-professional development training workshop on the topic of inclusive pedagogy with Eli Collins-Brown (Coulter Faculty Commons).
- BIOL Faculty frequently include topics for discussion in our classes to enhance appreciation for DEI. Two examples: A discussion of the complicated development pathways for human sex and how it may affect our mental sex (BIOL 102), and a discussion of Victoria Gray, an African American woman who was the first person to be treated for sickle-cell anemia using CRISPR-Cas9 (BIOL 333).
- Julie Barnes (MATHCS) serves as a faculty advisor for the FEM in STEM student club, and many other faculty support FEM in STEM.
- Courses taught during the 2021-2022 AY by the COMM Department related to DEI are: COMM 414 - Gender Communication, COMM 415 – Intercultural Communication, and COMM 412 - Sex, Sexuality, and Health Communication.
- Heather Coan (BIOL) and Cheryl Waters-Tormey (GNR) continued to work with colleagues at several UNC-system schools to get an NSF Louis Stokes Alliances for Minority Participation.
- Frankie West (BIOL) organized a panel on diversity in science for the Molecules in the Mountains conference hosted by WCU, served as a mentor for the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science for the International Conference on Diversity in STEM, and participates in the National Geographic Explorer Diversity, Equity, and Inclusion Working Group
- Dr. Katerina Spasovska (COMM) served as a co-chair of the Blue-Ribbon Taskforce (BRTF).

College of Business (COB)
Dr. AJ Grube, Dean

Programs and Initiatives

- www.BestColleges.com lists WCU as the best online entrepreneurship program, factoring in such features as cost, program format, location, accreditation, and student support services. In addition, University HQ ranked WCU 11th in online entrepreneurship programs.
- The Princeton Review’s “Best Business Schools for 2022” list recognizes Western Carolina University’s College of Business among the best on-campus programs for students to earn a master’s degree in business administration, based on institutional data such as career outcomes, admissions selectivity, and academic rigor, as well as surveys of school administrators and students. Students surveyed by The Princeton Review praised the MBA program for its smaller size, learning opportunities and personal attention from “excellent, accessible professors with relevant professional experience.”

- With almost 400 bachelor's and more than 1,700 master's degree programs evaluated nationally, U.S. News & World Report has recognized WCU as 67th in online undergraduate business programs; 123rd in online graduate business programs; and 189th in online undergraduate programs.
- The B.S. in Economic Analysis was approved by the Board of Governors at its recent meeting held on WCU's campus. The new degree program will be "on the books" for Fall 2022.
- Online Marketing and online Management degrees are available starting Fall 2022.
- The CoB has a new honor society. Bethany Davidson and Janice Black spearheaded efforts to start a chapter of Sigma Nu Tau Entrepreneurship Honor Society®. Ours is the 40th chapter in the United States to receive its charter. In April, 10 student members (6 undergraduate and 4 graduate students), 5 faculty members, and 2 community entrepreneur members were inducted. Having national-level discipline-specific honor societies enable national recognition and provides for a lifetime of opportunities, networking, and growth.
- Our Strategic Plan highlights several DEI initiatives designed to foster an inclusive college community. Among the initiatives are to involve diverse business and organizational leaders in the life of the College through guest speakers, seminars, and student teams working with minority and female owned businesses. We support student study abroad opportunities, faculty exchanges, and specialized recruitment plans target international students. We facilitate interaction with our exchange students and supervisors in the CoB received DEI training through COMPAS. We continue to invest in job postings within the Higher Education Recruiting Consortium as a more diverse source of applicants. We ensure that appropriate courses have components that address diversity and inclusion. We continue to seek out highly qualified diverse employees.
- At the annual College of Business Scholarship & Awards Ceremony, 54 student scholarships were awarded, amounting to \$208,822 given to 114 deserving recipients! Eighteen student awards and six faculty awards were given out. Faculty awards: Board of Governors' Creative and Innovative Teaching Award – Audrey Redford; Grace Allen Undergraduate Teaching Award – Audrey Redford; BB&T Faculty Research Award – Audrey Redford; Excellence in Research Award – Debra Burke; and CoB Engagement Award – Bob Lahm.
- A "Lead Teacher" model was piloted in some MGT 300 classes this spring. Seasoned tenured professors developed course models and they were delivered to students via adjunct professors, thus ensuring course content consistency across class sections.
- The inaugural CoB Faculty Mentoring cohort was very successful. We matched up eighteen pairs of mentors and mentees who met regularly to discuss such topics as balancing teaching, scholarship, and service expectations, short- and long-term career goals, tenure and promotion processes, university processes/protocols, teaching approaches/techniques/strategies, instruction, syllabi, SAIs, instructional delivery methods, and course development. All participants reported that the relationships were highly beneficial, and we will continue the program.
- College of Business new faculty orientation/training sessions were continued this year. Session topics led by our school directors included AFE/TPR processes, Faculty Activities Database, Navigate, Assurance of Learning, Grades and more.
- CIS faculty William Kapakos, Barbara Jo White, Dan Clapper and BLAW professor Lorrie Willey collaborated on research, exploring the integration of visual analytics as well as data analytics for CIS and non-CIS majors in CoB core business classes. The integration of new data visualization technologies like Tableau into the business curriculum is in line with the Standards for Business Accreditation developed by the AACSB International. Both the current 2013 Standards and the proposed 2020 Standards emphasize the need for business school graduates to be competent in the use of technologies applicable to their respective programs and to demonstrate agility in recognizing and utilization new and emerging technologies.
- A faculty lunch series entitled *Something to Chew On* was resurrected with the purposes of presenting new or developing research to colleagues and exchanging ideas. Wingyan Chung and Audrey Redford were our first two presenters. Four sessions are planned for next year.
- Audrey Redford and Kevin Fulk participated in Faculty Diversity Officer training and served as advocates for DEI searches across campus. Diversity officers from other colleges will serve on our CoB searches.
- Dean Grube pitched a monthly, internal newsletter for the college called "From the Dean's Dugout". Each informative edition was cleverly called a new "inning" and by the completion of the spring semester, the college played nine innings.

- The College of Business faculty and staff collected donations to support Operation Christmas Box through the Jackson County Department on Aging. Donations were delivered to homebound elderly residents in our community who needed personal care basics and food supplies.
- The college funded four faculty summer research grants. Anna Dai's project is entitled *Financial Performance of Socially Responsible Exchange-Traded Funds (ETF)*; Debbie Burke's project is entitled *Threshold Concepts and Barriers to Learning in Undergraduate Business Law*; Josh Down's project seeks to answer *What contextual factors contribute to the adoption of analytics-based approaches to competitive intelligence by Major League Baseball Teams*; and Kevin Fulk's project is entitled *Exploring the "Bright Side" of Technology Use*.

Student Successes

- In fall 2021 and spring 2022 commencement ceremonies, the College of Business conferred 563 Baccalaureate degrees, 89 graduate degrees and 420 students were named to the Dean's list. 397 students were named to the Chancellor's list.
- In November, entrepreneurship students organized and held a two-day "Catovation Market" outside at the fountain plaza, showcasing and selling handmade and upcycled wares. All proceeds were donated to the Center for Domestic Peace in Sylva, NC. (\$1,700)
- Davonta' Martin advanced to the semi-finals in the IARFC[®] National Financial Planning Competition, with Dr. Patrick Payne as his advisor.
- Zanaya Salaam '22, MKT/MGT was featured in the Mountain Express, speaking to the issue of women's empowerment in the classroom and in the corporate world. Zanaya also took home three awards from the CoB this year—Outstanding Management major; Outstanding Marketing major; and Outstanding Senior Award.
- Six hospitality and tourism management students, Bryson Peele, Kinsey Lee, Taylor Clark, Benjamin Hancock, Kevin Patel, and Sarah Mazurek passed the Certification in Hotel Industry Analytics (CHIA) exam and are now CHIA-certified future employees.
- Ivan Huffman was re-elected as the North Carolina state president of the Future Business Leaders of America—Phi Beta Lambda. Congratulations to Ivan Huffman and Jessica Esquivel, who competed in Phi Beta Lambda's state competition. Both placed high enough to advance to the national competition, which will be held this summer in Chicago.
- CoB Student Ambassadors were kept busy this year, offering their services at four Open Houses, giving campus tours, representing on faculty awards selection committee, meeting with the Dean to discuss DEI ideas and initiatives, hosting the annual CoB tailgate party, volunteering at Week of Kindness events, ushering at the CoB Scholarship & Awards Ceremony, and representing at various tabling events in the Forsyth lobby. Next year, we'll have four returning ambassadors who will be joined by eight rookie ambassadors. We continue to be impressed by our students who step up to serve in this unpaid role.
- Student entrepreneurs Mickey Schihl and AJ Reid won our campus pitch party and were selected to advance to the SoCon Entrepreneurship Challenge. AJ (freshman) advanced to the final round of the competition which was held at the Citadel.
- Ten Hospitality & Tourism students, accompanied by Professor Angela Seby, flew to San Diego, CA to attend the 2022 Club Management Association of America (CMAA) conference. The conference involved five full days of networking, educational seminars, training and more. All students were offered internships and job opportunities.
- With support from the Gimelstob-Landry Distinguished Professorship, Dr. Sean Mulholland and soon-to-be graduate, Adam Mottershead '22, attended the 2022 Issues in Political Economy Undergraduate Research Conference in New York City. Adam gave an excellent, engaging presentation on water usage and availability at the local (HUC-8) level in North Carolina. *Issues in Political Economy* sponsors an annual undergraduate research conference. Students serve as session chairs and discussants, as well as present their work.
- Hospitality & Tourism students had the privilege and honor of presenting their capstone presentation for Virtelle Hospitality in March. The workshop and luncheon took place at the Holiday Inn Biltmore, where our students suggested strategies for the five hotels under the Virtelle Hospitality Management umbrella. Students had a fantastic opportunity to network with the managers of all five properties.

- Fuad Hassan, '22, double majoring in Accounting and Management, presented research findings as a co-author (with MGT prof. Bukola Bakare and ACCT prof. Marco Lam) during the National Conference on Undergrad Research (NCUR) <https://lnkd.in/gUYkUec2>. The paper is entitled The Examination of Continuous Improvement Effectiveness During Covid-19 in the Nigerian Healthcare System. Fuad hails from Nigeria, as does Professor Bakare. Fuad was one of 49 international students from 31 countries enrolled in the CoB last year.
- The students in SM 435 (Event/Facility Management) executed a successful Mountain Heritage Day 5K. Over \$1,800 in proceeds were added to the Sport Management Association scholarship.

Alumni Successes

- Senator Tom Apodaca '80, after earning a degree in Business Administration, began his career as an entrepreneur involved in bond insurance, real estate investment and a travel agency. Years later, he is a senator and the new science building on campus is named Apodaca Science Building, replacing the decades old, outdated Natural Sciences Building, funded in part by the Connect NC bond initiative for education improvements across the state.
- Matt Godfrey '10, MBA, is the executive director of Outdoor Gear Builders, an association whose mission is to cultivate, connect, and support a community of outdoor industry leaders.
- Rich Price '88, Business Administration, was hired as executive director of economic development and regional partnerships at WCU. His priority is to develop a comprehensive economic strategy for the university that aligns with the current and future needs of the region.
- Tiffany Henry '03 Business Law, is the new Jackson County Economic Development Director, after serving 8 years as the Director of the Small Business Center at SCC. Tiffany is an advisory board member for the Corporation for Entrepreneurship & Innovation and runs two of her own local businesses, 828 Escape and 828 Custom Printing.
- Dr. Laura Leatherwood, three-time WCU graduate, President of Blue Ridge Community College, and member of the CoB Advisory Board, took home the WCU Alumni Professional Achievement Award.
- Old Town Club in Winston-Salem, headed up by GM Josh Paris '01, made the list of the 100 best golf courses to play in the world as ranked by Golf Magazine.
- Sam Lupton '19 completed his Master of Sport Data Analytics at the University of Oklahoma, where he received an assistantship.
- Kimberly Angel '92, is the Executive Director at Greenway Public Transportation in Hickory, NC.
- Alumnus Todd Vasos '83, gave a talk to campus entitled "Consistent Focus: A Conversation with Todd Vasos, CEO of Dollar General, About the Tools and Skills Needed to Stand Out".
- Sandra Dennison '11 and '15, Regional Center Director of the Small Business & Technology Development Center (SBTDC), received the prestigious Million Dollar Circle Award at the Faculty Scholarship Celebration. The award represents the achievement of receiving a cumulative total of one million dollars or more in external grants and contracts while at WCU.
- Spencer McCoy '20, is a VIP host at Harrah's Cherokee Casino Resort. He took time from his workday to come visit HT classes and present to our students his unique view of "A Day in the Life of a Casino Host".
- Samuel Plott '16 MKT and MGT, was promoted to Associate Manager, Creative Traffic Manager and Special Projects at Krispy Kreme headquarters in Charlotte.
- Madison Lovingood '22, is staying in Cullowhee to begin her career, putting her MGT and MKT degrees to good use as a Social Media Specialist in the University Communications and Marketing division.
- Chase Carlson '20 HT, landed a job with RockResorts and is working as a front desk supervisor at one of their premier resorts in Breckenridge, CO.
- Jamal Mayo '03, Sport Management, is now the Senior Associate Athletic Director for External Relations and Resource Acquisition at North Carolina Central University.
- Nelson Schacht '18 FIN, is a credit analyst with First Bank & Trust Company in Lynchburg, VA.
- Michael Slee '19 BLAW, is the Director of Operations of the Museum of the Cherokee Indian in Cherokee, NC.
- Faith Doyle '11 MBA, co-founded and co-hosts a podcast concerning all things financial, called *Her Two Cents*.

Faculty and Staff Successes

- WalletHub.com called upon industry experts to reflect on credit cards with travel rewards. Findings published on 8.18.21 included comments from Assistant Professor of Tourism, Ethan Cheng, who recommended consumers consider the rewards rate, cancellation policy, interruption insurance, foreign transaction fees, and customer service.
- Wendy Cagle and colleagues from the College of Engineering & Technology collaborated on a project entitled, *Fostering Technology Entrepreneurship through a Project-Based Learning Community*. The project received an award of \$1,495,415 from the National Science Foundation.
- Vittal Anantamula will serve a three-year term with the Project Management Institute on their Academic Insight Team, providing expert support and recommendations for the programs and services of PMI academic programs. In addition, the Academic Insight Team administers and recommends research scholarships, and research and teaching awards.
- Dr. Todd Creasy taught two online and in-person Tenets of Project Management one-day workshops through the Division of Educational Outreach. In August, Dr. Creasy will take over as Director of The Corporation for Entrepreneurship & Innovation (CEI).
- Dr. Janice Black, Professor of Entrepreneurship, presented the idea of “Blogging on Schumpeter’s Creative Deconstructionism” at the United States Association for Small Business and Entrepreneurship (USASBE) conference in Raleigh, N.C.
- Nathan Johnson has been invited to join the Board of Directors of the Project Management Institute. (PMI-GAC)
- Frank Jee organized a panel of professionals to discuss concepts and implications of NCAA Name/Image/Likeness (NIL) practices and policies with College of Business students.
- The Haywood County Chamber of Commerce hosted its annual Economic Update in Waynesville on Nov. 10th. Guest speaker was Dr. Edward Lopez, professor of economics. Dr. Lopez also spoke to the Great Smokies Chapter of the Risk Management Association in Asheville on NC’s Long-Term Economic Prospects After the Pandemic, discussing his recent study to assess the state’s prospects for sustained recovery.
- Cherry Brewer’s upper-level Hospitality classes put the curriculum into action by successfully planning and hosting two CoB social events this year. In December, the annual holiday gathering and in April, a retirement celebration for Dr. Frank Lockwood.
- Dean AJ Grube visited partner our institution, University of Portsmouth in Europe over Fall break. Unable to enter the Netherlands and visit AVANS due to Covid19 restrictions, Dean Grube hosted our AVANS liaison, Linda Waller, in May.
- Ethan Cheng was part of a panel at the Global Hospitality Summit 2021. The biggest hospitality event of the year featured 52 speakers from every continent except Antarctica and thousands of delegates from 105 countries. In addition, Dr. Cheng was invited to serve on the International Hospitality Institute’s Academic Advisory Board. The International Hospitality Institute is a global advocacy, training, and standards organization for the hospitality industry. In addition, the IHI announced its list of the Global 25 Most Influential Educators in Hospitality for 2021 and Ethan is on their list.
- Associate Dean, Dr. Hollye Moss, graduated from UNC Wilmington in December with an M.S. in Business Analytics.
- CoB Advisor, Deanna Allan, earned her M.B. A. from East Carolina University.
- Heidi Grappendorf was quoted in a Voice of America article regarding “sports immigration” and American-born freestyle skier Gu Ailing, who represented the Chinese team at the Beijing Winter Olympics. According to Dr. Grappendorf, *“Gu Ailing’s mother is from China, so she has Chinese ancestry. Most people can understand the situation when it comes to ancestry. Finding athletes to represent your country is the more questionable practice and one that the IOC (International Olympic Committee) needs to study further. This is essentially against much of the spirit of the Olympics, but the IOC has been reluctant to address this issue. When countries try to poach athletes from other countries to compete for them to make themselves look better, it’s clearly against the Olympic spirit.”*
- At the Southeastern Academy of Legal Studies in Business conference held in Savannah in early November, Justin Pace and Larry Trautman earned the *Best Proceedings Paper Award*. The title of their paper is *Mission Critical: Caremark, Blue Bell, and Director Responsibility for Cybersecurity Governance*.
- Audrey Redford attended the Southern Economic Conference in Houston, where she presented twice and was a discussant for a third session. At the International Political Economy session, Dr. Redford presented her paper entitled *Conventional Wisdom? Constitutional Failure in International Narcotics Agreements*. During the Soconomics I:

The Southern Conference Studies Policy and Equality Session, she presented her paper entitled *Truck, Barter and Syringe Exchange: A Synthetic Control Examination of North Carolina*.

- Thanks to Dr. Wingyan Chung, Kneeder Distinguished Professor of CIS, the Procter & Gamble Fund will provide a grant contribution of \$20,000 to support Curriculum Development for Nurturing the Next-Generation Business Analytics Leaders. The project seeks to develop new curricular materials, programs, and courses in business analytics for the western NC region at undergraduate and graduate levels.
- Engineering professor Martin Tanaka, together with Marketing assistant professor Heidi Dent, presented “Industry Academic Partnerships with Technology Companies in Western North Carolina: A Case Study” at the 2021 Institute for Global Business Research (IGBR) International Conference in Las Vegas.
- Thanks to Dr. Ed Wright, professor of management and Director of the CEI, and Dr. Pat Gardner, Director of the Rapid Center, NC Idea, whose mission is “to empower North Carolinians to achieve their entrepreneurial potential”, announced the award of a \$49,500 grant to the WCU’s Corporation for Entrepreneurship and Innovation (CEI) in partnership with the WCU Rapid Center. The grant will be used to support CEI clients who could not otherwise afford consulting and other services, and for the senior capstone Program in the College of Engineering.
- Leo Diosdado received an appointment to the newly established NC Innovation Council, a group put together by the state to support innovation, investment, and job creation within NC by encouraging participation in the regulatory sandbox.
- Wendy Cagle, collaborated with colleagues from the College of Engineering and Technology as co-principal investigator, by providing some entrepreneurial oversight to their program. Their project is titled “Fostering Technology Entrepreneurship through a Project-Based Learning Community” and received a \$1,495,415 award from the National Science Foundation.
- The 9th Annual Appalachian Research in Business Symposium (ARBS) was hosted this year by Eastern Kentucky University. WCU was well represented by eleven members of our faculty: Janice Black, Lane Perry, Bob Lahm, Hollye Moss, Josh Downs, Zackery Busby (student) with Wingyan Chung, Leigh Hartman, Ethan Cheng, Yang Fan, Heidi Dent and Steve Ha. Six members of our faculty served as reviewers for the symposium: Debra Burke, Anna Dai, Kevin Fulk, Jon Marvel, Doug Parker, and Scott Rader.
- Sean Mulholland was selected as one of two winners of the Brinson Honors College's Student Board of Directors' Faculty Excellence Award. Recipients of this award are nominated by Board members for their promotion of the honor's path and dedication to their students.
- A new study by Ed Lopez, commissioned by the NC Cable Telecommunications Association, warns that grant programs to bring reliable high-speed broadband and therefore positive economic impact to rural NC communities is being delayed because communities lack utility poles. Lopez says “The time for efficient and equitable policies that reform the utility pole hold up problem cannot come soon enough. We estimate delayed broadband expansion forfeits \$14 to \$16 million of economic gains per month, or \$186 million per year. By streamlining our state’s utility pole policies, North Carolina will not only more effectively use dedicated public funds intended to connect every corner of our state, but also spark our entire state’s economy.”
- Angela Dills, Gimelstob-Landry distinguished professor of regional economic development, published an opinion piece in *The Hill*, discussing telehealth parity mandates and price controls under consideration in the U.S. House, Senate, and a variety of state legislatures.
- Dwayne L. Tutt gave a campus-wide talk on January 18th, exploring the economic thoughts of Rev. Dr. Martin Luther King, Jr. and the economics of the 1965 Voting Rights Act, the economic power of voting in a democracy and the relationship to capitalism.
- Sean Mulholland and Nick Passalacqua (Assoc. Professor in Dept. of Anthropology & Sociology) published an article in *American Anthropologist*, the flagship journal of the American Anthropology Association. It’s about the value the presence of undergraduate Forensic Anthropology programs brings to larger ANTH departments despite the reluctance of ANTH departments to hire Forensic Anthropologists.
- Steve Ha authored a lengthy study entitled, *Economic Impact and Environmental Value Study of the French Broad River Watershed*. To better understand the significance of the river to the area, the French Broad River Partnership requested Dr. Ha’s expertise. He gathered quantitative data on the economic impact and the environmental value of the French Broad River to the watershed area in western North Carolina. Results will be used to understand and promote sustainable economies and responsible uses of the river and tributaries.

Community Engagement

- Nine student consulting projects were supported by a USDA rural development grant this year. One student and one faculty member worked together to solve a current challenge within a business or non-profit organization. The student projects included marketing, CIS, data security, market research, data analysis, and IT. Faculty involved in the projects were Ed Wright, Heidi Dent, Paul Dent, Neil Torda, Wendy Cagle, Bethany Davidson, and Drew Carnes.
- Entrepreneurship faculty members Wendy Cagle and Janice Black were tapped by The Western Region Education Service Alliance (WRESA) to coordinate a judging panel for its annual pitch competition. Wendy and Janice, along with two WCU business students, served as judges for the competition held for STEM-E (E stands for Entrepreneurship) high school students within a seven-county region of WNC.
- WCU Corporation of Entrepreneurship and Innovation (CEI)
 - CEI is a for profit, C-Corp dedicated to furthering the mission of the university and facilitating regional economic development. As an affiliated corporation, CEI provides outside businesses and organizations with access to the resources of the university including faculty consulting, student projects, laboratory and testing services, and other university assets. Engagements during the 2021-2022 academic year included assistance to Eblen Charities of Buncombe County with strategic planning, and business consulting to Inner Light Journeys of Asheville, and assistance to entrepreneur Shalin Mellen. A \$49,500 grant award from NC Idea enabled CEI to provide financial assistance to the WCU Rapid Center for Capstone projects and numerous faculty/ student consulting projects summarized in the table below:

No.	Business / Organization	Faculty Consultant	Student Worker	Project
1	Signature Brew Coffee	Dr. Heidi Dent	Andrew Price	Web site review and update
2	WNC Farm to Table	Dr. Neil Torda	Isaac Roberts & Brandon Moore	Date Analysis
3	KTS Orchard	Dr. Bethany Davidson	Blair Watts	Marketing Plan
4	Jackson County	Wendy Cagle	Cameron Kanetzke	NC Farms App
5	Outpost at Fines Creek	Dr. Heidi Dent	Myles Jones	Agri-tourism web site
6	Winding Star Farm	Wendy Cagle	Jason Grenoble	Competitive Benchmarking
7	Mtn. Food Systems	Dr. Drew Carnes	Brandon Moore	Data Analysis
8	Bearwaters Brewing	Dr. Heidi Dent	Jennifer Secrest	Website assessment
9	Westbridge Vocational	Paul Dent	Jonathan Barrett	Cyber-security audit

- Center for the Study of Free Enterprise
 - The CSFE supported eight Faculty Affiliates from five disciplines and four of WCU's colleges. These faculty received compensation and research support including hiring research assistants for their contributions to the Center including research publications, blog entries, presentations, and more. In addition, the Center supported two graduate and two undergraduate Student Affiliates who gained research experience while supporting Faculty Affiliate projects. CSFE received a grant from the John William Pope Foundation to provide partial support to the Faculty Affiliates program.
 - Despite ongoing Covid uncertainty including threats of a potential return to mass-gathering restrictions, in February, the Center hosted its 5th annual in-person Scaled-Up Seminar, a regional research conference gathering economic researchers to present current research and provide mutual feedback. The interaction provides exposure to each other's work, sparks innovative discussions about policy and community impacts, and leads to future collaborations on research and teaching.

- Also in February, the Center hosted guest speaker Dr. Marian Tupy, author of the Cato Institute's dynamic website, HumanProgress.org, and co-author of the recent book, *Ten Global Trends Every Smart Person Should Know*. There were in-person attendees and for distance students, the event was live-streamed on the CSFE Facebook page. In the Fall of 2021, the Center partnered with the College of Business to design a story-telling initiative, which will hopefully yield results in the coming academic year.
- Dr. Sean Mulholland will serve as the next Director of the Center for the Study of Free Enterprise, effective July 1st. Sean has been a professor of economics at WCU since 2016. Most recently, he was instrumental in the development of the major in economic analysis, which will launch in August. Sean has also played an active role in the Faculty Senate over the past several years. He has published research articles on a wide variety of topics, including human capital and economic growth, white supremacist groups and hate crimes, school competition and student performance, and Uber and drunk driving. His research has appeared in many journals, including the *Journal of Economic Growth*, *Public Choice*, *Economics Letters* and *Economics of Education Review*. Recently, Sean was quoted on a WLOS story regarding the economic costs for many associated with the Fed's recent rate hike to offset inflation.
- The Small Business and Technology Development Center (SBTDC)
 - SBTDC helps North Carolina businesses grow and create new jobs, providing management counseling and educational services to small and mid-sized businesses. Most services are free of charge, and all are confidential. 2021-2022 Academic Year, the SBTDC helped to start, sustain, or grow 637 businesses in WNC, with an impact of \$69 million in capital formation helping to start 75 businesses and retain 841 jobs in the region. They offered 14 training events with over 850 attendees. The SBTDC, MBA and the MSHR Programs collaborated to incorporate project-based learning in 3 courses, connecting with 12 businesses giving over 10,000 in student hours towards the projects. The SBTDC was nominated for the WCU program of Excellence.

College of Education and Allied Professions (CEAP)
Dr. Kim Winter, Dean

CEAP Significant Highlights

- CAEP accreditation (for all of teacher and professional education) was achieved in May 2022
- Ed Leadership's Equity in Education Summit in March 2022
- The first Master's in Experiential and Outdoor Education cohort graduated in May 2022
- The Counseling program's Russ Curtis facilitated a second art and wellness magazine project, *Masterpeace*
- Parks and Recreation Management achieved COAPRT
- The PsyD program completed the initial steps toward APA accreditation, including a site visit

Diversity and Inclusion Efforts

- Interdisciplinary Social Justice undergraduate minor was approved in Spring 2022 and will launch in Fall 2022, with coordination within CEAP and leadership from across the university
- CEAP continued its new national partnership with Call Me MiSTER, a program to increase the pool of available male teachers of color in the Western Carolina region and across the state of North Carolina. Our first Call Me MiSTER cohort began in Summer 2021 with an inaugural group of two. Two additional MiSTERS are joining us in Fall 2022.
- We are embedding our teacher education diversity, equity, and inclusion principles into our programs. This year work focused on revisions to our undergraduate professional education sequence core courses for implementation in Fall 2022.
- A new teacher education pathway program that partners WCU with diverse high schools (STEP with WCU) will begin in the 2022-2023 academic year in a pilot program with Iredell-Statesville School District.
- Our School University Teacher Program (SUTEP) grant program once again supported DEI professional development for teachers that partnered WCU faculty, local NAACP chapters, and several local school systems (Jackson, Macon, Swain, and Haywood).

- Our Teacher Education Diversity, Equity, and Inclusion Coordinator continued to advance DEI initiatives and professional development through consultation with faculty and staff and through book studies (*Cultivating Genius: An Equity Framework for Culturally and Historically Responsive Literacy* and *These Kids Are Out of Control: Why We Must Reimagine 'Classroom Management for Equity'*).
- Dr. Jon Campbell and colleagues (Drs. Ogletree, Cooper-Duffy, Price, and Rose) continue the work on project INTERACT, a collaborative training initiative sponsored by the Office of Special Education Project. Specifically, project INTERACT (INTERprofessional Autism Collaborative Training) is a 5-year, Department of Education funded Personnel Preparation grant *designed to increase the number and quality of personnel serving children with high-intensity needs, specifically Autism and moderate to severe intellectual disabilities*. This program trains 12 graduate students each year, four from each of the participating WCU disciplines (Psychology, Special Education, and Speech-Language Pathology). Dr. Jon Campbell represents psychology on this effort.
- Psychology had two special topics courses with diversity implications that successfully went through the curriculum process this year. The two courses were PSY305: Psychology of Hate, and PSY308: Psychology of Race and Racism. In particular, PSY308 will be an elective within the Social Justice Minor.
- Psychology had one representative (Dr. Kia Asberg) who served as a member of the Faculty Diversity Officer (FDO) pilot program for faculty searches. As part of the program, FDOs collaborate with the department head/search chair and the committee – typically outside of the FDOs home department – to promote inclusive postings and rubrics related to the search process.
- Multiple CEAP faculty and staff served as Safe Zone trainer(s) and participants
- Some faculty served as LGBTQ Work Group member(s)
- CEAP faculty served as chair, co-chair, and members of the Diversity Committee
- CEAP continues to offer degree programs in Jamaica and Colombia, with current undergraduate and graduate cohorts.
- Interdisciplinary Social Justice undergraduate minor development initiative, leadership, and advisory membership (minor begins Fall 2022)
- Inaugural Equity in Education Summit by Educational Leadership in March 2022.
- WCU continued its 20+ years partnership with North Carolina A&T with the Transformative Rural Urban Exchange (TRUE). This year students from both institutions participated in a three-day retreat where they focused on deep conversations leading to interpersonal understanding about culture, race, biases, equity, and other topics around intercultural understanding. TRUE continues its important work in crossing boundaries between WCU (rural, PWI) and NCA&T (urban, HBCU).
- The University Participant (UP) Program has continued its work as an inclusive, two-year, on campus living and learning experience for college-aged persons with intellectual disability. This year the program has increased enrollment to serve a total of 12 UP students with 30 WCU students consistently serving in paid support roles (working up to 10-15 hours per week), 20 academic support coaches sharing experiences in their college courses, and more than 200 WCU students from a variety of different disciplines continuing to volunteer on a weekly basis with the program. The UP Program has also collaborated this year with the UNC System and Vocational Rehabilitation in North Carolina to secure additional scholarship funding for eligible UP students. Since the May 2022 commencement, all five of the recent UP Graduates have secured successful/competitive community jobs (working 20-30 hours per week in one or two jobs, making above minimum wage) within food service (e.g., Aramark, school nutrition, private businesses), distribution (e.g., Pepsi), and retail (e.g., clothing and grocers).

Programs and Initiatives

- Accreditation efforts have moved forward for teacher and professional education (CAEP), psychology (APA), and parks and recreation management (COPART). CAEP Accreditation was granted at the initial-licensure level and the advanced level. This Accreditation status is effective between Spring 2022 and Spring 2029. The next site review will take place in Fall 2028.” All standards were met at the initial and advanced levels with no areas for improvement or stipulations.
- In Fall 2021, we launched fully online English and Art concentrations within the Comprehensive Education MAT program. The SPED, STEM, and TESOL concentrations were already in place.

- Four new teacher education programs were approved that will convert our current pathways to licensure that do not result in a credential from the university to certificate programs. These certificates provide ways to track students working towards these teacher ed licenses outside of existing programs (as requested by the UNC SO) and to help students, faculty, and advisors keep track on requirements and progress. They include an undergraduate certificate in Academically or Intellectually Gifted (AIG) and post-baccalaureate certificates in AIG, Special Education General Curriculum, and Special Education Adapted Curriculum.
- The National Council for Teacher Quality (NCTQ) labeled WCU's Elementary Education Math with an A-level performance.
- A new post-baccalaureate STEM Education Certificate was approved and will begin in Fall 2022. This new offering combines existing and approved courses that are part of the MAED in Elementary and Middle Grades with a STEM concentration to create and offer a certificate. While some teachers may choose to pursue a master's degree for their advanced professional development, other teachers may already have a master's degree or may be interested only in courses focused directly on STEM Education. Offering a post-bac certificate will also be an entree into the MAED in Elementary and Middle Grades with STEM concentration, if teachers who complete the certificate decide they wish to continue and pursue a master's degree.
- The PsyD program had its much anticipated site visit (virtual) from the American Psychological Association (APA) this spring, an important step toward accreditation.
- The Assessment and Psychological Services Clinic (the McKee clinic) was highlighted during the Board of Trustees breakfast program. The public-facing McKee clinic, directed by Dr. Nathan Roth, is staffed by graduate student trainees from the MA, SSP, and PsyD programs in psychology and it serves children and families in the region.
- Experiential and Outdoor Education Master's degree program graduated its first cohort of 19 students in May 2022.
- The new interdisciplinary Social Justice minor completed all approvals and will launch Fall 2022.
- The Educational Leadership program was awarded the CPED Program of the Year in October 2021.
- The Parks and Recreation Management program was awarded COAPRT accreditation.
- Elementary Education undergraduate program received an "A" ranking from the National Council on Teacher Quality (NCTQ) for its requirements in elementary mathematics. WCU was one of only 121 programs that received an A of over 1,100 programs reviewed.

Student Successes

- The honor society in psychology, PsiChi, celebrated 20 new inductees this year.
- A total of twenty graduate students from the MA, SSP, and PsyD programs were awarded the 2022 Summer Graduate Research Assistantships (\$4250 each) to conduct research under the supervision of faculty mentors.
- Nicole Dennis, a PsyD student, won the Academic Paper Competition during the Research and Scholarship Conference held at WCU on 3/24 and 3/25, 2022. Nicole's faculty sponsor was Dr. Broomell, also from psychology.
- Maddie Adolf (MA class of '22, incoming PsyD student) was one of only four students (out of our entire undergraduate and graduate population) who was invited to tell a little bit about their journey and experience here at WCU during the Board of Governors' formal luncheon.
- Three doctoral students from the inaugural PsyD cohort matched successfully to APA accredited doctoral internships.
- Students in the Department of Human Services had at least 12 manuscripts accepted for publication in peer-reviewed journals, and lead/co-lead at least 11 international/national state/regional conference presentations in 2021-2022. Additionally, students lead 11 peer-reviewed presentations at the WCU Graduate Research Symposium in 2021-2022.
- Ashlee O'Dwyer, a 2020 graduate of the inclusive education program, was one of only 17 finalists from across the state for the NCCAT Beginning Teacher of the Year Award.
- Lauren McCall, a 2020 graduate of the inclusive education program was awarded the Beginning Teacher of the Year at Curtis Elementary in Chesterfield County Schools, Virginia.
- Health and Physical Education majors presented alongside faculty at the NC-SHAPE conference held in Winston-Salem.
- Morgan Williams, WCU class of 2021, was named Beginning Teacher of the Year for Stoney Point Elementary School
- John Gibson, Black Mountain Elementary & WCU clinical educator, received recognition for service as Dance Association President (NC-SHAPE).

- Meredith Byers, Lincoln County Schools & WCU HPE alumnus, received the Hooks-Blackburn Young Professional Award (NC-SHAPE).
- Jennifer Parton, Waynesville Middle School & WCU clinical educator, received the Friend of Adapted Physical Education Award (NC-SHAPE).
- Dr. Natalie Boone, Mars Hill University & WCU HPE alumnus, received the College/University Physical Education Teacher of the Year Award (NC-SHAPE).
- Stephanie Faw, West McDowell Middle School & WCU HPE alumnus, received the Physical Education Middle School Teacher of the Year Award. She will also be recognized as the SHAPE America-Southern District Physical Education Middle School Teacher of the Year and will compete for the national award at the SHAPE America National Convention in New Orleans, LA in April 2022.
- Caleb Henson, WCU HPE teacher candidate, received the Student Major of the Year Award for Health and Physical Education (NC-SHAPE)

Faculty and Staff Successes

- Dr. Alleyne Broomell, recipient of the CEAP Botner Award for Superior Teaching, is currently collecting data for a project funded by the Provost Scholarship Development Award (\$9900). CITATION: Broomell, A., "Provost Scholarship Development Award- Infant Neuroconnectivity and Executive Function in Autism Spectrum Disorder," Sponsored by WCU, Western Carolina University, Funded, \$9,900.00. (April 2020 - May 2021). [Peer-Reviewed]
- Dr. Brandy Tiernan received a 2-year \$70,000 grant from the Brain and Behavior Research Foundation.
- Dr. Jon Campbell and colleagues (Drs. Ogletree, Cooper-Duffy, Price, and Rose) continue the work on project INTERACT, a collaborative training initiative sponsored by the Office of Special Education. CITATION: Ogletree, B. T., Campbell, J., Cooper-Duffy, K. J., Price, J., Rose, A. J., "INTERprofessional Autism Collaborative Training: Project INTERACT," Sponsored by Office of Special Education Programs, Federal, Funded, \$1,250,000.00. (November 1, 2019 - August 31, 2024). [Peer-Reviewed]
- This year, faculty in *Psychology* published over 20 articles, authored or co-authored 10 book chapters, and presented over 50 papers and presentations at conferences. Nearly all of these published works also included students as co-authors.
 - *Poovey, K., de Jong, D., *Vigil, K. (2022). The roles of body image, sexual motives, and distraction in women's sexual pleasure. *Archives of Sexual Behavior*. <https://link.springer.com/article/10.1007/s10508-021-02210-6> [Peer-Reviewed]
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- The Department of *Human Services* had 5 authors of 4 books published in 2021-2022:
 - Gulley, N. Y. (Ed.; 2022). *Multiple Perspectives on Today's College Students: Needs, Challenges, and Opportunities*. Routledge. ISBN 978-0367333744.
 - Milner, H. R., & Lomotey, K. (Eds.; 2021). *Handbook of urban education* (2nd ed.). Routledge. ISBN 978-0367354503.
 - Shepard, V. A., & Perry, A. L. (Eds.; 2022). *A practitioner's guide to supporting graduate and professional students*. Routledge. ISBN 978-0367639884.
 - Spaulding, D. T., Crow, R., & Hinnant-Crawford, B. N. (Eds.; 2021). *Teaching Improvement Science in Educational Leadership: A Pedagogical Guide*. Myers Education Press. ISBN 978-1975503758.
- The Department of *Human Services* had 4 PIs/Co-PIs on 2 grants over \$2million each newly awarded in 2021-2022:
 - JennieV. Sorrells, PI for Educational Talent Search grant from the US Dept. of Education (awarded August 6, 2021). Amount - \$2,127,470 (2021-2026)
 - Heidi Von Dohlen PI and JessWeiler and Darrius Stanley Co-PIs: NC Principal Fellows Program Grant (awarded July 19, 2021). Amount - \$4,126,258 (2022-2028)
 - The Department of Human Services had a total of 14 PIs/Co-PIs on all grants in 2021-2022.
 - Marie-Line Germain served as creator and host of the podcast *Dear Human Resources*, including 28 new episodes in 2021-2022.

- *Masterpeace* art and wellness magazine was published in Spring 2022, a collaboration with WNC K-12 schools (led by Dr. Russ Curtis with assistance from Dr. Lisen Roberts and Counseling graduate students Britta Jones and Annalee Brammlette).
- *Intersection* magazine was published in Summer 2022 (led by Dr. Russ Curtis with assistance from Counseling graduate students Genevieve Bingham, Audrey Kennon, and Marissa Vargo).
- The Department of Human Services included at least 11 book chapter authors, at least 26 journal article authors, and at least 52 national/international and 19 state- and regional-level conference presentation authors/presenters in 2021-2022.
- The Department of Human Services included at least 14 grant PIs and Co-PIs in 2021-2022, 2 of which were grants over \$100,000 and 1 over \$4,000,000.
- Kofi Lomotey's 2020 book *African-centered Education: Theory and Practice* won the 2021 Outstanding Book Award by the Society of Professors of Education AND the 2021 Critics' Choice Book Award by the American Educational Research Association.
- Kofi Lomotey was inducted as a Fellow in AERA in 2021.
- Emily Virtue nominated for the 2022 National Resource Center for The First-Year Experience and Students in Transition Outstanding First-Year Student Advocate.
- Marie-Line Germain's book *Narcissism at Work* was translated into Korean.
- April Perry won the National Association of Student Personnel Administrators' (NASPA) 2022 Outstanding Support for Graduate Students Award.
- April Perry won the 2022 "Outstanding Contribution to Research and the Profession" Award from NASPA's Administrators in Graduate and Professional Student Services (AGAPSS).
- Mr. Keith West, faculty in Health Liberal Studies, received the "Student-Nominated Faculty of the Year Award"
- The Department of Human Services had 5 authors of 4 books published in 2021-2022:
 - Dr. David Virtue published a book, *Dialogues in middle level education research: Insights from the 2020 AMLE New Directions roundtable discussions*. Routledge.
 - Dr. David Virtue co-edited a book, *Middle Level Teacher Preparation Across International Contexts: Understanding Local and Global Factors Influencing Teacher Education*. Routledge.
 - Dr. Brad Witzel co-authored a book, *Rigor for Students with Special Needs*. (2nd ed.). Routledge.
 - Dr. Charmion and Dr. Tammy Barron received a 5-year grant (2021-2026, \$50,000). North Carolina State Improvement Project (NCSIP): Improving instruction for students with disabilities grant- institution of higher education (IHE) partner, Sponsored by North Carolina Department of Public Instruction.
 - Dr. Pam Buskey along with colleagues Dr. Sloan Despeaux, Kathy Jacqua, and Nathan Borchelt from the math department in the College of Arts and Science, was awarded a Noyce Grant from the National Science Foundation for nearly \$125,000. This grant works in partnership with Southwestern Community College, local school districts and the Smoky Mountain Math Teachers' Circle to recruit and retain secondary math teachers.
 - Dr. Resa Chandler was awarded the 2022 National Association for Kinesiology in Higher Education (NAKHE) Distinguished Teaching Award
 - Dr. Charmion Rush, Associate Professor of Special Education, was recognized with the 2022-2023 Distinguished Service Award from the Teacher Education Division of the North Carolina Council for Exceptional Children.
 - Dr. Lisa Bloom, J.M. Robinson Distinguished Professor, was part of an invited panel of experts on online assessment during the University Council of Jamaica's (UCJ) 17th annual Quality Assurance in Higher Education Week.
- Faculty in the School of Teaching and Learning published at least 22 journal articles and book chapters in 2021-22.
 - Barron, T. L., Marilyn, F., Dieker, L., Shalece, K. (2021). Co-Teaching in Uncertain Times: Using Technology to Improve Student Learning and Manage Today's Complex Educational Landscape. *Journal of Special Education Technology*, 20 pages. <https://doi.org/10.1177/01626434211033579>
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- Virtue, D. C. (2021). Simulating teacher-pupil planning in a middle level teacher preparation program. In Roney, K., & Lipka, R. (Eds.), "School is life, not a preparation for life" - John Dewey Democratic practices in middle grades education. *Information Age*.
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- Rose, A. J., Snyder, M. M., Wells, G. M., Murphy-Nugen, A. B., MacKusick, C., B. M. (2021). Cultivating Cross-Cultural Learning and Collaboration among Special Educators engaged in International Service-Learning. *International Journal of Research on Service-Learning and Community Engagement*, 9(1), Article 4.
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- Faculty in the *School of Teaching and Learning* participated in at least 107 scholarly presentations in 2021-22.

Community Engagement, including Advancement

- CEAP awarded twelve SUTEP grants totaling \$20,246 to support initiatives that enhance our teacher and professional education partnerships including collaboration with P12 partners and within and between WCU colleges.
- CEAP awarded almost \$275,000 in scholarships to undergraduate and graduate students for the 2021-22 year.
- Dr. Cathy Grist completed a term and was invited to serve another two years on the statewide Birth-Kindergarten/Early Childhood Uniform Articulation Committee (between the UNCS System and the NC Community College System).
- Dr. Kim Winter continued to chair the Educator Preparation Advisory Committee under the purview of the UNC System Office.
- Dr. Roya Scales served as one of eight Literacy Fellows from the UNC System to develop the Literacy Framework.
- Four CEAP faculty completed LTRs training with other colleagues and teachers (facilitated by the UNC System Office and NC DPI).
- Dr. Patricia Bricker continued to serve on the one of the Human Capitol Roundtable Subcommittees, under the statewide (and legislated) Professional Educator Preparation and Standards Commission (PEPSC).
- Dr. Annie Wilson has partnered with the NC State Extension office on an existing grant called CREATE Bridges that is focused on workforce development in various regions throughout NC and AK. Dr. Wilson and two undergraduate students created a workshop program for small businesses in the mountain west region in the tourism, hospitality, entertainment, and service industries to help business owners learn to develop and retain their employees. This program, the “Got Your Back” Business summit, covered topics including employee retention practices, leadership behaviors, equity and fairness in employee relations, recruitment and selection of employees, and many more evidence-based practices. The “Got Your Back” business summit took place on April 26th and was led by industry experts in the region. These workshops were recorded for future online learning opportunities for other regional businesses. For more information about this summit: ['Got Your Back' Business Workshop \(ncsbc.net\)](https://www.ncsbc.net/gotyouback)
- The CREATE Bridges grant through NC State is working on several additional initiatives in the region, and Dr. Wilson and three undergraduate interns are currently working on creating soft skills trainings for employees in the mountain west region. These evidence-based trainings will cover soft skills such as empathy, emotional intelligence, conflict resolution, and many more. These trainings will be conducted through an online learning platform, so as to reach as many regional employees as possible. These skills will not only serve our regional businesses but are also transferrable skills that will support regional employees in achieving their personal and professional goals. These trainings will be live online in August and September 2022.
- This year, Dr. Nathan Roth and students continued the work on grants with HIGHTS for community-based mental health services. The VOCA grants provides services and support for underserved youth victims. The Home-Based Counseling grant provides home-based services for at-risk youth and families. Dr. Roth has weekly supervision with doctoral students (Heather Styles Turbyfill, Kimberly Taylor, Ashley Addonisio) providing a behavioral health service (individual, family, groups), lead trainings, and conduct weekly staffing. Supervision assists with licensure for graduate students, and they receive robust experience in community-based mental health.
- Seven school psychology graduate students (SSP program) were trained in the *Check and Connect* mentoring program and then assigned a student at The Catamount School to serve as their mentor. The graduate students make a two-year commitment to spend approximately 1 hour a week checking-in with The Catamount School student assigned to them and their families to address risk factors connected to school drop-out.
- Drs. Ethan Schilling and Lori Unruh used their SUTEP grant to set up a Professional Learning Community with school psychologists in our region who wanted to work on their reporting writing skills.

- Dr. Mickey Randolph (currently the longest serving member of the psychology department, beginning her last year on phased retirement) is serving as the president of the WCU branch of the American Association of Women (AAUW). Key accomplishments this year include hosting the WCU women's Faculty and Staff Mentor program, a once a semester social for women on campus, as well as research and professional programming for faculty, staff, and students. In addition, the AAUW organized and sponsored the AAUW WCU student organization.
- Dr. Broomell (in partnership with the Birth-Kindergarten program) and a team of students and faculty are collecting EEG data involving Head Start preschool students.
- The Department of Human Services included at least 20 leadership positions in national professional/academic organizations in 2021-2022.
- The Department of Human Services included at least 6 leadership positions in NC state professional/academic organizations in 2021-2022.
- The Department of Human Services included at least 41 peer-reviews of professional/academic journal manuscripts and conference presentations in 2021-2022.
- The Department of Human Services included at least 8 academic/professional journal editors, co-editors, associate editors, and guest editors in 2021-2022.
- The Counseling program supervised 66 interns providing mental health services in schools and clinical mental health agencies in WNC in 2021-2022.
- Project Discovery~Talent Search provided over 2700 college access services to 766 middle and high school participants in western North Carolina in 2021-2022.
- EOE students lead programs at Chimney Rock State Park.
- PRM students in PRM 361: Program Planning and Evaluation created and implemented recreational programs with Jackson County Parks and Recreation, Jackson County 4-H, Shining Rock Classical Academy, Boys and Girls club of the Plateau, and Friends of Panthertown.
- PRM students in PRM 254: Introduction to Outdoor Pursuits partnered the Highlands Greenway and Bartram Trail Society to do a training workshop on trail design and trail maintenance.
- MS in Experiential and Outdoor Education (EOE) had 10 thesis and graduate projects that were conducted in partnership with community agencies:
 - DESIGNING A POVERTY SIMULATION TO REPRESENT RURAL EXPERIENCES OF POVERTY by Rachel Ahrens
 - YOUTH GOT THE POWER: BUILDING YOUTH-ADULT PARTNERSHIPS FOR CLIMATE ACTION by Hannah Barg
 - HIKERS' UNDERSTANDING OF LEAVE NO TRACE IN THE GREAT SMOKY MOUNTAINS NATIONAL PARK by David Schafer
 - THE IMPACTS OF THE NORTH CAROLINA ARBORETUM'S ECOEXPLORE PROGRAM ON CHILDREN'S CONNECTION TO NATURE by Meghan McDevitt
 - THE DEVELOPMENT OF A PLACE-BASED EDUCATION GUIDEBOOK FOR SUMMIT CHARTER SCHOOL by Janis Brannon
 - INDIGENOUS STORYTELLING, CHEROKEE TRADITIONAL ECOLOGICAL KNOWLEDGE, AND PLACE-BASED EDUCATION by Rosemary Kinch
 - ANTI-OPPRESSION SELF-EXPRESSION: AN A/R/TOGRAPHIC UNDERSTANDING OF BLACK AND BROWN YOUTH'S CONCEPTUALIZATION(S) OF NATURE by Alayna Schmidt
 - BEING COMFORTABLE WITH THE UNCOMFORTABLE: ADOLESCENT GIRL'S EXPERIENCES OF AN EXTENDED OUTDOOR ADVENTURE PROGRAM by Kelli Anne Talley
 - URBAN ASHEVILLE MICROADVENTURE PROGRAM by Blake Covington
 - CHANGING IT UP AND BUSTING RUTS: A PROJECT TO IMPLEMENT PROJECT-BASED LEARNING IN AN ASHEVILLE CHARTER SCHOOL by Kyle Higgins
- Several faculty from STL, including Drs. Barron, Pinter, Rush, and Witzel, helped to facilitate a co-teaching professional development at NCCAT for local teachers and interns.
- Dr. Patricia Bricker and Professor Melissa Faetz partnered with the Great Smoky Mountains National Park (GSMNP) to assist in the piloting of new GSMNP DEI educational initiatives. Undergraduate elementary and inclusive education majors participated in and gave feedback on sessions focused on the Civil War in the GSMNP and the Enslow/Mingus Save Graveyard burial plots.

College of Engineering and Technology (CET)

Dr. Chip Ferguson, Interim Dean

Programs and Initiatives

- Under the guidance of Dr. Paul Yanik, a comprehensive proposal for a Master of Science in Engineering (MSE) was proposed. The proposal received overwhelming support from the Provost Council.
- The School of Engineering + Technology (SoE+T) Faculty generated a preliminary proposal for a new concentration under the BSE – Robotics and Automation.
- ABET issued results for all four School of Engineering + Technology residential programs: Engineering and Electrical Engineering were accredited by EAC for an additional six years; Engineering Technology was accredited by ETAC for another six years; and Electrical and Computer Engineering Technology was required by ETAC to generate an interim report, which was submitted in June 2022.
- A \$4M request was made to the UNC System for non-recurring funds for the school to pursue lab renovation and equipment for Robotics and Automation, as well as funds to begin planning for a new (or renovated) Engineering Building.
- The SoE+T added several key pieces of equipment to expand research and lab capabilities – a rheometer, microscope, fluid dynamics equipment, and a waterjet.
- Expansion of the CET’s engineering design and development maker space has been initiated by interchanging the maker space and graduate student office.
- The CET’s Rapid Center provided engineering services to approximately 100 clients for the year, covering product designs, prototyping and 3-D printing, and test and analysis.
- The CET’s Rapid Center was awarded fifth year funding, \$118K, from the U.S. Department of Commerce, Economic Development Administration.
- A multi-function device used for sinus procedures, developed for an ENT surgeon by an engineering capstone team and later refined by the Rapid Center team, was approved by the FDA for commercial use. The unit is being manufactured in Charlotte NC.
- An automated system for applying sunscreen to adults and children, was designed and fabricated by the Rapid Center for an inventor. Five units were fabricated, and they are currently being field tested across the region for commercialization considerations.

Student Successes

- The SoE+T IEEE Robotics team took 3rd Place in its annual Southeast Regional competition. Faculty advisor Dr. Bob Adams and seven students traveled to Mobile, AL for this year’s competition.
- The SoE+T SAE Mini Baja team has stripped down the last dune buggy and is redesigning it to include four-wheel drive, which is a new competition requirement. Under the guidance of faculty advisor Dr. Sudhir Kaul, the team is planning to compete in Spring 2023 in Cookeville, TN.
- Rylan Paye, a senior double-major (BSE-ME and Math) traveled to Orlando, FL to present his undergraduate research paper at the 2022 Spring Technical Meeting of the Eastern States Section of The Combustion Institute. Rylan graduated with a perfect 4.0 GPA. With SoE+T faculty and staff, led 31 student teams (130 students) for engineering capstone projects. The Rapid Center managed all agreements, material purchases, student team travel and project close-out.
- The Rapid Center employed five engineering interns during the summer of 2021. The engineering team completed over 10 projects for internal and external clients, generating approximately \$20K in revenue.
- The 2021 Rapid Center engineering intern team design and fabricated 300 holiday ornaments for the WCU Staff Senate, generating over \$3,000 in scholarship funds.

Faculty and Staff Successes

- Dr. Paul Yanik led a team – Ferguson, Ritenour, Rowe, Stone, Cagle (Business) – that was awarded a \$1.5M NSF grant that will span six years and support 36 students with four-year scholarships. The program, FLiTE (Fostering Leaders in Technology Entrepreneurship), will foster the entrepreneurial innovation in students, providing resources to fully develop their ideas.
- Dr. Martin Tanaka was awarded a \$100k NSF/FDA grant to characterize the leaching of hazardous materials from polymeric biomaterials.
- Dr. Bora Karayaka led a team – Ritenour, Ferguson, De Silva (Chemistry) – on a \$200k follow-up grant with the Nuclear Regulatory Commission (NRC), providing scholarships for students with an interest in the energy sector.
- WCU joined Mountain BizWorks and several other partners for a \$1.35M follow-up grant with the Appalachian Regional Commission (ARC) to continue to build the outdoor recreation economy in western North Carolina. This funding enabled the 4th Outdoor Economy Conference, held at the new convention center in Cherokee, NC.
- Additional grant activity in the School of Engineering + Technology included 6 funded grants and 5 unfunded grant proposals.
- Dr. Yanjun Yan spent the Fall 2021 semester as a Fulbright Scholar at Technical University of Sofia (TU-Sofia) in Bulgaria, delivering a PBL (Project-Based Learning) course to Bulgarian students, while simultaneously planning a travel-based course for WCU students. Her collaboration led to the approval for a Fulbright Scholar from Bulgaria to join WCU for the Fall 2022 semester.
- Dr. Sudhir Kaul was awarded the Board of Governors Award for Excellence in Teaching, the top teaching award in the UNC System.
- Dr. Paul Yanik, Dr. Chip Ferguson, Dr. Sudhir Kaul, and Dr. Yanjun Yan received the Best Paper Award for their article in the Journal of Engineering Technology, entitled “Enhancement of Engineering Student Engagement.” They were recognized at the 2022 ASEE Annual Conference.
- The School of Engineering + Technology Faculty had nine (9) peer-reviewed papers published in Conference Proceedings, four (4) peer-reviewed journal articles, and eleven (11) presentations.
- The first edition of Dr. Kaul’s Modeling and Analysis of Passive Vibration Isolation Systems (Elsevier) was published.
- The Rapid Center recruited 20 faculty across the College of Engineering and Technology to mentor engineering capstone teams. Paid out over \$30,000 in faculty professional development funds to reward mentorships.
- Jessica Oattie, Administrative Support Specialist for the Rapid Center (June 2019 – May 2022), successfully completed her master’s degree in educational leadership. She was promoted to a position in Academic Advising in May 2022.
- The KSoCM was awarded \$238,713 for Investigating Thermal and Mechanical Inputs for Rigid Pavement Design in North Carolina. NCDOT project, 24-month duration project (Dr. Sabih) The KSoCM was awarded \$10,000 for Effects of Urea on Mechanical and Thermal Properties of Paving Concrete, 12-month duration (Dr. Sabih)
- The KSoCM was awarded \$50,044 for Guidelines for Decision-Making for Repair vs. Replacement of Highway Maintenance Equipment. NCHRP Project 13-08. \$300,000 (WCU portion = \$50,044), 18-month duration (Dr. Hildreth)
- The KSoCM was awarded \$287,742 for Vessel Electrification Investigation for the NCDOT Ferry Division Fleet. NCDOT project. 24-month duration (Dr. Hildreth)
- The KSoCM was awarded \$49,936 for Guidebook for Maximizing Proceeds from the Fleet Asset Disposal Sales Process. NCHRP Project 13-09. 18-month duration (Dr. Hildreth)
- The KSoCM published an article in 1 academic journal and 1 conference proceeding.
- Faculty in the KSoCM conducted 3 presentations at professional meetings and academic conferences.

Community Engagement, including Advancement

- This year has seen significant engagement with Pratt & Whitney, as they built their new facility in the Asheville area. Multiple faculty and administrators have been involved with visits to P&W’s community forums, as well as the visit hosted at WCU.
- Through the ARC grant, Dr. Nelson Granda-Marulanda, Dr. Wes Stone, and Mr. Andy Coburn (Developed Shorelines program) visited LightHeart Gear in Fletcher, NC for a Gemba Walk, which is essentially a consulting visit to look for productivity improvement opportunities.

- The CET visited and met with several industries including Pratt & Whitney; Continental Automotive Systems; Eastman; Duotech; Vannoy; Duke Energy; GE Aviation; Meritor; and Kubota.
- The CET and Rapid Center Director participated in the Kubota North America grand opening of their Research and Development complex in Gainesville GA.
- The CET’s Rapid Center hosted two STEM camps in July 2021 for regional middle grades. Rapid Center interns instructed the visitors in design and prototyping techniques. The summer 2022 intern team will be leading three similar camps in June and July 2022.
- The KSoCM awarded approximately \$35,000 in scholarships to CM students

Diversity Initiatives

- The CET Interim Dean continued as a Member of ASEE’s Dean’s Diversity committee serving as a Diversity Recognition Program Reviewer and chairing the US News & World Report task force on DEI rankings.
- Dr. Nelson Granda-Marulanda served on the Blue-Ribbon Task Force on Inclusive Excellence, which issued its final report on 5/20/22. He led the Equity, Access, and Success Working Group.
- Dr. Granda co-hosted a visit by Kathie Dello, NC’s state climatologist and the first female director of the North Carolina State Climate Office. This was a Degree Plus event.
- The School of E+T has seen renewed interest in several professional societies and now has new faculty mentors for SWE (Society of Women Engineers) and NSBE (National Society of Black Engineers) – Dr. Yanjun Yan and Dr. Peter Tay, respectively. Additionally, Dr. Granda has started a new chapter of SHPE (Society of Hispanic Professional Engineers).
- With support from the office of the Chief Diversity Officer, Dr. Granda took a group of 8 SHPE students (3 female, 5 male) to Atlanta for the SHPE Regional Leadership Conference. Dr. Basel Alsayed served as a Faculty Diversity Officer (FDO) for the pilot run of that program, where an FDO is assigned to each faculty search committee to ensure adherence to DEI principles.
- ENGR 350 continued delivering a module on Diversity in the Workplace with visits from Chief Diversity Office Ricardo Nazario-Colon. This course is required of all students in BSE, EE, ECET, and ET-AST.
- The Administrative Support Assistant for the Rapid Center participated in numerous DEI meetings and workshops and kept the Rapid Center team apprised of on-going campus initiatives.
- An engineering capstone team completed a project for WestBridge Vocational, Dillsboro NC, to enable handicapped employees to fold and count their surgical drape product more efficiently and accurately.
- The Rapid Center team made multiple site visits to Haywood Vocational Opportunities, Waynesville NC, recommending process improvement techniques to more efficiently meet product demand for a surgical tray kit, and reduce potential for work-related injuries

College of Health and Human Sciences (CHHS)

Dr. Lori Anderson, Dean

Programs and Initiatives

Over the past year, the College of Health and Human Sciences began pivoting back to pre-pandemic normalcy. The college has a theme word each academic year to highlight and inspire the year ahead. This year the word was “reenvision.” Reenvision was chosen since the year was full of possibilities to improve and transform every facet of the college and described the emergence from the pandemic and a period of reflection to move the college forward. The college reviewed its mission and vision and revisited the college strategic plan and bylaws to align with the university’s strategic plan of “Honoring Our Promise.” Work continues to revise these central documents as the college becomes positioned to function and strives to enhance the health and well-being of the communities we serve. The following are specific examples of new initiatives and program accomplishments in the college:

- *Communication Science and Disorders*
 - Successful Council on Academic Accreditation visit with no concerns. Programs received full accreditation decisions.

- Continued implementation of classes/clinic education related to the grant (3 rd year of project INTERACT) for specialty training in autism and inter-professional education with Special Education and Psychology students and faculty.
- Developed and planned the expansion for Camp LEAD – a 4-week literacy summer camp for 3rd grade and above students diagnosed with a disability, including literacy difficulties.
- The Speech and Hearing Clinic expanded evaluation and treatment services.
- Collaborated with Psychology to develop an interdisciplinary evaluation clinic for children with multiple needs.
- Supported the communication needs and training of the University Program (UP) students.
- *Health Sciences*
 - The Master of Science in Athletic Training graduated its inaugural class in May 2022. Enrollment into the program has increased, with 15 admitted into the Class of 2024. The program has completed an accreditation self-study for an upcoming accreditation visit by the Commission on Accreditation of Athletic Training Education (CAATE).
 - The Environmental Health program received the first WCU designation as a “Community Engaged Program.” This program designation is for programs that engage in academic and co-curricular activities that align faculty expertise and research with public service initiatives and investment in the community.
 - The Health Science program curriculum changes were approved and will be reflected in the 2022-2023 Catalog.
 - The Nutrition and Dietetics faculty implemented actions for the Didactic Program in Dietetics (DPD), the accredited undergraduate program, for a pass rate improvement plan that includes additional study skills, test preparation resources, and test-taking practice and reflection.
 - The Recreational Therapy Program hosted the North Carolina Recreational Therapy Association Student and Professional Issues Forum on February 26, 2022. WCU RT students served as session moderators and logistical crew for the conference.
 - The Student Services Center began participating in recruitment events such as NC HOSA State Leadership Conference and Southwestern Community College- Early College Day at the Macon campus. Two professional advisors serve as the primary advisors for the assigned student population and have updated all undergraduate 8-semester plans with milestones for the 2022-2023 academic catalog
- *Nursing*
 - The School of Nursing received the Western Carolina University “Program of Excellence” award in Spring 2022.
 - The University of North Carolina-Charlotte/WCU Dual Post-Master’s DNP Program was dissolved effective January 2021. Teach out of currently enrolled students continues.
 - Prelicensure (BSN and ABSN) curriculum revision approved that decreased curriculum credits from 128 to 120 credits. Approved by the North Carolina Board of Nursing and will be implemented in Fall 2022.
 - Enrollment increases are planned for the prelicensure BSN and ABSN programs. Program funding and adjunct clinical faculty support were received from HCA Healthcare.
 - Planning new academic graduate programs for pre-licensure (Master’s Entry Program in Nursing) and a BSN-DNP with a concentration in Psychiatric Mental Health Nurse Practitioner.
- *Physical Therapy*
 - Graduated the first cohort of the Biltmore Park expansion.
 - All graduates have passed the national boards exam (100% first-time pass rate).
 - Lori Schrodts facilitated a collaboration with faculty from WCU (Nursing and FNP programs) and UNC-Chapel Hill Asheville Campus (Pharm D) for 2 IPE sessions focused on team-based care for older adults. Approximately 130 students participated
 - The DPT Program was nominated for the university’s Program of Excellence Award and the Leading Light Award for service-learning and community engagement.
- *Social Work*
 - Continued success in HRSA behavioral health workforce training grants.
 - Successful Council on Social Work Education accreditation visit. Both undergraduate and graduate programs have been reaccredited for eight years.
- *Culturally Based Native Health Program (CBNHP)*

- Over the past year, CBNHP has worked to increase cultural understanding and community engagement of and with our Indigenous and Appalachian communities. The objective is to provide opportunities to integrate the rich cultural diversity of our region into how and what we teach. A highlight of these opportunities include:
- Provided culturally based lectures (WCU Social Work program, WCU Ph.D. counseling students, and UNC Eshelman School of Pharmacy) and cultural training for students, professionals, and EBCI Cherokee Choices program staff.
- Developed a module for the NC AHEC DEI program on language and health. The video was entitled “Communication in Healthcare: Appalachia, Case in Point – Being Mindful of Culture and Place.”
- Partnering with the Mountain Heritage Center, the EBCI Right Path Cultural agency, and CHHS Dean’s office to develop a Cherokee Water Feature permanent exhibit in the CHHS building.
- Organizing the Annual Rooted in the Mountains Symposium across disciplines at WCU and in partnership with the EBCI and Cherokee Nation with the theme of mental health.
- Organizing the Annual Public Lecture in Native Health with the EBCI Public Health & Human Services Division.
- Developed an additional summer camp at WCU CHHS for MedCaT, a Medical Careers and Technology Pathways Program for Indigenous and Appalachian high school students.

Student Successes

CHHS enrollment (as determined by fall census data) for fall 2021 was 2,566, a 2.7% decrease from the fall of 2020 (2636). SCH generation for the fall of 2021 decreased 4.4% from 33,283 a year ago to 31,827. Applications to our programs remain strong. Both graduate and undergraduate students present their research at local, state, and national forums. CHHS students are engaged in service in various settings ranging from local communities to international locations. First-time pass rates for most CHHS programs are at or near 100%. Overall pass rates continue to exceed the national averages for all programs. Examples of additional students’ accomplishments include:

- *Communication Sciences and Disorders*
 - For 2021, the Department recorded a 96% pass rate for the Praxis (certification) exam.
 - Job placement and employment rates for graduates from the graduate program continue at 100%.
 - Five (5) students presented at local/regional/national conferences or organizations.
 - Seven (7) students had manuscripts accepted for publication.
- *Health Sciences*
 - The undergraduate Athletic Training program graduated the last cohort of 16 students in May 2022 and had an 87.5% first-time pass rate for the certification exam. The first Master’s in Athletic Training cohort graduated in May 2022.
 - WCU students are active in the Mid-Atlantic Athletic Trainers’ Association: one (Renee Adamonis) represented NC on the student senate and served as the chair; three (3) Athletic Training students (Renee Adamonis, Brandon Jackson, and Olivia Howard) presented at the MAATA district conference in May 2022; and one student won a MAATA scholarship (Renee Adamonis).
 - Eight (8) Environmental Health students completed internships (400 hours each). Placements included the U.S. Public Health Service (Federal), Local Health Departments, and industry partners.
 - Ten (10) Environmental Health students were mentored by faculty to present at regional, state, and national conferences, including NC Breathe Conference (faculty mentor: Sara Duncan), WCU Research and Scholarship Conference (faculty mentors Brian Byrd, Sara Duncan, Kim Hall, and Chad Hallyburton), and the American Mosquito Control Association (faculty mentor: Brian Byrd).
 - Eight (8) WCU students (4 from Environmental Health and 4 from other programs) shared their research as part of the DegreePlus event (Meeting Vaccine Hesitancy with Empathy: Clinical and Public Health Perspectives) mentored by Environmental Health Faculty Chad Hallyburton and Kim Hall.
 - 100% of ND students who graduated in May 2022 and applied to supervised practice were matched to an accredited dietetic internship (n=21).
 - 58% of the graduating undergraduates (n=15) will be enrolled in graduate programs beginning summer or fall of 2022.

- Continued Interprofessional collaboration between MAPHealth and the Nutrition and Dietetics Program with the SAND Club participating in a mini health fair serving dinner prepared by Quantity Foods students (Renee Conklin, student club faculty mentor).
- Junior ND student Nicole Dominguez translated cooking classes and materials into Spanish for collaboration with the Master's Health Science Advanced Nutrition class and the community partner non-profits Vecinos and the Uncomplicated Kitchen.
- Recreational Therapy graduated its first class (n=21) from the cohort model that began in the fall of 2019; an additional two students will complete the program summer of 2022. The retention rate for the first cohort group is 96%. Nursing
- The BSN program achieved a 100% NCLEX first-time pass rate from Spring 2021 graduates and a 98.1% NCLEX first-time pass rate for Fall 2021 graduates.
- The DNP-Nurse Anesthesia program's first-time pass rate for Spring 2022 graduates taking the NA certification exam was 75%; three of the students who failed have subsequently passed their examination. The program will comprehensively examine curriculum and content delivery and incorporate student study skills training.
- Two (2) graduate students published manuscripts related to their scholarly work.
- An FNP student (Emily Cansler) won the 2021 Fullerton Medical Scholarship award, and another was selected to attend the NC Medical Society & NCAHEC Future Clinician Leaders College.
- *Physical Therapy*
 - 100% first-time pass rate on national boards for the class of 2021 and 100% for the class of 2022 thus far
 - Four (4) graduating students accepted postdoc residencies.
 - Six (6) students attended the national Pro Bono Physical Therapy Conference in Pennsylvania and three (3) students presented on topics related to the successful operation of our MAPHealth clinic.
 - Fifteen (15) students attended the NC APTA state meeting, and 3 students presented doctoral project work.
 - Seven (7) students attended the national conference of the APTA, the annual Combined Sections Meeting in San Antonio, TX, and three (3) students presented research related to doctoral projects.
 - Alyssa Fennel (1 st -year student) - has been assigned to our social media communications and works closely with the university social media team. The results indicate that this initiative has significantly increased our program's public exposure via mainstream social media platforms.
 - Three (3) students developed fall prevention education and resource packets distributed at the Jackson County Senior Center drive-thru lunch events.
 - Three (3) students performed an in-home safety assessment for a local couple who attended the virtual program (free drawing) facilitated by faculty member Lori Schrodt.
- *Culturally Based Native Health Program (CBNHP)*
 - Continuing to provide Native Health Certificate classes.
 - Three Graduate students, two from the EBCI and one from the Cherokee Nation, completed the certificate program in the spring semester. We currently have three graduate students enrolled, one of whom is presently the pharmacist at Cherokee Indian Hospital.

Faculty Successes

CHHS has 100 faculty and 17 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, and many in leadership roles. This year, CHHS submitted nineteen (19) grant submissions. The college received \$1.85M compared to \$2.67M last year.

- *Communication Sciences and Disorders*
 - Continued funding from the US Department of Education for the INTERprofessional Autism Collaboration TrainingProject INTERACT (PI: Dr. Bill Ogletree).
 - Dr. Johanna Vinyard received funding from North Carolina Scottish Rite Masonic Foundation to expand the Summer Language Literacy Camp.
 - Claire Wofford received a WCU Provost Scholarship Development Grant for the "Bilingual Observation of Language Development in Siblings" projectThere were five presentations: three at the American Speech-

Language-Hearing Association Convention, one at the NCCEC spring state conference, and one at the Council of Exceptional Children.

- Nine publications from five faculty (Billy Ogletree, Johanna Price, Amy Rose, Claire Wofford, and Thales DeNardo), including conference abstracts and peer-reviewed manuscripts. A few featured publications include:
 - Rose, A. J., Snyder, M. M., Wells, G. M., Murphy-Nugen, A. B., MacKusick, C., B. M. (2021). Cultivating Cross-Cultural Learning and Collaboration among Special Educators engaged in International Service-Learning. *International Journal of Research on Service-Learning and Community Engagement*, 9(1), Article 4. [Peer-Reviewed]
 - Wofford, M. C., *Cano, J., Fitton, L. (2022). Tell or Retell? The Role of Task and Language in Spanish-English Narrative Microstructure Performance Language, Speech, and Hearing Services in Schools. *Language, Speech, and Hearing Services in Schools*. [Peer-Reviewed]
 - Yucha, S., Ogletree, B.T., Kelley, K., & Hambrecht, G. (2022). Finding 25 Hours: Active Engagement Training for Parents of Children with Autism. *Communication Disorders Quarterly*. DOI:10.1177/15257401211073749.
 - Bohall, G., Musson, S., Ogletree, B.T., Figueroa, R., (in press) Chapter 6: Intimate Partner Violence and Neurodevelopmental Disorders, In (Bohall ed.) *Interpartner Violence*, Springer.
 - Claire Wofford delivered three blogs on speech and language development and bilingual speech/language (Spanish)
- *Health Sciences*
 - During the year, 19 peer-reviewed manuscripts were published; 21 manuscripts are under review; 28 presentations were given, six of which included students; two book chapters were published; and five technical reports were written. Two internal grants were awarded; five external grants were awarded. Faculty were engaged in the institution, community, region, and professional organizations. They served on 260 various positions on committees or boards; 156 positions were internal to WCU, 26 were within the community or region, and 78 were professional service opportunities. A few other faculty accomplishments include:
 - Dr. Ashley Thrasher serves as an Associate Editor for the *Athletic Training Education Journal*, Guest Editor for a special edition of the *Athletic Training Education Journal*, and a NATA Professional Education Committee member.
 - Dr. Melissa Snyder served on the NATA Foundation Free Communications Committee, NATA Foundation Research Agenda Committee, and Athletic Training Education Conference Planning Committee.
 - Dr. Jessica Kirby served as a reviewer for multiple journals, an external member of Doctor of Athletic Training students' research committees, and a member of the AATE Interprofessional Behavioral Health research group.
 - Dr. Brian gave the keynote presentation for the 2022 WCU Research and Scholarship Conference – his presentation was titled “Mosquitoes, molecules, and mentoring – relationships that make a difference.”
 - Environmental Health Faculty (Byrd and Duncan) received funding to support research and student engagement.
 - Dr. Kim Hall co-authored three articles in the *Journal of Environmental Health* to identify and implement ways of addressing environmental health workforce shortages.
 - Dr. Brian Byrd co-authored research manuscripts in the *Journal of Vector Ecology*, *Journal of the American Mosquito Control Association*, and the *Journal of Environmental Health*. Two additional manuscripts have been accepted (in press) for the *Journal of Medical Entomology* and the *Journal of Environmental Health*. Dr. Kim Hall was invited to participate in a presentation panel at the Universities Council on Water Resources (UCOWR) 2022 Annual Water Resources Conference.
 - Dr. Patrick Baron received the Outstanding Achievement Award in Teaching at the 18th Annual Community Engagement Awards ceremony.
 - Dr. Elizabeth Wall-Bassett was appointed to the Academy of Nutrition and Dietetics Council on Research. The Council on Research helps guide research priorities and activities, ensures alignment of research efforts and viability and relevance of Academy research projects, and monitors consequences of current and future research-related methodologies and recommendations. She was selected to serve with six other clinicians and researchers on the Dissemination subcommittee for a three-year term.
 - Dr. Jennifer Hinton was a scholar in residence at California State University- Fresno during spring break and keynote speaker at the Central California Therapeutic Recreation Symposium.
 - Dr. Ericka Zimmerman received the Campus Career Development Champions award
- *Nursing*

- Faculty Awards: Cheryl Clark received the Outstanding Achievement in Teaching award at the 18th Annual Community Engagement Awards ceremony; Colleen Hayes received the Betty Duff Faculty award, and Ian Hewer was awarded the Health Services Research Fellowship from the American Association of Nurse Anesthesiology.
- Faculty practice: Fifteen faculty report participating in clinical practice.
- Faculty accomplished 10 peer-reviewed publications and 9 professional presentations (2 international, 3 national, and 4 regional/local). A few other faculty accomplishments include Dolansky, M., & Livsey, K. (2021). Preparing RNs for emerging roles in primary care: Shifts in care delivery require a shift in nurse preparation. *American Nurse Journal*, 16(10), 77-80.
- Côté-Arsenault, D., Denney-Koelsch E, & Elliott, G. (2021). 'Creating a safe space': how perinatal palliative care coordinators navigate care and support for families. *International Journal of Palliative Nursing*, 27(8), 386-400.
- Philips, K., Knowlton, M. & Riseden, J. (2022). Emergency Department Nursing Burnout and Resilience. *Advanced Emergency Nursing Journal*, 44 (1) 54-62.
- Countess, K. H. (Panelist). (2021). RIBN Perspectives: Innovative Approaches to Nursing Education During Uncertain Times. The 2021 Academic Progression Conference: Innovative Approaches to Nursing Education During Uncertain Times. NC AHEC Nurse Council and the NC Community College System, Virtual.
- Durbin, T., Bonom, J., Alberding, J. (Presenter). (2022). Brain Hacks, Revisited: Leveraging Neuroscience Research to Create Scaffolding for Student Success. Assembly of Didactic and Clinical Educators, Colorado Springs, CO.
- Knowlton, M. & Putnam, A. (Presenters). (2021). What Happens in Medical-Surgical Clinical? An exploration of undergraduate clinical activities. North Carolina Nurse's Association, 14th Annual Convention, Concord, NC.
- Livsey, K., Ezzell, D. L. (Presenter). (2021). Virtual Reality to Address Medical Emergencies in Primary Care. North Carolina Nurses Association Conference, Raleigh, North Carolina.
- Dr. Candice Laney was selected to present her doctoral project, Organizational Readiness for the Integration of a Web-based Referral Platform to Improve Community Resource Connections and Improve Health Outcomes, to the 2022 Graduate Education Symposium at the State Legislature.
- Continued funding for Dr. Kae Livsey for the Department of Health and Human Services, Community Action Opportunities, and Institute for Preventive Healthcare and Advocacy projects.
- *Physical Therapy*
 - John Carzoli: awarded a Fullbright Scholarship to study in Bolivia and will engage PT students in his work.
 - Lori Schrodt: served as co-administrator to launch the APTA-Geriatrics Balance & Fall Prevention Professional Credential program (an advanced specialization credential for licensed physical therapists).
 - Tammy Simmons: won the people choice award in the first faculty 3-Minute Thesis competition.
 - Todd Watson, Tim Eckard, and Jessica Graning: received the Outstanding Achievement Award in Research from the Center for Community Engagement.
 - Scholarship: 7 journal articles; 12 national presentations, 1 state-level presentation, 2 grant submissions (1 internal grant funded and 1 external grant pending).
- *Social Work*
 - Dr. Turner Goins received the Million Dollar Circle Award. This award recognizes the dedication and accomplishments of faculty who have reached 1 million dollars in funding.
 - Scholarship: published 15 peer-reviewed publications and 15 national presentations
 - The Department of Social Work received the Leading Light Award at the 18th Annual Community Engagement Awards ceremony.
 - Continued funding for Dr. Ruth Goins for NIDDK Centers for Diabetes Translation Research.
 - Continued funding on a subcontract from George Washington University for a PCORI Implementation Project (Dr. Liz Anderson).
 - Continued funding from DHHS Health Resources and Services Administration for the Behavioral Health Workforce Education and Training (BHWET) for Professionals (PI: Dr. Pat Morse). Culturally Based Native Health Program (CBNHP) Dr. Lisa Lefler is the program director of the Culturally-Based Native Health Program, which provides courses in cultural competency training to enable Cherokee professionals or serve a Native American population. A few accomplishments this year include:

- Invited panelist for the Southeast Native American Health Data (SENAHD) group symposium. International symposium hosted by UNC entitled “Big Data, Precision Medicine, Research, and Resilience in Southeast Indian Country.
- Invitation to join the University of Alabama Press Editorial Board in Indigenous Studies.
- Community Advisory Board Member for the Wake Forest Baptist Hospital Comprehensive Cancer Center.
- Nominated for the Paul A. Reid Distinguished Service Award

Community Engagement including Advancement

The college continues to be very active with the communities we serve. CHHS maintains 1,802 active clinical contracts with external sites to provide clinical and experiential experiences for our students. These sites are primarily in NC and the Southeastern United States. The college also manages or supports the following clinics which provide health care services for our 6 regions: WCU Balance & Fall Prevention Clinic, Vecinos Farm Worker Clinic, Harris Family Care / Cullowhee, PT Solutions, WCU Speech & Hearing Clinic, and the MAP Health Clinic (WCU and Biltmore Park). Examples of community engagement include the following

- *Communication Sciences and Disorders*
 - The Speech and Hearing Clinic became affiliated with Rite Care. The Scottish Rite Foundation provided funding to expand the literacy summer camp and provide the materials, supplies, and equipment needed for the Speech and Hearing Clinic.
 - Partnership, Jackson County Public Schools (January 2020 - Present)
 - Provided supplemental services to bilingual children with Individualized Education Plans.
 - Dr. Amy Rose worked with
 - PEERS social skills friendship group (partner with WCU's UP Program)
 - Dr. Amy Rose Partnered with Autism Botswana and the Department of Special Support Services in Botswana (ongoing consultation via teleconferencing and meeting in Raleigh)
 - Dr. Johanna Price conducted Literacy Camp – 5 first/second graders at risk for low literacy achievement from Cullowhee Valley served.
 - Dr. Leigh Odom provided evaluations and treatment in conjunction with student clinicians to adults with aphasia in Buncombe, Haywood, and Jackson Counties.
 - Laura Trivette provided services/supervision for graduate clinicians while working with preschoolers in Swain County.
 - Dr. Rice continues to provide hearing services and education to WNC, the VA, and the NC Telecommunications Equipment Distribution Program (NC TEDP).
 - Dr. Tracie Rice worked with other service providers in the region for a specialty Cleft Palate clinic in Asheville.
 - Families were served by teams of multi-disciplinary graduate students supervised by Grant co-PIs for evaluation and treatment planning.
- *Health Sciences*
 - Athletic Training students assisted with pre-participation physical examinations for high school students in Asheville and Hendersonville.
 - Athletic Training students provided patient care at the NCHSAA State Cross Country Meet and the NCHSAA State Wrestling Tournament.
 - Dr. Sara Duncan has initiated two community air quality programs: 1) “Our Air” with the Eastern Band of Cherokee Indians (9th Grade High School Students), and 2) An open-air quality monitoring program for WCU and the surrounding community. Dr. Duncan also led an interdisciplinary community project with Cherokee High School and the EBCI Natural Resources Department to better understand air pollution exposures using Western science and indigenous cultural approaches.
 - Chad Hallyburton developed a DegreePlus event (Meeting Vaccine Hesitancy with Empathy: Clinical and Public Health Perspectives) to study the impact of COVID-19 on local health departments and attitudes among CHHS students.
 - Environmental Health faculty have designed course-based service-learning activities for a sequence of 5 ENVH courses to engage both students and community partners as part of our “Community Engaged Program” designation by the WCU Center for Community Engagement and Service Learning.

- Drs. Hall and Byrd met with Region 1 (Western NC) local health department directors to discuss workforce needs related to Registered Environmental Health Specialists. Efforts to use state workforce development funding to support WCU ENVH students during internships are being explored for 2022-2023.
- Fifteen (15) juniors in ND 420: Community Nutrition I engaged in service-learning activities with older adults and community organizations that provide services. They conducted formally structured nutrition needs assessments and served over 100 hours with them. Twenty-six (26) seniors in ND 422: Community Nutrition II engaged in service-learning activities with various community organizations around food insecurity to produce seven community nutrition interventions based on needs assessments they completed with community partners the previous semester. The interventions included marketing, management, nutrition education lessons, and evaluation plans applicable to the target populations and needs. These students served over 200 hours with community organizations in this service-learning class.
- Recreational Therapy Association completed several service projects for community agencies, including a fall festival for Person First Services and an afternoon session on team building and communication for the 6th-grade class at Cullowhee Valley School.
- Student Services Center facilitated donations for WCU Homebase in the College of Health and Human Sciences, with over 300 items collected within two weeks
- *Nursing*
 - Six (6) SON faculty reported serving as an officer or a member of a Board of Directors for healthcare-related community organizations.
 - Seven (7) SON faculty participated in community-based health-related presentations for community and health care providers.
 - Eighteen faculty report regular engagement in volunteer activities.
 - Twenty-five (25) leadership roles (officer, member-Board of Directors) were filled by SON faculty in professional organizations.
 - Five (5) SON faculty volunteered in professional organizations as committee members. Physical Therapy
 - MAPHealth services continue to impact the region with 294 patient visits and 3,042 student hours, and 517 clinician hours (faculty: 378 hours; community clinicians: 139 hours). Student fundraising to support the clinic totaled \$3,258.00.
 - MAPHealth services were expanded to Honduras with telehealth capability.
 - Madison Sain (1 st -year student) organized a blood drive in the HHS building.
 - Ruby Dixon (1 st -year student) – organized a MAPHealth community appreciation event; handed out healthy living information and over 30 boxes of food to feed more than 100 people. Social Work
 - Collaboration “Community Care” with Sylva Police Department – created a report about multidisciplinary teams' effectiveness in responding to child abuse.
 - Waynesville Task Force on Homelessness
 - Assisted with the crisis work in Cruso after the flooding Culturally Based Native Health Program (CBNHP) CBNHP consistently works with Cherokee and other regional communities to share expertise and resources. We work closely with the EBCI Public Health and Human Services Division to understand how we can address community needs and provide an exchange of ideas and services.
 - Collaborate with the Center for Native Health to provide summer health career camps (MedCaT) for youth in our region at WCU and Wake Forest University Medical School.
 - Provide guest lectures to health classes with regional high schools.
 - Partner with the EBCI PHHS program on their Tribal Health Improvement Plan team.
 - Working with the Smithsonian Institution’s Health and Culture Workgroup on a grant proposal for an Indigenous multi-site project regarding the contemporary application of Traditional Knowledge.
 - Working with the EBCI Head Start Program Director and Cherokee Elders to develop a Kituwah culturally specific training curriculum for staff and young parents

Diversity and Inclusion Goals

A few highlights this year include:

- Dr. Kim Hall served as Chair of WCU’s Liberal Studies Committee, which developed diversity, equity, and inclusion Student Learning Outcomes to be adopted by the Liberal Studies Program beginning in Fall 2022.
- The Pathways to Equity in Nursing (PEN Scholars) program admitted eleven (11) students into the inaugural cohort. Emphasis is on strategies for academic success.
- A holistic admission process is being utilized for the DPT and Nursing programs.
- Clinical practice areas (Speech and Hearing Clinic and MAP Health) focus on providing bilingual services.
- Dr. Lefler served on the North Carolina AHEC DEI Curriculum Committee- developed a program for primary care clinical providers and non-clinical staff. Focuses on implementing DEI strategies that are proven to improve patient care.
- Numerous courses have been redesigned or updated to include DEI principles and pedagogy.
- Course syllabi, DCRDs, handbooks, bylaws, and policies were reviewed and revised for inclusivity.
- Ordering and using manikins with diverse skin tones in the skills and simulation laboratories.
- Developed a new course, HSCC 205: Women’s Health which will be an elective for social justice minor
- Service on university committees: Liberal Studies DEI Working Group, Social Justice Minor Advisory Council, DEI Community of Practice.

The David Orr Belcher College of Fine and Performing Arts (BCFPA)
Dr. George H. Brown, Dean

The David Orr Belcher College of Fine and Performing Arts (BCFPA) continued its strong return to live operations during 2021-2022 academic year. Over the course of the year, the college produced hundreds of creative events – faculty and student art exhibits, film festivals, a wide range of musical concerts including student and faculty recitals, professional artists exhibiting in the Fine Arts Museum, a variety of performances in the Performing Arts Center, musical theatre and traditional theatre events, animation showcases, student produced work in all disciplines, and artist in resident events – all focused on engaging student and community members on campus and across the region. Some highlights from college creative activities include:

- The WCU Fine Art Museum hosted 9 exhibitions in 2021-2022, several in collaboration with the School of Art and Design: *Contemporary Clay 2021: A Survey of Contemporary American Ceramics*, *Jefferson Pinder: Selections from the inertia Cycle*, *2021 BFA Portfolio Exhibition*, *Carrie Mae Weems: The Usual Suspects*, *Raymond Baccari: Humans Excited About Being Humans*, *54th Annual Juried Student Exhibition*, *Kate Roberts: Between Thresholds III*, *MFA Thesis Exhibition 2022*, *Cultivating Collections: Vitreographs, Glass, and Works by Black Artists*.
- On September 19, 2021, faculty and students from the School of Music performed at the first annual *PorchFest Concert* in Highlands, North Carolina.
- The School of Art and Design had a five year high of 72 entries for the *53rd Annual Juried Student Show* and produced a quality show of 29 works with a well-attended reception including Chancellor Brown. Juror was Carlotta Contreras Koterbay, ETSU’s Slocumb Gallery Curator.
- Under the leadership of Justin Kennedy, the School of Music streamed a totaled 1,413 hours of music concerts that garnered 22,597 total views around the world. All totaled, there were 59,484 videos published through spring of 2022.
- Bardo Arts Center hosted 165 public events which brought a total of 42,613 visitors to the facility in 2021-2022.
- Stage and Screen produced four mainstage theatre productions, beginning with *A Midsummer Night’s Dream*, held outdoors and free of charge. Other mainstage theatre productions this year were *Heathers, the Musical*, and *Romeo and Juliet*, at University Auditorium, and *The Addams Family* in the Bardo Arts Center. Theatre designers and technicians also collaborated with film faculty and students to produce its first web series, “Empath” in the Niggli Theatre. Film and Television Production produced seven senior thesis films and five junior thesis films, along with a number of independent student films. Many of these films were highlighted in the always-popular “Controlled Chaos Film Festival”.

Additional exhibits and performances are listed in unit accomplishments below. These successes were realized by student's commitment to their artistic discipline, the dedicated work of the faculty, and the efforts of the 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: Jane Hughes

Of special note are the following achievements

- *Accepted/Enrollment*

During the 2021-2022 year, the Belcher College invested significant time, energy, and resources to rebuilding enrollment across the college after two years of declining numbers due to COVID-19. As part of this effort, BCFPA facilitated cross college adoption of the *Accepted* recruiting platform – a national/international arts focused online recruitment portal. A total of 53,868 recruitment emails were sent out from the Dean's Office through the *Accepted* platform to students who had expressed interest in majoring in one of the colleges disciplines. The college also leveraged the *Accepted* Marketing Campaign which further highlighted the unique attributes and benefits of each program across the USA.

- Point in time, the college reversed the enrollment decline and increased enrollment in the college by 39 majors from 2021 levels. These enrollment figures also compensate for one of the largest graduating classes in college history at Spring 2022 commencement.
 - The School of Music expects approximately 60 freshmen on campus this fall, a number that will help maintain a school of about 240 students.
 - 146 students auditioned for SAS programs with the school maintaining caps on incoming freshmen. 55 students were accepted to the school for academic year 2022-23. Additionally, 91 students who were accepted to WCU but had not auditioned or interviewed for the major expressed a desire to join one of our programs, so a pipeline for Spring admissions is already established.
 - The School of Art and Design hosted *Art Fab*, a summer camp for high school students June 21-25 and July 12-16, 2021, with 34 diverse students participating thanks to scholarships from the Jackson County arts council.
 - Faculty and staff members from all the college's units took part in a wide array of recruiting activities across North Carolina, South Carolina, Georgia, Tennessee, and Virginia. Activities included on-campus workshops, visiting dozens of high schools, presenting workshops and masterclasses, judging various competitions, and offering free Zoom lessons to prospective students. Additionally, the Pride of the Mountains facilitated a major recruiting trip to Atlanta visiting and performing at multiple schools not previously engaged.
- *The Fund for Building and Sustaining Equity in Collections*
The WCU Fine Art Museum launched a major Equity and Inclusion initiative to build an acquisition fund focused on expanding and sustaining equitable representation of artists in the WCU Fine Art Museum's permanent collection with the goal of presenting a more comprehensive understanding of Contemporary American Art.
 - *Holidays on the Plaza*
On November 30, 2021, faculty, staff, and students across the Belcher College participated in the first annual Holidays on the Plaza Celebration. The college was honored be an active participant in the planning, development, and facilitation of this community celebration as well as to provide entertainment and creative activities throughout the event.

Programs and Initiatives

- *School of Art & Design*

- LIVLAB, a collaborative studio comprised of WCU Faculty, BFA and MFA art students, and volunteers continues with environmentally appointed programming and grant seeking. The studio received a Jackson County Arts Council Grant to fund Watershed Projects—multi-week arts projects focused on issues of water sustainability—in November 2021 and April 2022. The LIVLAB Catalyst and other grants refurbished a new BAC space for added 3D

printers and other makers' equipment. Created interactive exhibit on Back Street Sylva with visiting artist Michael Webster.

- The School of Art and Design's Art Education Program created and delivered 50 pieces of 'inspirational artwork' to Udaschow Refugee Camp for Ukrainian Children in late April as part of the semi-annual Week of Kindness efforts spring 2022. The program also taught traditional crafts to one hundred and fifty 5th and 6th graders from Cashiers/Highlands on Oct 18 and 25th at the Cashiers Historical Society Tolbert House.
- The new online MAT Art Education program has 13 students enrolled. WCU is the first in the state to offer this distance graduate degree that leads to K-12 certification in art.
- The School of Art and Design had a five year high of 72 entries for the 52nd Annual Juried student show -and produced a quality exhibition of 27 works with a well-attended reception. Juror was Cat Schytenburg (UT Knoxville Museum Director)
- The School of Art and Design hosted twenty-four Visiting Artists and Scholars during 2021-2022, including: Jillian Echlin*, Myron Jackson*, Doug Grimmet, Jason Bige Burnett*, Bobby Henderson*, Laura Casas*, Cole Johnson, Michael Webster, Bill Fick, Carlos Hernandez*, Dawn Trimble*, Mary and Sarah Thompson*, Jefferson Pindur*, Angelik Vizcarrondo Laboy*, Wesley Wofford, and the Contemporary Clay Virtual Forum: Conversations in Contemporary Clay: Magdolene Dykstra*, Linda Swanson, Kate Roberts, Anthony Sonnenberg*, Andres Payan Estrada*, Nicki Green*, Natalia Arbelaez*, Kahlil Robert Irvin* (* indicates DEIB content/speakers)
- The School of Art and Design had 62 entries for the 53rd Annual Juried Student Show and produced a quality show of 29 works with a well-attended reception including Chancellor Brown. Juror was Carlotta Contreras Koterbay (ETSU Slocumb Gallery Curator).
- *School of Music*
 - The Wind Ensemble performed by invitation at the North Carolina Music Educators Association conference in Winston Salem in November. The capacity audience heard the ensemble in concert with soloists Travis Bennett and Tiffany Jackson. Margi Underwood, Jack Eaddy, and Trevor Bailey conducted.
 - The Pride of the Mountains Marching Band had its busiest fall semester since the start of the pandemic. The band played at five home games, the homecoming parade, hosted the Tournament of Champions (fifteen regional bands participated), and visited two schools in the Atlanta area. New this year, the band members participated in a Day of Service on November 17. They will participate in the Bands of America's Grand Nationals in Indianapolis in November and have been invited to perform in Ireland in 2024.
 - The School of Music virtually hosted 39 nationally and internationally recognized guest artists and scholars through the Artist in Residence program.
 - On December 15, 2021, the School of Music honored former faculty members Dick Trevarthen and James Dooley in a presentation that was livestreamed for WCU's *Western Wednesday* series. The performance featured four students and members of the brass faculty.
- *School of Stage and Screen*
 - Guest Artist Week: The School of Stage and Screen hosted guest artists from around the country, representing all the units in the school, to present workshops and lectures both virtually and in person. All program courses were canceled for the week, and students were tasked with attending a minimum of the workshops, encouraged to include those workshops outside their primary area of study. In total, 19 Guest Artists, 11 SAS faculty, and eight student workshops provided a week of inspiration, networking, and additional learning for everyone in Stage and Screen.
 - The Musical Theatre Program presented the musical *Heathers, the Musical*, directed by New York Director Sarah Norris in Fall 2021.
 - In March 2022, the School of Stage and Screen was approved for reaccreditation through NAST.
- *Arts and Entrepreneurship Certificate*
 - Denise Drury Homewood continues to lead, manage, and teach courses for the Arts & Entrepreneurship Certificate for the Belcher College. All courses taught in the Arts & Entrepreneurship Certificate went virtual in 2021-2022, which yielded enrollment gains for a total of 40 students enrolled in A&E classes. Denise Drury Homewood taught the core Arts & Entrepreneurship ART/THEA/MUS 439 in fall of 2021. Guest presenters for the A&E intensive courses included Ken Sanney, Anna Fariello, Jill Jacobs, and Rachel Hood and included topics such as website design, copyright for creatives, finding funding in the arts, grant writing, social media and the arts, and others.

- *Bardo Fine and Performing Arts Center*

- In July 2021 Bardo Arts Center was awarded a \$422,315.00 Shuttered Venue Operators grant from the U.S. Small Business Administration which provided emergency financial assistance to arts and culture venues affected by the COVID-19 pandemic. Bardo Arts Center has strategically utilized these funds to build a more sustainable infrastructure to support the growing operational and staffing demands of an active arts center.
- Of note is the production *Seeing Sound*, an original production led by Bardo Arts Center Production Manager and Technical Director Scott Ashley. This Belcher College-wide collaboration brought faculty and staff from School of Music, School of Stage and Screen, and School of Art and Design together with regional guest artists from WNC and Eastern Band of Cherokee Indian artists to produce an immersive, multi-sensory experience.
- Bardo Arts Center continues to collaborate with WCU's Cherokee Center, Cherokee Studies Program, and members of the Eastern Band of Cherokee Indian community on the building-wide permanent exhibit on Cherokee language and culture, a project funded by the Cherokee Preservation Foundation. Due to COVID-19 delays, this exhibit is now set to open in the 2022-2023 academic year.
- The WCU Fine Art Museum's Collections Committee acquired 10 new artworks to the Museum's permanent collection. A major acquisition highlight is a gift made by Rachel Durchslag of *Corona de Rosas* (Crown of Roses) by Luis González Palma, a photographer born in Guatemala and currently residing in Argentina. Coming from a mestizo and mixed Native background, González Palma's art focuses on bringing dignity and honor to Maya people who have suffered through different aspects such as racism under the Guatemalan government.
- Bardo Arts Center was again selected as a screening partner with the Southern Circuit Tour of Independent Filmmakers, an independent film festival led by South Arts and supported by the National Endowment for the Arts. This program filled a critical need to engage audiences with high quality virtual arts programming while the COVID-19 pandemic continued. The Performance Hall hosted six (6) virtual screenings for the following documentary films; *Stateless, At the Ready, Not Going Quietly, And So I Stayed, Duty Free, Proper Pronouns, My Name is Pauli Murray, Los Hermanos, and The Neutral* with a combined attendance of 489 individual viewers and participants in Q&As. Bardo Arts Center hosted 12 post screening discussions with 15 filmmakers for classes and groups like Experience the Arts course, and Film and Television Production classes, Intercultural Affairs to name a few.
- Bardo Arts Center was delighted to partner with WCU's Intercultural Affairs for an in-person screening of *Proper Pronouns* with the filmmaker Meg Daniels on campus in February 2021. This film follows four transgender clergy, Dawn Flynn, Mykal Shannon, Liam Hooper, and Debra Hopkins, as they bravely preach from a pulpit despite the danger they face not only as a transgender person living in the South but also as transgender ministers navigating their way through local, state, and national governing bodies who decide what it means to be a human being.

Student Successes

- *School of Art and Design*

- Of the 40 Interior Design students selected across the US to participate in the annual Bienenstock Future Designers Summit, four were WCU IDES majors: Avery Grice, Abigail Gulley, Amanda Ghianda and Jordan Truss.
- Photography students created 5 traveling exhibitions "Sharing with Sylva" that are being rotated among 5 venues in Jackson County. (English Dept, Sylva Cancer Care Ctr, Southwestern Community College, Sylva Physicians Main Offices)
- 100% of Art Education Students passed the nationally scored Educational Teacher Practitioner Assessment this year.
- The Student Ceramics Club, Mudcats, raised \$5,000 worth of bowls via Haywood Pathways Annual Empty Bowls Event.
- Colin Dawson (MFA 2024) was selected for the *Bascom Winter Residency and Exhibition* January 11 – April 2, 2022.
- Jen Gordon (MFA 2023) was elected as Student Director at large for NCECA (National Council of Education in Ceramic Arts)

- Nicole Palmer and Abigail Gulley were selected to attend the International Interior Design Associations Student Shift Conference in Dallas Texas. The team led by Nicole took first place in a design charrette sponsored by PBK and Southwest Terrazzo Association.
- Senior Zeke Jennette (BFA with an emphasis in Studio) had first student solo show at Intercultural Affairs gallery space in the AC Hinds Center March 2022.
- Amber Rousseau's winning artwork (student juried show) was selected to be a part of the permanent collection at the Apodaca Science building.
- NCUR, SOCON. SURF presenters
 - Thomas O'Dell: "How Does Student Intuition or Knowledge Align with Proper Mudras?"
 - Faye Gant/Kylie Conrad: Ceramics
 - Jen Gordon/Ollie Morrison: Teacher Student Mentorship Study
 - Christina Perry: Interactive Design Project
 - Josylyn Stinson: Aging in Place for Low Income Counties in WNC
- *School of Music*
 - Six WCU students will travel to Prague to perform with the Youth Wind Orchestra sponsored by the World Association for Symphonic Bands. The event will be held from July 18 through 24 and the students include Ethan Rohl, Grace Pressley, Harrison Burcham, Keaton Shaw, Roberto Bell, and Thomas Long.
 - Under its new director, Dr. Tiffany Renée Jackson, the Catamount Singers presented two performances on campus, will participate in the Juneteenth celebrations in Lake Junaluska on June 19th, and have been invited to perform at the 2022 conference of the North Carolina Music Educators Association conference in Winston Salem in November.
 - The NC Horn Day was held on campus on March 26, 2022. WCU students performed, and participants heard guest artist Scott Leger.
 - Members of the trumpet studio performed in Atlanta during the Trumpet Festival of the Southeast on January 16, 2022.
 - Nearly a dozen music students have been accepted to graduate program across the country and many of them received teaching fellowships. Included among the prestigious institutions they will attend are the Manhattan School of Music, Florida State University, the University of Utah, the University of North Carolina at Greensboro, the University of Tennessee, Oklahoma State University, and the University of South Carolina.
- *School of Stage and Screen*
 - Film and Television Production Seniors Blake Kinsey and Dawson Bryant's film, "Anomaly" has been nominated for Best Student Film at the *Cannes World Film Festival*.
 - Students are working locally at theatres including HART Theatre in Waynesville, and Unto These Hills in Cherokee, as well as places such as Hollywood Studios in Florida, French Woods in New York, Big Fork Playhouse in Montana, Pendragon Theatre in New York, Porthouse in Ohio, and the Opera Theater of St. Louis, to name just a few.

Faculty Successes

- *School of Art and Design*
 - Heather Mae Erickson curated the 2nd iteration of *Contemporary Clay* Fall 2021 and was invited for a solo exhibition at the Clay Studio in Philadelphia.
 - Tom Ashcraft completed the Art in Embassies project for the US Embassy in Dhomey, Niger with the installation of three bronze sculptures fabricated in Atlanta and installed at the Niger location in Fall 2021.
 - Patrice Brown presented at IDEC conference in March.
 - Shelby Hicks presented "*Design for Health: Interprofessional Education to Advance Health, Economic, and Environmental Justice*" at the CSWE's 67th Annual Program Meeting in Orlando.
 - Matt Liddle had his original artist book "Forward" published by the Small Craft Advisory Press and was selected to be shown at Codex International Book Fair in California in April 2022
 - Ron Laboray presented a solo exhibition of his work (selected from professional jury) at the Granite City Art and Design district in Illinois Fall of 2021.
 - Erin Tapley was selected for International Residency Archetopia in Peru-Winter 2023.
- *School of Music*

- Andrew Adams finished editing the fourth edition of the *Resource Handbook for Academic Deans* to be published by the Johns Hopkins University press in January 2023.
- Travis Bennett was a guest teacher in the 15th Anniversary of Isla Verde Bronces (online), an international brass festival in Argentina. He was an invited to be the guest artist for the Horn Day at Southeast Missouri State University, held on February 19th, 2022.
- Chris Beyt gave two national presentations: “Building Student Portfolios,” for the Association for Technology in Music Instruction in Rochester, New York, in October 2021, and “Healthcare through the jazz lens of purpose, listening, improvising, and leading with empathy and respect in the time of pandemic.” for the Jazz Education Network in January 2022.
- Lyn E. Burkett performed “Strawberries,” for solo piano that was written in 2018 by Victoria Malawey on a virtual recital in the fifth annual International Music By Women Festival on March 10th, 2021.
- Adam M. Groh concluded a major commissioning project that was conceived in late 2018 and was officially announced in February of 2020. “Everybody Hits” engaged six composers from underrepresented demographics to each write a new percussion ensemble work. The WCU Percussion Ensemble, as leaders of the project, premiered and recorded all six works in April 2021. In October 2021 Groh received a contract from C. Alan Publications to publish a multiple percussion solo entitled *Thunder Tumbler*.
- Tiffany Renée Jackson performed at the New Haven Symphony Orchestra’s Christmas Concert in December 2021.
- Ian M. Jeffress, a member of the nationally recognized Assembly Quartet, are featured artists on an upcoming album of music by Jodie Blackshaw released on the Mark Custom label. He was also a soloist at the National Association of Collegiate Wind and Percussion Instructors National Conference in October 2021.
- Justin Kennedy was a panelist at the Arc Music Festival 2021 and spoke on “Composers & Technology” in December 18, 2021). He also joined colleagues for the Game Sound Conference and presented on “8-Bit Dynamic Notification Sound Effects” in October.
- Leonidas Lagrimas had a peer-reviewed article published in the MTNA E-journal, presented at the NCMTA state conference in October, was invited to serve as a state Board member for NCMTA as the College Faculty Forum chair, served as a founding member and officer of the country’s first ever MTNA virtual local association, and founded the VLMTA (Virtual Local Music Teachers Association) for western North Carolina. He was also invited to serve as a featured contributor in the Frances Clark Center’s online pedagogy series on teaching class piano, “A Pianist’s Guide to Teaching in Groups,” and between January and March of 2022 performed recitals at the University of North Carolina-Charlotte, Nazareth College, and Onondaga Community College.
- Christina Reitz was invited to contribute to a second edition of *Music: The Definitive Visual History*. The book is scheduled for publication in the summer of 2022. She submitted an article, “Jennifer Higdon’s Percussion Concerto: An Historical and Stylistic Overview” to *Percussive Notes Online Research Edition*, the peer-reviewed journal associated with the Percussive Arts Society. Peer-reviewed conference presentations last year included the Nineteenth Century Studies Association with “The Hutchinson Family’s Temperance Songs: Popular Music with a Purpose” and at the SouthEast regional conference of the American Musicological Society on Caroline Shaw’s use of the traditional canon in her contemporary works. In March 2021 her book, *Jennifer Higdon: Composing in Color*, was awarded the 2020 Pauline Alderman Award from the International Alliance for Women in Music.
- Michael Schallock presented campus and regional performances with the Smoky Mountain Brass Quintet, including a full concert at the John C. Campbell Folk School. He also worked with the Jackson County Low Brass Quartet. He co-authored a grant with Sarah Hall (Blue Ridge School) for Development of School Band Program with Assistance from Pre-Service Student Instructors.
- Dr. Damon W. Sink was the composer and mixer for the feature film “Holy Irresistible” directed by Pamela Corkey; “Bed & Bloodbath” (web series, Josh Russell and Brenda Lilly, executive producers); and music composer and mixer for “Man in the Bright Nightgown” (adapted into a screenplay by Brenda Lilly and Joshua Russell). His Chamber Sonata for tenor trombone and piano was given its premiere at WCU in November.
- Mr. Zsolt Szabo performed with the Atlanta Symphony, Brevard Philharmonic, Smoky Mountain Brass Quintet, and Hendersonville Symphony Orchestra. He was a faculty member at the Hungarian Trombone Camp August 2021. He presented master classes at East Tennessee State University; in Kalocsa, Hungary; and Targu Mures, Romania, among others.

- Dr. Shannon Thompson performed with the Asheville Symphony Orchestra, Hendersonville Symphony Orchestra, and presented a guest artist recital at the University of North Carolina at Greensborough. For ClarinetFest 2021 she performed and an original transcribed of music by Lili and Nadia Boulanger
- Allison Thorp attended the conference, “Women’s Leadership Success in Higher Education,” Academic Impressions, Virtual. (March 2021).
- Dr. Brad B. Ulrich presented a trumpet master class Missouri State University; performed with the Asheville Symphony Orchestra; performed "Rouse" at the Menin Gate in Ypres, Belgium; and master class and ensemble rehearsal with Yprian Brass Band. In addition, he performed with the System 5 Brass at UNCG. He published a brass quintet arrangement of George Gershwin's "Rhapsody in Blue" with Eighth Note Publications.
- Dr. Margi Underwood was invited to perform at the NCMEA state conference; conducted the upcoming WCU Wind Ensemble album of music by Jodie Blackshaw; and served as a guest clinician regionally and nationally.
- *School of Stage and Screen*
 - Josh Russell spent the last two years working on the development, prep, and production of the feature film “Full Ride”, starring Dermott Mulroney, Anne Heche, and McKaley Miller. Production wrapped this spring in Rome, Georgia. This is a collaborative effort between Quiver Productions and Iris Indie International, in association with the non-profit Local Cinema Studios, co-founded by Russell with help from a research grant awarded from WCU in 2018. Through Local Cinema Studios, “Full Ride” was able to provide three paid internships to active students and paid positions to an additional five recent graduates from four universities in the southeast, including WCU.
 - Ashlee Wasmund recently returned from NYC, after attending a new project with Executive Producer Ben Folds. While there, she was able to attend the official opening of the new musical *Hitler’s Tasters* Off-Broadway, for which she served as Choreographer and Movement Director. In WNC, she will again be busy with the local community theater venture she founded, Calliope Stage. Calliope will collaborate with Full Spectrum Farms to host the All-Abilities summer theatre camp in July.
 - Leo Lei served as Projection and Sound Designer and Technician for the National Tour at the New Victory Theater (off-Broadway, NYC) for *Jabari Dreams of Freedom*. This summer he will be serving as lighting designer for *Circle Mirror Transformation* at Pendragon Theatre in Saranac Lake, NY.
- *Bardo Fine and Performing Arts Center*
 - Carolyn Grosch served as President of the Board of Directors of the North Carolina Preservation Consortium.
 - Scott Ashley worked in collaboration with Stage and Screen and School of Music faculty to mount an original production titled Seeing Sound: A Musical Journey of Water and Light
- *The Dean’s Office*
 - Dean George Brown was selected to serve co-Chair for the Diversity, Equity, and Inclusion committee for the International Council of Fine Arts Deans (ICFAD). Additionally, he had a chapter entitled “Creating a Culture of Possibilities: Managing and Balancing Salaries Across the College” in *The Resource Handbook for Academic Deans*, 4th edition published by Johns Hopkins University Press.
 - Associate Dean Jane Hughes completed a commercial design project for Howdy Homemade Ice Cream in Asheville this spring, a retail space/ to be staffed with special needs adults.
 - Executive Assistant Rebekah Cheney completed training as a Gallup CliftonStrengths Certified Coach in August 2021. This certification allows her to coach members of WCU’s faculty and staff through the lens of the CliftonStrengths framework to develop talents into strengths.

Community Engagement including Advancement

- *School of Art and Design*
 - *Art-traordinary Overnight Arts Leadership Camp* June 16-19, 2022, has 16 students signed up for a special emphasis in Graphic Design.
 - Heather Mae Erickson and the Mudcats instituted a community engaged LGBTQ+ identity awareness project called *Pride Pots*.
- *School of Music*
 - Andrew Adams. International Council of Fine Arts Deans (ICFAD) membership committee. Board of Directors, American Conference of Academic Deans (ACAD). Board of Advisors, Blue Ridge Public Radio Community Forum, Asheville, NC.

- Travis Bennett. Reviewer, The Horn Call, Journal of the International Horn Society. Board of Advisors, Southeast Horn Workshop. NC Area Representative, International Horn Society.
- Chris Beyt. Committee Chair, Association for Technology in Music Instruction, Conference Committee. Producer, Interviewer, Audio Engineer, Care Collaboratory: Jazz POV in Healthcare: The Space Between Performance Dynamics and Teaming for Care.
- Lyn Burkett. Committee Member, Society for Music Theory.
- Adam Groh. Committee Member, Percussive Arts Society - University Pedagogy Committee. President, Percussive Arts Society - North Carolina Chapter. Drum Circle Facilitation with WCU Percussion Students at Equinox Ranch, Cullowhee, NC.
- Tiffany Jackson. Adjudicator, James Toland Vocal Arts (JTVA) Elizabeth Greenfield Vocal Competition, Waynesville, NC. (October-November 2021).
- Ian Jeffress. Jackson County Beginner Band Camp, 5 services, Jackson (500) (Cullowhee Valley School, Fairview School, Scotts Creek Elementary).
- Leonidas Lagrimas. Vice President, North Carolina Music Teachers Association-Virtual Local Association. Founding member and officer of the Virtual Local Music Teachers Association (VLTMA), a local affiliate of North Carolina Music Teachers Association (NCMTA). National Conference on Keyboard Pedagogy, Session Chair/Presider for the 2021 NCKP (National Conference on Keyboard Pedagogy).
- Kim Neidlinger. Adjudicator, ICCA Varsity Vocals. Adjudicator for ICCA A Cappella Choir Quarter Final competitions at University of Tennessee Knoxville and Athens.
- Christina Reitz. Editor, Associate, International Alliance for Women in Music Journal. Board of Directors, International Alliance for Women in Music. Session Chair, Nineteenth Century Studies Association. Editorial Review Board Member, National Conferences on Undergraduate Research.
- Michael Schallock. Western Region of NC. Low Brass Clinic - West Henderson High.
- Damon Sink. Reviewer, Online Trombone Journal. Reviewer, Association for Technology in Music Instruction. Board of Directors, Jackson County Community Foundation.
- Eldred Spell. Administrator, editor, recording engineer, NC All District Solo Recordings for the NC All-District and All-State Band competitions.
- Zsolt Szabo. Adjudicator, International Trombone Association, Trombone Quartet Competition Judge; Adjudicator, ENKOR International Music Competition; Adjudicator, Hungarian Trombone Camp National Competition. Consultant, North Carolina Bandmasters Association.
- Shannon Thompson. Hendersonville Symphony Orchestra, search committee for HSO Music Director and member or Orchestra Member Search Committee. Clarinet Finger Technique Video Presentation for the 2021 North Carolina ECDBA All-District Band Clinic.
- Allison Thorp. Volunteer, First United Methodist Church in Waynesville, NC.

- *Friends of the Arts*

In collaboration with WCU’s Advancement Office, the Friends of the Arts, developed and facilitated its second virtual fundraising campaign in lieu of a face-to-face gala for the 2021-2022 year. The campaign raised a total of \$67,500 raised including corporate support from Vanoy Construction and Carolina West Radiology. The campaign exceeded the previous year’s proceeds by over \$10,000. The amount raised through this crowd sourcing event was equivalent to the net proceeds traditionally raised at a the FOA Gala.

The Brinson Honors College (BHC)
Dr. Jill Nelson Granger, Dean

Brinson Honors College at Western Carolina University is a community of engaged students, across all academic disciplines, seeking opportunities for going above and beyond what is expected in their classroom and academic pursuits, and 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 Brinson Honors College serves as a point of distinction for the University, a showcase for student achievement, and 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 2021-2022, Brinson Honors College completed the fifth year of implementation of the Program Development Plan that was created following an external review that was concluded in 2017. Highlights of accomplishments related to strategic initiatives outlined in that plan include:

- *Recruitment and Enrollment*
 - Enrollment trends for new first-time, first-year Honors students for fall 2022 seems to have evened out relative to the prior two years, trending more in line with fall 2019 and up slightly relative to fall 2021. Summer melt (deposited students at the May 1 decision date who did not ultimately enroll for fall), which was a concern in 2020 and 2021, seems to have also returned to a more normal, pre-covid level during summer 2022. There were over 330 new Honors students who attended Orientation this year. This is below our enrollment goal of 375, despite admitting a record number of students during this year's recruiting cycle (+22% relative to last year).
 - Yield (number enrolled as a percentage of those admitted) reflects a radical change in the overall admission landscape at WCU this year. There were at least four significant recent changes that have affected that landscape, including student self-reported data, use of the Common Application, waiving of application fees, and test score optional admission consideration. These factors persuaded us to admit a larger number of Honors students in anticipation that yield would be soft, given that barriers to applying had been eliminated and applicants would be less committed to their application decision. We used our lowest previous sub-population yield rate (16%) as a low-estimate indicator to forecast the number of admitted Honors students needed to hit our target; however, current numbers are coming up slightly lower (14.9%) than anticipated. This is significantly lower than last year's overall yield of 18%.
 - The academic qualifications of Honors students remain strong (deposited student averages): unweighted high school GPA 3.944, weighted high school GPA 4.4, class rank 9%. This is our second class admitted under test-optional criteria, with only 24% of admitted Honors students having a reported test score (either ACT or SAT). For the second year, we continued to expand the path for interested students to gain access to Honors and, once again, we admitted over 100 students this year through that process. The combined effect of test score optional admission criteria with our access initiative through the interest statements, was believed to have the potential to help us meet a goal of increased racial diversity in BHC. Current data shared by Admissions indicates that while our admitted population may be more racially diverse, we have however fallen even further behind meeting that goal in our enrolled population.
 - ALL of our recruiting events and efforts during 2021-2022 were offered in-person, and we also continued to offer virtual alternatives for students unable to come to campus. For example, our Friday Honors Office Visits were held typically (pre-covid) in December and January in person; we brought those back AND we also offered three online "Honors Engage" opportunities (Zoom-formatted honors-specific online programs hosted by BHC staff and students that we started during the pandemic) as well. We continued to work with student leaders to generate video content and social media presence this year.
- *Improved Efficiencies*
 - Although our staff has been back to in-person work for all of 2021-2022, we continue to rely on some of the efficient work mechanisms we learned during the work-at-home pandemic phase. For example, CHACO (our campus honors advisory committee) continued to meet on Zoom all year because attendance was robust and the format made it easy to share documents and graphics. Similarly, other regularly scheduled meetings toggled between in-person and online, depending on topics and needs. We continue to find that students are electing to use online options for advising appointments at a high rate, despite our office being fully open and advisors having in-person availability.
 - Mid-year, the IT Department completed the first two parts of a three-part project in Honors enrollment management. Their work now makes our Status Tracker system correctly handle students who take a break in

enrollment (stop out) and return to campus, for example, after studying abroad. The updates also bring the Status Tracker's automation in line with catalog changes that affect fall 2020 new admits.

- We found efficiencies this year in knowing how to rely on videoconferencing to supplement our Honors Scholars Interview Day program. While the event returned to in-person format this year, we found it relatively easy to provide online options for those who preferred it, and we were able to make the format more similar (for example the ability to do a panel interview using Zoom) to the in-person format.
- We noted that there were continued efficiencies this year in maintaining connections with our external Advisory Board members, discussed at the end of this report.
- *Developing the Vision: Alumni Engagement and Faculty Development*
 - With the support of an 1889 Grant from the Development Office, we were able to host five young alumni to come to campus and meet extensively with our students. The program was coupled with our Honors Leadership Pinning Ceremony (new last year), featuring an alumni panel as part of the ceremony.
 - Supported by the Provosts Office, we were able to bring a nationally recognized educator in Honors and former President of the National Collegiate Honors Council, Dr. John Zubizarreta to campus. His presentation, "Perspectives on Successful Honors Teaching and Learning" was part of a Thank You luncheon for all WCU faculty who taught an honors course in the past year.

Student and Staff / Faculty Successes

- Last year Brinson Honors College worked to reinstall WCU's chapter of Phi Kappa Phi, a highly selective, multidisciplinary national honor society recognizing outstanding college juniors and seniors. This year, the WCU chapter was able to host its first in-person initiation, with 29 students being inducted. To be invited to join Phi Kappa Phi, students must be in the top 7.5% of their class as a junior or in the top 10% of their class as a senior.
- Graduates with full honors this year numbered 239 (30 more than last year). There were 184 who graduated in May 2022 (compared to 152 in May 2021, 166 in May 2020, 164 in May 2019, and 155 in May 2018) and 55 who graduated in December 2021 (compared to 57 in December 2020, 47 in December 2019, 40 in December 2018, and 53 in December 2017).
- Dr. April Tallant, Associate Dean, served as one of WCU's institutional representatives of the NC American Council on Education, and joined the executive board of NC ACE in January 2022.
- This year, 72 students were inducted into Alpha Lambda Delta, the honor society for first-year students. This compares to 100 last year, 127 in 2021, 140 in 2019 and 118 in 2018. This year's Alpha Lambda Delta induction ceremony was held in-person in February 2022.
- Brinson Honors College was resourced, as part of this year's budget process, with a new University Program Associate position to help support our students and programming. Dawn Behling joined the BHC team in April 2022 as our new UPA. In May 2022, we also welcomed a new member to the SCU community when Great Kleberg joined us as our new BHC Executive Assistant.
- Emily Sharpe, Director of Honors Advising, traveled with a group of four BHC student leaders to attend the Southern Regional Honors Council meeting in Birmingham, Alabama.
- Colin Townsend, Director of Communications for the BHS, traveled this year as part of the Admissions' Western on Tour group, working with prospective students in Winston-Salem, Gastonia, and Durham.
- Dean Jill Granger was active at the national level this year presenting at the National Collegiate Honors Council annual meeting in October 2021, having an article published in *Honors in Practice*, and having a book chapter forthcoming in an NCHC monograph on Honors Colleges.

Community Engagement including Advancement

- With the Center for Service Learning and Community Engagement, Brinson Honors College held our seventh annual Conference on Undergraduate Regional Engagement (CURE). This annual signature event returned to an in-person (although masked) format in September 2021, and featured Keynote Speaker, DeWayne Barton from Asheville's Hood Huggers International. Mr. Barton gave an inspirational talk about service and community. First-year Honors students in USI 101 reflected on all that they learned at the conference as they created online portfolios for their class. The CURE program also included 16 other local non-profits and skills sessions related to community service. The event was followed by local service by the USI 101 students

- A joint BHC Advisory Board and Center for Life Enrichment (Highlands) Board reception was hosted in September 2022 at Old Edwards Club in Highlands and 20 BHC Honors students were invited to attend.
- Two new endowed program funds were established this year by Andy Chmar and Gayle Watkins, co-chairs of the BHC Advisory Board. The new program funds will support Honors students to travel for study abroad and faculty development in creating new opportunities for student study abroad.
- One new scholarship fund was established this year by Greg and Mary Thompson in honor and memory of Judy Brinson.
- Gifts and pledges to Brinson Honors College funds this year totaled \$777,890. Major gifts increased the Ambassador Jeanette Hyde fund for student study abroad, the Elingburg scholarship fund, the Brinson endowment; as well as setting up the Thompson’s new endowed scholarship and the two new Chmar-Watkins endowed program funds.
- The Brinson Honors Advisory Board continued to meet via Zoom in 2021-2022. In both fall 2021 and spring 2022, we held Zoom meetings in which our Advisory Board professionals could meet with and talk to our Honors students. Meetings were structured around particular career-related topics or career paths, and students could move in and out of breakout rooms to talk with Advisory Board members. We had excellent turnout from Advisors and very positive responses from students.

Graduate School and Sponsored Research (GSR)
Dr. Brian Kloeppe, Dean

Graduate School

- *Graduate Enrollment*

	Final Headcount	% Increase/Decrease previous year	Student Credit Hours	% Increase/Decrease previous year
Fall 2021 (Census)	1726	+ 0.3%	14,568	+ 0.3%
Spring 2021 (Census)	1690	- 0.4%	14,382	+ 2.0%

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 were selected from eighteen who originally applied for these funds and each was allocated six recurring scholarships to recruit new students. The program goals/metrics are evaluated each semester and six of the eight programs met their goals on Census Day in Fall 2020. Two replacement programs, Master of Public Affairs and Master of Science in Experiential and Outdoor Education, were selected from 7 applicants to replace and the following programs will be evaluated at each Spring and Fall Census with a decision to continue to be evaluated in Fall 2023.
 - Residential Programs: Counseling, English, Experiential Outdoor Education, Physical Therapy, Public Affairs
 - Online Programs: Construction Manage., Project Manage., Special Education
 - There was no dispersal of the \$10 application fee to each individual program in summer 2022 since there was no application fee that occurred for the Fall 2022, Spring 2022, or Summer 2022 terms. Instead, graduate programs were eligible to ‘recode’ marketing and recruiting expenses to reimbursed state funds that the Graduate School received up to the amount that each program received at the end of fiscal year 2021. Our fiscal year 2021 reimbursement totaled \$19,830 that was disbursed to Graduate Programs to empower them to support marketing and recruiting for graduate students.
 - Laina Lemire was hired as our student support specialist in the Graduate School and started on 10 January 2022 to replace Jan Stanfield who retired in 2021.
 - Strategic Marketing Initiatives (in collaboration with WCU Marketing) is occurring with graduate programs specifically targeted with a capacity for growth including:

- Focus Programs: Athletic Training, Construction Management, Master of Fine Arts, Nursing Practice DNP, Public Affairs, School of Executive Leadership Programs, Sport Management.
- Graduate School Open House monthly live virtual events alternate between Cullowhee and Biltmore Park with Online Programs occurring during the same week at Cullowhee. These events will continue to be live virtual sessions and include marketing, recruiting, and Program Director/faculty conversations that are effective recruiting and relationship-building events that are organized by the by the Graduate School. Programs with unique spaces for laboratories, clinical practice, equipment, and training are encouraged to host a regularly occurring in-person event to connect prospective students with their spaces.
- We continue to refine the Slate application, review, and communication system that replaced the former Apply Yourself system. We have continued to invest in 2022 in a software consultant, Underscore, to guide us through the 100s of programming, form building, and communication plan writing tasks. Slate software was also adopted by WCU Undergraduate Admissions, and we hope that having multiple Slate programming ‘Captains’ on campus will benefit WCU to further guide our university strategic marketing, recruiting, and application initiatives.
- We have partnered with WCU Communications and Marketing to develop the web-based Carnegie Clarity software tool to guide graduate program web visitors with recurring reminders to increase touchpoints to graduate programs. The goal is to increase initiation and submission of completed Graduate School applications.
- *Graduate Student Support*
 - Graduate Student Association (GSA) utilized part of their base budget of \$25,000 for both graduate student travel grants and professional development grants.
 - Graduate Student Association: elected officers for the 2021-2022 academic year were: Dawson Spencer from the Public Affairs Program, President; Jacob Lowman from the Higher Education Student Affairs Program, Vice President of Travel and Finance; Thomas Hennessey from the Biology Program, Chief of Staff; Alicia Stokeley from the Entrepreneurship program, Vice President of Public Relations; Cassidy Pindur from the Higher Education Student Affairs Programs, Vice President of Student Affairs; Kathleen Blackney from the Public Affairs Program, Vice President of Diversity and Inclusion; and Megan Hutchinson from the Physical Therapy Program, Biltmore Park Liaison. They updated their GSA web site and the processes for considering and awarding graduate student travel grants for professional development.
 - Graduate Student Live Virtual and Live In-person Orientation sessions for graduate students in Cullowhee-based programs occurred on Tuesday, 17 August 2021 for Cullowhee-based programs, on Wednesday, 18 August 2021, for Online-based programs, and on Thursday, 19 August 2021, for Biltmore Park-based programs. These events were conducted in close association with the provost and with campus service providers. Spring 2022 new graduate students and Summer 2022 new graduate students received a live virtual orientation from the Graduate School staff.
- *Events*
 - Three-Minute Thesis (3MT) Competition (04 November 2021): WCU was represented at the Council of Southern Graduate Schools Regional 3MT Competition by Emily Deem (1st Place at WCU: Master’s in biology); Stephanie Cook (2nd Place at WCU: Masters in English); and Nicolas Fasanello (People’s Choice at WCU: Masters in Communications Sciences and Disorders).
 - Emily Deem (MS Biology) also won the state-wide Tarheel 3MT in May 2022 in a competition with 10 campus winners from NC State, UNC-Chapel Hill, Wake Forest, and Duke University among others.
 - We awarded the 8th Annual Curtis W. Wood Outstanding Graduate Faculty Mentoring Award (funded in memory of Professor Dr. Curtis Wood) to Dr. David McCord of the Department of Psychology.
 - We awarded a ‘Graddy’ (Graduate School Award) to the International Programs and Services for their tireless work to assist in marketing, recruiting, onboarding, and advising international graduate students to ensure their success.
 - The Graduate Research Symposium was integrated with the Undergraduate Expo (23 and 24 March 2022) with the combined title of Research and Scholarship Conference in partnership with the Honors College and the Provost Office.
 - Graduate Education Day at Raleigh (24 May 2022) was held virtually with 3 graduate students from WCU to visit with North Carolina State legislators as part of an online delegation from the North Carolina Council of Graduate Schools. Chancellor Kelli Brown and others joined us for this advocacy day for education.

Office of Research Administration (ORA)

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

FY22 Awards	FY21 Awards	FY20 Awards	FY19 Awards	FY18 Awards
66	68	71	82	76
\$7,274,595	\$7,203,428	\$6,233,160	\$5,569,854	\$5,110,118

Initiatives and Programs

- Provost Internal Grants: \$84,690 committed from the Chancellor and Provost from indirect cost returns resulted in 14 proposals from and 7 awards to faculty.
- At the Faculty Scholarship celebration on 01 March 2022, three faculty members were recognized as first-time members of the Million Dollar Circle Club with more than \$1,000,000 in externally funded research at Western Carolina University. This initiative is to recognize some of our most successful proposal writers to incentivize others to join this exclusive group of investigators.
- We fully implemented the InfoEd software system to replace the former package of RAMSES, eIRB, and SPIN software tools as one integrated research software system. The InfoEd pre-award proposal system has been fully implemented, the post-award system has now assimilated all awards, and the Institutional Review Board began accepting applications on 01 January 2022.

Office of Research Administration Highlights

- Hired Nikki Jones as Pre-Award Research Service Manager to replace Shannon Mulkeen who left WCU.
- Hired Victoria Powell as Pre-Ward Research Specialist to replace Nikki Jones who was hired as Pre-Award Research Service Manager
- Hired Jeri Hansen as the Post Award Services Manager to replace Morgan Burnett who was hired as the WCU Budget Manager.
- The indirect cost distribution from research grants continues to benefit principal investigators, departments, colleges, Provost Office, and Chancellors Office and increased to \$572,443 from \$366,284 in FY 2021.

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

The Vice Provost for Academic Affairs provides oversight for the three centers in Undergraduate Studies, the Office of Institutional Assessment, as well as several other initiatives. 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, the office 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 21 staff members and serve thousands of students, faculty, staff, alumni, and community members.

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

- *Assessment*
 - The Office of Institutional Assessment welcomed two new staff members this year: Tierney Cody, Administrative Support Specialist and Laura Walker-Andrews, Associate Director.

- In January 2022, the Office of Institutional Assessment led an evaluation event to review student learning outcomes assessment reporting in academic programs. Ten faculty reviewed 120 assessment reports using checklists to evaluate whether the important components of the programs' responses were included for each student learning outcome and the degree to which the components supported the accreditation expectations for each report section. The evaluator checklist was edited for assessment report writers to use as a self-evaluation tool in future reporting.
- *Career and Professional Development*
 - The Center for Career and Professional Development (CCPD) launched several new initiatives this year including the CCPD Career Canvas Collection, a faculty guide to CCPD, the CCPD Career Studio, and an awards program.
 - The CCPD set a new attendance record for its career fairs during the 2021-2022 academic year. The Center hosted seven fairs for a total of 435 employers and approximately 1,200 students.
 - The CCPD was named a national 2021-2022 Career Development College of Distinction.
 - Courtney Gauthier, while serving as the Associate Director for Career Integrated Learning, received the 2021 Southern Conference Staff Award.
 - Carrie Hachadurian, Assistant Director for Student Development, presented at two conferences this year. At least 135 people viewed her presentation titled "Career Conversations: Applying career development to student employment".
 - In addition to their continued community engagement and employer relations, the CCPD established a new relationship with Triumvirate Environmental based in Boston Massachusetts.
 - The CCPD partnered with Intercultural Affairs (ICA) to host three drop-in sessions in the ICA office for underserved students.
- *Community Engagement and Service Learning*
 - The Center for Community Engagement and Service Learning (CCESL), in coordination with Mars Hill University, UNC Asheville, and the Mountain Area Health Education Center, planned and hosted the Future Leaders of Tomorrow Public Health Summit. This event engaged nearly 100 high school students and staff with public health leaders.
 - The CCESL partnered with the Pride of the Mountains marching band to organize a Day of Service for the 376-member group. The event included projects at eight service sites, including two local schools, a community garden, a project that prepares firewood for low-income seniors, a roadside cleanup, and two concerts for local seniors. The highlight was a project sorting, bagging, and distributing 40,000 pounds of gleaned sweet potatoes to 15 hunger relief agencies around the region.
 - Environmental Health was selected as WCU's inaugural Community Engaged Program. This designation was created by the CCESL to recognize programs that engage students in academic and co-curricular capacities, to align expertise and research with public service initiatives and investment in the community.
 - The CCESL created a series of new community partnership development events. The first year's events included two Coffee Community Collaboration events, to provide an informal space for nonprofit partners to come together with each other and with engaged WCU faculty; and Seeds and Soil Community Partnership Networking Day, a more structured event that brought nearly 50 Jackson County community partners together for a day of connecting, sharing resources and best practices, and professional development activities.
 - The CCESL was selected as the 2022 Program of Excellence/Irene Welch Award due in large part to their work with WCU's regional vaccine clinic and efforts surrounding voter registration.
- *Liberal Studies*
 - This year the Liberal Studies Committee's work, as always, focused on ways to improve student success and learning at WCU. Specifically, the committee considered and approved several Liberal Studies new course proposals, used its assessment data to revise and improve two existing student learning outcomes, and worked toward the planning and development of a potential Diversity, Equity, and Inclusion (DEI) Liberal Studies curriculum requirement.
 - Dr. Jen Schiff, Director of Liberal Studies Assessment, successfully facilitated the annual Liberal Studies Summer Assessment Workshop in June 2021, which was held online for the second time. Workshop planning consisted of collecting approximately 3,800 student artifacts, choosing a random sampling for scoring (~1,700 artifacts), and assigning them to the eight two-person teams participating in the workshop. Participants were trained on scoring

the artifacts against the Liberal Studies rubrics for the Awareness of Self and Critical Thinking student learning outcomes and then spent two days working in teams to score them. Dr. Schiff used data gathered to write a 19-page assessment report detailing quantitative and qualitative findings that were then presented to the Liberal Studies Committee for adoption.

- *Mountain Heritage Center*
 - During the 2021-2022 academic year, the Mountain Heritage Center (MHC) presented three gallery exhibits, each providing unique engaged learning experiences for WCU classes and individual students: River Cane Renaissance (Fall 2021), Ann Miller Woodford: The Artist as Storyteller (January-March 2022) and Quilts: The Stories They Tell (March – August 2022).
 - The Center received generous support from two external entities (Highlands Historical Society and the Horace Kephart Family for \$10,000 and \$25,000 respectively) to support programming in the Center.
 - Communication major Sara Stanley’s video, River Cane Renaissance, was recognized as Best Media Presentation at the U.S. Army Corps of Engineers’ Indigenous Approaches to Rivercane Restoration conference. Stanley produced and directed the 30-minute video as part of her work with the MHC.
 - The return of an in-person Mountain Heritage Day festival in September 2021 was a huge success, with an estimated 12,000 visitors to campus. MHC staff were responsible for booking and contracting all festival performers and demonstrators, planning all Children’s Tent activities, coordinating the annual Mountain Heritage Awards program and helping to provide day-of-event festival management.
 - MHC staff and interns created new custom exhibits for I-26 Visitors Center (Quilting Traditions, January-July 2022) and the Jackson County Public Library (Shape Note Singing and Appalachian Foodways, January-December 2022). An estimated 350,000 visitors will view the exhibits in these venues.
 - The MHC collaborated with numerous on- and off-campus groups, including WCU’s Branch of The American Association of University Women (AAUW WCU), WCU’s Cherokee Center, the Jackson County NAACP, the College of Arts and Sciences, Global Black Studies, and the History Department, to promote education on diverse populations.
 - The MHC resumed in-person K-12 school group on-campus and outreach presentations, serving 1,483 students and teachers from 13 schools in 7 western North Carolina counties. We also resumed our in-person Step Back in Time summer camp in collaboration with the NC Extension Service.
- *Undergraduate Studies*
 - The Office of Undergraduate Studies (UGS) repeated the Campus Theme of Water for the 2021-2022 academic year. The Campus Theme Committee reviewed over 15 funding requests and awarded over \$20,000 for programs and events related to the theme.
 - UGS allocated over \$58,000 in Intentional Learning funds to support students, faculty and staff with activities directly related to intentional, integrative, engaged teaching/learning, on- and off-campus.

Office of Academic Affairs
Dr. Brandon E. Schwab, Associate Provost

Note: The Associate Provost for Academic Affairs (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, many of whom are not identified in this report.

- Continued a second year using the SharePoint site created for tenure-promotion-reappointment/post-tenure review following endorsement for continuation by Faculty Senate (Melton, Hockman, DeLaet)
- Onboarded new Executive Assistant (Kent DeLaet) in October 2021
- Transitioned Undergraduate Research Coordinator (Kloo Hansen) to full time with position from Provost
- PKAL Virtual STEM Leadership Institute – mentor, July 2021
- Presented two peer-reviewed virtual workshops at the Annual AAC&U PKAL STEM meeting in November

- Continued 2nd year of Teaching and Learning Day focused on Inclusive Pedagogy, fall keynote speaker (Kevin Gannon) linked with New Faculty Orientation
- Worked with the CFC, CDO, and Associate Dean of Hunter Library to establish DEI Community of Practice
- Created Faculty Diversity Officer (FDO) pilot program with CDO and HR
- Implemented DCRD revisions and first year of non-tenure track faculty promotion pathways
- Taught USI 101 Honors Forum, Fall 2021
- Received final approval of new BS Economic Analysis degree program
- Convocation Committee Member
- Apodaca Science Building Grand Opening Committee member
- UNC Common Numbering System – WCU Point of Contact
- Represented WCU at University of Lynchburg President’s installation ceremony
- Represented WCU and provided welcome at State-level Odyssey of the Mind Finals
- Represented WCU Academic Affairs at Levern Hamlin Allen memorial
- Represented WCU in two Faculty Hearing/Grievances
- Responsible for four SACSCOC standards in fifth year interim report
- Led revision of 2022-2023 Academic Calendar
- Key member of RASC planning committee
- With CIO, facilitated reorganization of Coulter Faculty Commons
- Academic Affairs representative on Gartner Online Maturity assessment
- Performed faculty exit interviews
- Identified next Faculty Relations Fellow to begin Fall 2022

Coulter Faculty Commons (CFC)

- CFC staff have served on several system-level initiatives and working groups including the Faculty Academic Development Consortium, the Online Learning Leadership Council, and the Digital Learning initiative.
- CFC aided in the launch, production, and data analysis of the Diversity, Equity, and Inclusion Unconference sponsored by the Office of the Provost and the Office of Equal Opportunity and Diversity Programs and the Hunter Library.
- Twenty-one faculty participated in the Faculty Forward program, a faculty learning community specific to first-year faculty.
- Angela Fulk joined the CFC in October as the office manager and administrative coordinator.
- Brad Lewis participated in Instructurecon 2021 and UNCAUSE, and training webinars for Panopto and Canvas.
- Dr. Eli Collins-Brown participated in AAC&U’s Academic Integrity Symposium and the ACE Women’s Network Leadership Institute
- John Hawes presented at 2021 NISOD (National Institute for Staff and Organizational Development) Fall Conference on the value of integrating student choice and creativity into assessments.
- Daniel Shields finished his first semester in a graduate program focusing on educational technology at the University of North Carolina at Wilmington and was one among the three CFC recipients of the IT (Information Technology) Service (PPP) award this year.
- Dr. Jonathan Wade participated in UNCCAUSE online, Instructure’s Annual Canvas Conference, and completed the first course in the Canvas Certified Higher Education Professional’s sequence and completed all requirements to be certified as a Diversity and Inclusion Professional (ISO 30415) by the Georgia Terry College of Business.
- Dr. Terry Pollard is first author on a manuscript for the journal Transformative Dialogues: Teaching and Learning. The article will be entitled *Making Model Teaching Accessible to First-Year Faculty – through Serendipitous Joy Design and Intentional Art Design* (on the Faculty Forward program).
- Seven members of the team (A. Davis, J. Hawes, B. Lewis, E. Collins-Brown, T. Pollard, D. Shields, J. Wade) participated in a focused two-day training on Canvas advanced features including contingency planning for future features of the LMS (Learning Management System).
- The CFC went through a reorganization to move the embedded IT LMS team out of the CFC and into AEITG. The LMS team physically moved out of the CFC on March 31st.

- The CFC helped to organize the Spring 2022 “Teaching and Learning Day.”
- The CFC arranged and sponsored the first meeting of the Diversity, Equity and Inclusion Community of Practice at WCU.
- Dr. April Tallant accepted the Senior Educational Development position with a start date of August 1, 2022, replacing T. Pollard who resigned in February.
- Four faculty enrolled in the Online Course Design Institute in June – August 2022
- The CFC partnered with O’Donnell Learn to provide instructional design support for the 4 faculty in the Online Course Design Institute.
- Fall 2021 Semester Digital Tool Use Metrics:
 - *Learning Management System (Canvas)*
The Individual Canvas Dashboard was loaded 2,624,195 times by members of the WCU community. During this time, 14,175 students logged into the system at least once, 95 external users (including guest reviewers and extended educational offerings), and 1,810 employees (including staff and faculty).
- CFC Website Interaction
 - CFC affiliate website (CFC Virtual Services other than IT) had 3,773 pageviews.
- Panopto and Other Video Metrics
 - In the Fall of 2021, there were 22,581 views or downloads of videos from our system to a total of 13,107 unique viewers including students, faculty, and staff. Over this period 1,825,265 minutes (about 3 and a half years) of content were delivered.
- Respondus Monitor
 - Total Courses Using Monitor: 236
 - Total Number of Students Using the Software: 2,103
 - Total Number of Faculty Assigning the Software: 99
 - Total Number of Sessions (including diagnostic and practice): 13,145
- PollEverywhere
 - In PollEverywhere, our live polling response system, we had 31,545 student/participant responses in the Fall of 2021. At the peak there were 2,759 registered student participants. Registration generally means that the faculty are using the tool for some sort of graded assignment or participation grade.

Highlands Biological Station

- Five highlights of the last year for HBS:
 - (1) Grant highlight. NSF Capacity/Instrumentation grant, \$186,438, for 3 new walk-in precision environmental control chambers.
 - (2) Return of Institute for the Environment fall semester program. A re-booted fall semester-in-residence program in cooperation with the Institute for the Environment at UNC-CH was successfully launched in fall 2021.
 - (3) Environmental data. This year we reached a major milestone in making our streaming environmental monitoring data available to the research community through our website in near-real time:
https://highlandsbiological.org/monitoring_data/stations/index.html
 - (4) NSF-funded research/education collaborations with HBS. This summer we will host 3 NSF-funded immersion experiences.
 - (5) HBS "North Campus" project dedication. The project includes a new teaching pavilion on the lake, a pollinator conservation garden on the dam, boardwalk additions for the Botanical Garden, and a point-of-entry plaza with kiosk.
- Publications acknowledging HBS
 - In 2021-2022 HBS-based researchers so far published 5 scientific papers acknowledging the Station [see <https://highlandsbiological.org/publications/>]
 - Gould. P. R., M. R. Gade, A. J. Wilk, and W. E. Peterman. 2022. Short-term responses of riparian salamander populations to wildfire in the southern Appalachians. *Journal of Wildlife Management* DOI: 10.1002/jwmg.22282.

- Wilburn, D. B., C. L. Kunkel, R. C. Feldhoff, P. W. Feldhoff, and B. C. Searle. 2022. Recurrent co-option and recombination of cytokine and three finger proteins in multiple reproductive tissues throughout salamander evolution. *Frontiers in Cell and Developmental Biology* 10: 828947.
- Allen, J. L., R. T. McMullin, Y. F. Wiersma, and C. Scheidegger. 2021. Population genetics and biogeography of the Lungwort Lichen in North America support distinct Eastern and Western gene pools. *American Journal of Botany* 108(12): 2416–2424. DOI: 10.1002/ajb2.1774.
- Gould, P. L. and W. E. Peterman. 2021. Life history mediates the effects of habitat variation on salamander abundance: a multiscale assessment. *Landscape Ecology* 36: 749–761. DOI: 10.1007/s10980-020-01167-6.
- Lentz, T., M. C. Allender, et al. 2021. Prevalence of *Ranavirus*, *Batrachochytrium dendrobatidis*, *B. salamandrivorans*, and *Ophidiomyces ophiodiicola* in amphibians and reptiles of North Carolina, USA. *Herpetological Review* 52(2): 285–293.
- Other HBS Research Activity in 2021-2022
 - Jason Love, HBS AD, had a successful second year spearheading the bird banding station at HBS in 2021, as part of the Monitoring Avian Productivity & Survivorship (MAPS) project of the Institute for Bird Populations (IBP; www.birdpop.org/pages/maps.php).
 - In summer 2021 we also became a *Caterpillars Count!* site, a project launched by Allan Hurlburt at UNC-Chapel Hill (<https://caterpillarscount.unc.edu/>). *Caterpillars Count* is a project aimed at quantifying caterpillar populations during the nesting season, caterpillars being the main nutritional resources for nestling songbirds — a natural complement to our MAPS bird banding project. We are now in our second year as a *Caterpillars Count!* site (caterpillarscount.unc.edu/mapsAndGraphs/#selectedPhenology249).
 - In summer 2021 we hosted 6 researchers from 6 universities (WCU, Univ. of Kentucky, UNC-Greensboro, Univ. of Nevada-Reno, Duke, and Univ. of Louisville), most of whom received HBS Grants-in-Aid of research. (This number doubled for summer 2022)

International Programs and Services/Office of Global Engagement

Below is a summary of the activities of the Office of Global Engagement for the 2021-2022 academic year. Under immense pressure both domestically and abroad, the WCU Global staff rallied with creativity and resilience while providing exceptional service to students, faculty, and staff.

- NAME CHANGE and REBRAND: Over the last year, International Programs and Services (IPS) went through the process to change its name and brand identity to the WCU Office of Global Engagement (WCU Global) to better represent their mission to support internationalization efforts and opportunities across the university.
- INTERNATIONAL ENROLLMENT: Since the onslaught of Covid-19, WCU has remained engaged globally and welcomed degree-seeking, exchange, and transfer students every semester including fall 2021 and spring 2022.
- Fall 2021
 - Total of 104 international students
 - 45 new students welcomed in Summer/Fall 2021
 - (20 Exchange, 13 First-Year, 7 Transfer, 5 Graduate)
 - 54 continuing students
 - 5 students engaged in Optional Practical Training (OPT)
This was a 30% increase from Fall 2020, which included 80 international students in total (78 students enrolled in courses and 2 students on OPT). Top 5 countries represented: Germany, Saudi Arabia, Canada, Netherlands, United Kingdom.
- Spring 2022
 - 24 new students (16 Exchange, 4 Transfer, 4 First Year)
 - This was a 140% increase from Spring 2021 when we had 10 new students
- Advocacy and Public Policy
 - This entire year, the Director has been serving on the Global Task Force on Third Country Education Pathways and continues to work closely with the United Nations High Commissioner for Refugees and The President's Alliance for Immigration and Higher Education to attract and retain the best displaced and refugee students to WCU.

- Further, the director serves on the Association of International Education Administrators (AIEA) Public Policy Committee and participated in multiple NAFSA: Association of International Educators advocacy programs nationally and internationally. This culminated in presenting at the United Nations World Higher Education Conference in Barcelona, May 21, 2022.
- *International Student Highlight*: In Spring 2022, WCU Global welcomed two new international students as part of the U.S. Department of State's Global Undergraduate Exchange Program in Pakistan (Global UGRAD-Pakistan). The program is part of a broader effort to promote greater understanding between people of the United States and people of other countries, including future world leaders.
- *Recertifications*: This spring we received recertification to continue to sponsor F-1 and M-1 students by the Department of Homeland Security as well as to continue to sponsor J-1 visas through the U.S. Department of State.
- EDUCATION ABROAD
 - For the academic year, we sent eleven (11) students abroad in the fall, twelve (12) in the spring and six (6) in the summer. We released our previous study abroad advisor in January and recently welcomed a new colleague, Robbie Van Pelt, who is eager to implement innovative strategies to increase the volume, diversity, and outcomes of all our education abroad programs.
 - Our faculty-led programs rebounded after a pause in 2020 and 2021. Indeed, faculty members have been very tenacious and cooperative in the face of residual travel challenges. We started with eighteen (18) courses and still retained a dozen as some were canceled because of security concerns (e.g., Bulgaria) or Covid-19 restrictions (e.g., Japan). Many diverse disciplines and destinations (e.g., Germany, Spain, Austria, Hungary, Honduras, Costa Rica, South Carolina, and Minnesota) were represented. In discussions with other UNC campuses, many suggested suspending all short-term travel courses until the global situation stabilizes. However, we persevered and successfully conducted more courses than some of the much larger institutions such as UNC Charlotte.
 - With a new study abroad advisor on board and reassigned duties of other staff, we continue to streamline the travel course process for both faculty members proposing courses and students applying and participating. Noting the financial constraints and inability to secure a CRM, we are creatively deploying Canvas as a default mechanism. Working closely with Legal Counsel and the Office of Research, we reformed the Policy 100 travel protocols and bolstered our export controls and visual compliance for all students, faculty, and staff mobility (both inbound and outbound).
- INTENSIVE ENGLISH PROGRAM
 - We altered our Intensive English Program to incorporate more online curriculum and custom programs, collaborating with our bilateral partners around the world and developing a state-wide consortium in North Carolina.
 - Fall 2021
 - Cancelled because of Covid-19 and Visa Restrictions
 - Spring and Summer 2022
 - 9 students (remote) in Spring
 - 3 students (in-person) in Summer (1 transferred but agreed to pay in full)
 - Students predominantly from partner institutions in Korea and Japan
 - The landscape for intensive English instruction in the US remains exceptionally challenging. However, there appears to be slight improvement. Despite low admission (in part due to student visa delays and denials) we've seen an 75% increase in overall IEP applications since Spring 2022. Fall applications have risen to 112, though visa challenges remain, and we expect a small in-person matriculation for fall 2022.
- GLOBAL PARTNERSHIPS
 - Working with Kaitlin Ritchie, we continue to evaluate our portfolio of exchange partners and are crafting a long-term strategy for partnership development. This includes joint degree programs and curriculum mapping, recruiting for exchange students coming to WCU, virtual exchange promotion and coordination of joint faculty research. While we have robust and long-standing relationships in Asia, Europe, and to a lesser extent Latin America, we need additional connections in Sub-Saharan Africa, North Africa, and Middle East. This discussion now incorporates our new study abroad advisor, Robbie Van Pelt, who also has extensive experience with

exchanges and consortia. This spring we signed a new MOU with the University of Taipei and are pursuing discussions with universities in Botswana and Zimbabwe.

- We recently hosted delegations from two partner institutions, Avans University of Applied Sciences (Netherlands) and Weingarten University of Education (Germany).
- CAMPUS, COMMUNITY AND GLOBAL ENGAGEMENT
 - We have been vigilant and comprehensive in reaching out and connecting with departments and individuals across the university and the greater community. This includes deans, department chairs, faculty members along with myriad administrative units from student affairs, academic affairs and administration and finance. Further, we have engaged the wider UNC System through University Council on International Programs and *Study North Carolina* in collaboration with US Department of Commerce. We are especially focused on justice, diversity, equity, and inclusion as well as regional economic development. Building on our yearlong AASCU and Global Civic Literacy Project, we continue to support the implementation of the Council on Foreign Relations World101 curriculum. This combined with United Nations Sustainable Development Goals (SDGs) and virtual exchanges with global partners will allow WCU Global and Coulter Faculty Commons to provide increased curricular support for faculty and enhance global student outcomes.
- GLOBAL LIVING AND LEARNING COMMUNITY
 - In fall 2021, "Going Global!" launched as a joint initiative between WCU Global and the Brinson Honors College, in collaboration with Residential Living. The Going Global! living learning community is open to students from the U.S. and around the world who want to think globally while connecting locally. Students benefit in this internationally focused environment through a combination of global engagement programming, interactive cultural experiences, and community service. Community members live in Blue Ridge Residence Hall - an ideal environment for study abroad students, international students, honors college students, and world-conscious students alike. While Going Global initially began as a themed community, it will become a living learning community (LLC) starting in Fall 2022, as residents will also enroll as students in PSC 169: Global Issues (taught by Wes Milner) and USI 101 (taught by Dan Grube). All the co-curricular activities are open to the entire region and seek to promote greater community engagement.

Program for the Study of Developed Shorelines (PSDS)

The Program for the Study of Developed Shorelines provides high levels of service and outreach at the University, local, state, and national level. In a challenging funding environment, we have managed to maintain staff integrity and ended the academic year with all staff funded through January 2024. Current partners include the National Park Service, the State of South Carolina, the Southern Environmental Law Center, the SC Coastal Conservation League, the Martha's Vineyard Commission, the State of Virginia with possible projects developing with NOAA. Funding continues to grow and staff time has been secured for several years out, always a primary goal.

- Highlights/Achievements in last year
 - The Program for the Study of Developed Shorelines continues to attract national and international attention for its applied science approach to coastal management, restoration, and climate communication. The center and WCU were cited numerous times throughout the year in major news outlets around the world including The Guardian, NYT, Washington Post, USA Today, National Public Radio, Raleigh New and Observer, Charleston Post and Courier and many others. We continue to perform all grant funded project promptly and efficiently (see list of reports below). Our Vulnerability Assessment process for National Park infrastructure has now been published by NPS as the official approach going forward. It is no exaggeration to say that Cullowhee is the center of the climate change universe when it comes to this nation's national parks. This year, Rob Young has a gubernatorial appointment to the State of Virginia's Coastal Master Plan and the State of South Carolina's Flood Water Commission. PSDS staff serve on multiple boards and commissions. We continue to increase our local, public service work using the GPR to locate African American burials throughout the region with multiple partners.
 - Peer-reviewed
 - Crawford, H.T., Beavers, R.L., Peek, K., Tormey, B., West, J., Smith, T., Ford, M., Altman, J., Schwadron, M., and Young, R.S. (In Press). Coastal Adaptation of Natural Resources, Cultural Resources, and Infrastructure to Climate Change Along Barrier Islands at Cape Lookout National Seashore (U.S. National Park Service) after Hurricane Dorian. *Ocean and Coastal Management*.

- Stancheva, M., Stanchev, H., Young, R.S., and Parlichev (2021) Coastal erosion drive Land-Sea interactions in Maritime Spatial Planning- a case of Bulgaria. Journal of Coastal Conservation. 25:54.
- Peek K.M., B.R. Tormey, H.L. Thompson, A.C. Ellsworth, and C. Hawkins Hoffman (ed). 2022. Climate change vulnerability assessments in the National Park Service: An integrated review for infrastructure, natural resources, and cultural resources. Natural Resource Report. NPS/NRSS/CCRP/NRR—2022/2404. National Park Service. Fort Collins, Colorado. <https://doi.org/10.36967/nrr-2293650>.
- Peek, K. M., B. R. Tormey, H. L. Thompson, and R. S. Young. 2022. Coastal hazards & sea-level rise asset vulnerability assessment protocol: Updated project description & methodology. Natural Resource Report NPS/NRSS/CCRP/NRR—2022/XXXX. National Park Service, Fort Collins, Colorado.
- National Park Service Reports:
 - Finalized Coastal Hazard VAs at 15 southeast region NPS units (BUIS, CHRI, SARI, CASA-FOMA, CHPI, REER, CUIS, FOFR, DESO, DRTO, EVER, MOCR, SAJU, TIMU-FOCA, and VIIS).
 - Completed summary reports (Coastal Hazards & SLR Asset Vulnerability Assessment: Results Summary Document) for NPS units: EVER, TIMU-FOCA, CHPI, REER, and DESO.
- Funding
 - \$285k grant from National Park Service
 - \$56k donations from individuals
- Presentations
 - National Park Service presentations:
 - Conducted multiple webinars to NPS units, presenting the Coastal Hazards & SLR Asset Vulnerability Assessment Protocol.
 - Young: Invited presentation in Pensacola, FL, Martha’s Vineyard, MA, NJ Association of State Flood Plain Managers, Young TEDx Charleston
- Professional Service
 - Professional Societies:
 - Technical Advisory Committee: VA Coastal Master Plan, Young
 - Technical Advisory Committee: SC Ocean and Coastal Research Management, Young
 - Board, Horry County Rising, Peak
 - Board, Healthy Gulf, Young
 - Editorial Board, Journal of Coastal Research, Rob Young
 - Editorial Board, AAPG Environmental Geosciences, Rob Young
 - Management Board, Geological Society of America Southeast Section (SEGSA), Blair Tormey
 - Geological Society of America Council, Blair Tormey
 - Graduate Research Grant committee, SEGSA, Blair Tormey
 - Undergraduate Research Grant committee, SEGSA, Blair Tormey
 - Region/Community:
 - Ground Penetrating Radar Projects:
 - African American Experience Project, GRSM
 - RAIL Project, Old Fort and Swannanoa NC
 - Carson House, Marion NC
 - Davidson River Cemetery, Brevard, NC

Undergraduate Research

Undergraduate Research (UGR) efforts in AY 2021 – 2022 have focused on re-establishing a programmatic baseline that includes supporting undergraduate student participation, bolstering communication and marketing efforts, and formalizing strategic campus partnerships that help achieve the UGR mission. Participation data demonstrates WCU efforts to value, promote, and provide this high impact practice continued to be bolstered despite short-term impacts due to Covid-19.

- Highlights/Achievements in last year
 - A return to hosting in-person (with hybrid options) UGR events like RASC and SURF.
 - The establishment of a permanent, full-time position for a Coordinator for Undergraduate Research.

- Coordination and conclusion of the NSF sponsored L.E.A.R.N. grant at WCU
- Networking and partnership building and establishment of formal working groups with offices at WCU who are strategically connected to UGR efforts (BHC, CFC-ORA-UGR).
- Completed and presented the UGR budgetary analysis to the WCU Research Council (2-year project).
- Established a partnership with the Department of Communications in the College of Arts & Sciences to host WCU Communication and Marketing students as interns – developed a communication and marketing plan for the upcoming AY (2022 – 2023).
- Coordinated faculty participation in the CUR Dialogues Conference to cultivate faculty scholars seeking national grants.
- Participated in 3 professional development opportunities (CUR – AACU – NRMN) themed around DEI initiatives, grant seeking, and mentoring best practices.
- Presented a UGR Workshop at the CFC SITL in May 2022
- Developed and completed comprehensive “How To” Guides for all UGR programs and Events – complete with organizational/administrative diagrams and descriptions.
- Began developing a comprehensive UGR Strategic Plan based on the preeminent literature surrounding the establishment of formal offices of undergraduate research.
- Took a leadership role on the UNC UGR Research Council as a proposal reviewer for the UNC RFP (AY 2022 – 2023)
- Continued service on the Brinson Honors College CHACO Board.
- Joined the Office of National and Internal Awards (ONIA) board – to begin in fall semester of AY 2022 – 2023.

Office of the Registrar

- *Process Enhancements / Challenges*
 - This cycle we made considerable progress toward elimination of Banner 8 /SSB technologies. The Degree Audit, Unofficial Transcript, Registration History (new), Application for Graduation, and Preferred first name (new) were converted or reimplemented using Banner 9 technologies.
 - 2021 saw a period of resetting around how we conduct Commencement. After several socially distanced commencements May 2022 was nearly normal. Retained from COVID times was the use of the JumboTron with student-specific slides customized via Marching Order, a pose with the Chancellor rather than a handshake, the distribution of diploma covers at the bottom of the stage ramp.
 - Also, this cycle, we developed and began implementing new room type model for 25Live Optimizer Run. The base room layouts in the new model are 1) Lecture Oriented (eye front), 2) Workgroup Oriented, 3) Seminar/Conference Layout. Flexible furniture has become a feature of the room.
 - In a negotiated transfer of duties, the Advising Center has formally transferred their role in Athletic Compliance & Certification to the Registrar’s Office. With the transfer of duties came sufficient resources to upgrade a vacant half-time position to full-time. The Advising Center continues to advise student-athletes and retains responsibility for position the student to satisfy PTD requirements. The Registrar’s Office and Athletics are re-engineering the certification process for student athletes and the Registrar’s Office will assume a larger role for completing DOE’s for incoming transfer student and for calculating end of term PTD for student athletes.
- *Personnel Changes*
 - Internal promotions: Amelia Schlott accepted position as Associate Registrar. Jacob Edwards accepted position as Business Analyst/Supervisor.
 - Staff departures: Ami Goodlake/Catalog (accepted position in Residential Living); Sherry Fox/records (retired); Jolene Coggins/Records (retired); Michelle Medina/Front Desk (resigned); Ashleigh Simmons/Transfer (accepted position in Athletics). The transfer position Ashleigh occupied was not permanently funded this cycle but continues to receive funding from a fund belonging to the provost.
 - New hires: Mandy Reavis/Catalog; Kaitlyn Roper/Records.
 - Vacant positions: Front Desk, Transfer Specialist, Business Support Technician, Records Specialist. At year end all four positions were in some stage of recruitment. Staffing is an ongoing challenge. Candidate pools are significantly smaller.
- *Professional Development*

- One or more staff participated in SACRAO 2022, Ellucian Live 2022, NAACO Annual Conference, Modern Campus' 2022 Evolve Conference (Curriculum/Acalog), 2022 CollegeSource/TES Annual Conference.
- Jacob Edwards is the 2023 SACRAO Local Area Planning Committee's Finance Chair. April Hicks participated as a panelist at the 2022 NAACO Annual Conference.
- Larry Hammer agreed to serve on the CACRAO Registrar Committee.

Office of Student Success (OSS)
Dr. William Moultrie, Associate Vice Chancellor for Student Success

Programs and Initiatives

- *Division of Student Success*
 - The Retention Task Group included 15 members from across campus and led by Student Success. This group
 - Published the 2021-2022 WCU Report on Undergraduate Student Retention.
 - Served as an advisory panel for SACSCOC Principle 8.1 Student Achievement.
 - Served as the Undergraduate Enrollment Task Team for the Enrollment Strategies Committee.
 - Student Success staff contributed to the Athletics Report for the UNC System.
 - Student Success staff managed the fifth-year report for SACSCOC
 - Principle 12.1 Student Support
 - Principle 12.4 Student Complaints
 - Student Success staff served on the Student Concerns Response Team.
 - Student Success offices completed the Run-Hide-Fight emergency training with WCU PD. Each office received a consultation from WCU PD to update their emergency planning.
 - With the Registrar's Office, Student Success offices in Killian Annex updated their building emergency plan.
 - With the Registrar's Office, Student Success updated study/work/gathering space in KA 136 and second floor atrium lobby.
- *Advising Center*
 - Finish Line assists students to finish a first bachelor's degree. It targets both stopped-out students and new transfers. This year 22 students graduated through the Finish Line Program, making a total of 147 graduates since Finish Line began in Fall 2015.
 - The Advising Center hosted the Majors Fair in the Fall 2021 and Spring 2021 semesters. The fair provided undeclared and/or undecided students with opportunities to explore available majors and meet with prospective academic advisors. Thirty students who attended the event declared a major.
 - EAB Navigate is WCU's student-centered success platform that connects students to advisors and other student support offices. The Navigate platform is widely used across the institution based on its functionality and user-friendly reports & analytics. Academic advisors and tutors are the main users of this platform, but other support offices and faculty are expanding their use.
 - Total Advising Center Notes: 4,553
 - Total Campus/Non-Advising Center Notes: 18,345
 - Total Campus/Non-Advising Center Summary Reports: 11,928
 - Total Advising Center Summary Reports: 3,452
 - Total Professional Advisor Appointments: 3271
- *Office of Student Retention (OSR)*
 - Office of Student Transitions and Mentoring and Persistence to Success (MAPS) became part of the expanded Office of Student Retention.
 - New staff appointments include Kristin Daiber as Director, Melissa Day as Retention Advisor, Anita Puerto as the Associate Director and MAPS coordinator, Caroline LeBoeuf as Assistant Director and Student Transitions Coordinator, Kayla Payne as MAPS Advisor, and Carson Williams as Senior Advisor, ASP/GAP Coordinator.
 - OSR coordinates Academic Standing, Appeals, the Learning Contract Program (LC 101), and academic approval readmission after suspension/dismissal.

- 453 appeals reviewed; 59% approved
 - 374 Student participants in LC 101
 - 119 students reviewed for readmission after suspension/dismissal through the Statement of Academic Intent process.
 - Distance Education reviewed 102 in a separate review process.
- OSR has continued to increase the number of students responding to the Change of Academic Plans Survey (exit survey) during the academic year.
 - 2021-22 -- 448 completed; 2020-21 – 360 completed; 2019-20 – 163 completed
- OSR completed University Withdrawals for students who sought to withdraw from all classes in a term.
 - Fall 2021: 236 students; Spring 2021: 182 students
- OSR utilized the new Enrollment Campaigns in Navigate to track term-to-term enrollment with targeted outreach, including emails, texts, and calls. Numbers below are from Fall 2021 for enrollment in Spring 2022 from Nov. 22 when all students are registration eligible through Census Day on Jan. 24.
 - FTFTF: 209 included in group, 94 registered by census (45%)
 - New 202180 Transfers: 85 included in group, 46 registered by census (54%)
 - Continuing Students from 202180: 1159 included in group, 661 registered by census (57%)
- MAPS revived the First-Generation Club and First-Generation Advisory Board to continue providing support for first-generation students.
- MAPS also continued support of independent populations through the COMPASS advising program, RISA student group, and partnership with Homebase/Baptist's Children's Home.
- The ASP and GAP programs are in full swing for Summer 2022, with 38 ASP participants, 53 Gap participants, and 5 PAL mentors. With a plan to return to normal Summer Learning Community operations.
- 1285 students enrolled in a student transitions course (USI 101, USI 130, USI 150, LEAD, and COUN 140)
- Two successful Chancellor's List Award Ceremonies recognized 1900 students for Spring 2021 and 1881 for Fall 2021. Speakers were Catherine Carter and Annette Clapsaddle.
- Tau Sigma Transfer Honor Society inducted 69 new members during the first induction ceremony since the start of the pandemic.
- *Office of Accessibility Resources (OAR)*
 - The OAR had a complete staffing turnover this year with Ann Kram hired as the new Student Services Specialist/Testing Coordinator in March, and Janina DeHart hired as the Assistant Director in May. A search is currently underway for a new Director.
 - The OAR launched the Accessible Information Management (AIM) software platform for 2021-2022. The platform centralizes management of onboarding, intake, and accommodation processes. Implementing additional modules for test proctoring, appointment scheduling, and housing accommodations is slated for the coming year.
 - 2021-22 OAR Data:
 - Fall – 518 students registered; 85% with testing accommodations; 433 tests proctored
 - Spring – 489 students registered; 82% with testing accommodations; 404 tests proctored
 - Top 3 disability types: ADHD, Learning Disabilities, Psychological
 - The OAR is renewing the contract for Kurzweil 3000, a comprehensive accessibility software tool supporting students inside and outside of the classroom environment. This assistive technology platform aligns with the principles of Universal Design for Learning and is used for test proctoring, dissemination of digital textbooks, and supporting study strategies. Staff are scheduled for training at the end of June.
 - The OAR continues to provide coaching services to students with differing abilities. The coaching caseload for the coming year will be contingent on how many Graduate Assistants will be provided by the Psychology Department.
 - The OAR staff participated in the 2022 Digital Accessibility Conference in June 2022.
- *Math Tutoring Center (MTC)*
 - The MTC and the Math and Computer Science Department implemented a new math placement diagnostic: ALEKS. Students can take ALEKS up to five times, potentially exempting MATH 100 Precalculus I Support, MATH 130 Precalculus I, MATH 146 precalculus II, and placing as high as MATH 153 Calculus I.
 - Spring 2022 was the third semester the MTC has officially tutored students taking Computer Science courses. The number of students requesting help with CS 150 and 151 increased noticeably this year. This coming fall will see a

much more Computer Science-tutor-heavy staffing model. Most of the CS tutors we will have in the fall are also double majors in Math, so they can tutor both disciplines.

- With the move to Killian Annex, the number of students seeking tutoring services are still lower than when the MTC was embedded in the Mathematics and Computer Science Department. Renovation of the new space in Stillwell as early as Fall 2022 will allow the MTC to move back to Stillwell.
- The MTC had 23 staff returning in the fall to offer drop-in tutoring, with one appointment-based tutor for teacher education courses MATH 221/321.
- Weekend virtual tutoring was available for Liberal Studies math classes as well as upper-level math classes.
- The MTC embedded a tutor in a section of MATH 170 Applied Statistics during the spring semester to help with tutoring for that course.
- Orientation added a Concurrent Information Session for the MTC on their schedule. Each session in June has been full of parents and students with questions about math classes and math placement.
- The MTC offered three GRE review sessions and two LSAT prep courses. Dr. Ericka Zimmerman invited the MTC to talk to her Integrated Health Science students about the GRE in the fall and spring semesters.
- *Writing & Learning Commons (WaLC)*
 - In 2021-2022, the WaLC facilitated 7,327 visits by 1,874 unique students (~3.9 visits per student), including 1262 virtual visits. Participation in WaLC services has declined since the start of the pandemic with total appointments at 83% of pre-pandemic numbers. However, visits this year were up 24% from 2020-2021.
 - Graduate writing tutors conducted 12 writing workshops, and undergraduate academic skills consultants made 30 skills presentations.
 - In Spring 2022, Mattie Davenport coordinated meetings with nine academic departments to gather input on modifying the writing fellows' program to make it more accessible for students and faculty.
 - WaLC Staff participated in a one-day, off-campus retreat in May 2022. A portion of the retreat was dedicated to identifying action items for the coming year. Action items include:
 - Improve marketing efforts through social media presence, WaLC tag line for marketing materials, door hangers for faculty offices, and Navigate campaigns.
 - Foster a more comfortable environment in the WaLC by training tutors and OAs on customer service strategies and by reducing the number of appointment no-shows and late cancellations.
 - WaLC student employees were surveyed in spring 2022 to determine which of the eight career competencies established by the National Association of Colleges and Employers (NACE) they had most improved during their employment and which of the competencies they believed would be most useful for their post-graduation plans. Employees rated professionalism, communication, and equity and inclusion as the three skills they had most improved during their time at the WaLC. They rated communication, professionalism, and critical thinking as the three most useful skills for their post-graduation plans. This information will be included in the University's Strategic Plan update for Strategic Initiative 2.3.3: Develop co-curricular experiences that enhance classroom learning and professional development.
 - Academic Skills Consultants coordinated a successful finals prep tabling event and provided study kits to approximately 150 students.
 - Thirty-seven tutors were certified according to the College Reading and Learning Association's guidelines for Tutor Program Certification:
 - 25 Level I Certified Tutors
 - 8 Level II Advanced Certified Tutors
 - 4 Level III Master Certified Tutors
 - Chesney Reich taught two sections of USI 202 (Intro to Peer Tutoring), with a total enrollment of 68 students. Mattie Davenport taught two sections each of USI 302 (Intermediate Peer Tutoring and Mentoring) and USI 402 (Advanced Leadership in Tutoring), with a total enrollment of 11 students in 302 and 7 students in 402.

Student Successes

- Jocie Parham, tutor, was selected as the 2021-2022 recipient of the Kim L. Brown Award for Excellence in Tutoring and received a \$1010 stipend.
- Rylan Paye, WaLC tutor, was accepted to MIT and NC State's Engineering PhD programs.

- Bryan Gutman, tutor, was accepted to the University of Colorado School of Medicine.

Staff Successes

- J.D. Jackson, former OSR Director completed his Ph.D. at UNC Greensboro.
- Laura Walker-Andrews, former OSR Assistant Director, completed her Ed.D. at Northeastern University.
- Caroline LeBoeuf completed the WCU Works Program in May 2022.
- Caroline LeBoeuf was accepted into the MS Learning Design and Technology program at NC State.
- Mattie Davenport presented her research, “Tales of a Recovering Minimalist,” at the Southeastern Writing Center Association virtual conference.
- Mattie Davenport hosted the North Carolina Tutor Collaboration Day and led a proposal-writing workshop
- Mattie Davenport Hosted the North Carolina Writing Center Directors’ Day in the spring, where she facilitated a discussion about current challenges for writing center professionals
- Katie Pierce attended the 12th International Conference on Supplemental Instruction
- Mary Fischer received the Best Practices in Student Retention Award the 17th Annual National Symposium on Student Retention for her paper, “*A case study for the successful development and assessment of a university-wide academic recovery program for first-year students.*”
- Jeff Lawson and Richard Gamble served on the UNC System Math Pathways Task Force.

Diversity, Equity, and Inclusion

- The OAR continues to collaborate with campus partners to ensure access, promote accessibility, and foster inclusive practices for students with disabilities. Initiatives are being planned for the coming year to align with the Campus Theme, *Mental Health and Wellness: Awareness, Support, and Community Care*, as well as programming for the OneBook, *Normal Sucks*.
- Student Success staff members completed Military Safe Zone training and Safe Zone Training, and Mental Health First Aid training
- Anita Puerto served on the Blue-Ribbon Task Force
- Kristin Daiber and Anita Puerto led the DEI Community of Practice groups Using Data and Building Community. Caroline LeBoeuf and Carson Williams participated in the Communities of Practice.
- Peer mentors (PALs) and summer program participants incorporated DEI components into training and USI 130 in partnership with ICA.
- The selected One Book, *The Other Side of the River*, incorporated programming that featured discussions on race, privilege, and prejudice. Programs included the Author Visit/Book Signing, Coffee with a Cop, and Town Hall on Race. The One Book common assignment incorporated into the transition courses produced 209 student reflection artifacts.
- USI 202 (Intro to Peer Tutoring) students completed an Inclusive Excellence module and reflection in Canvas.
- USI 402 (Advanced Leadership in Tutoring) students completed research and interviews on the following topics: students with mental disabilities, students with intellectual disabilities, non-traditional students, Black males in the university, veteran/active-duty students, and Muslim students.
- Writing tutors, writing fellows, and course tutors enrolled in USI 202 participated in training on Universal Design for Learning (UDL).
- Sky Sampson from the Cherokee Center was invited as a guest lecturer for the North Carolina Tutor Collaboration Day, where she educated WaLC tutors and their peers from other writing centers in NC on Cherokee history and advocacy.
- Mattie Davenport updated the WaLC’s writing tutor training to address and create conversation around issues of race and class in the writing center.
- Mattie Davenport collaborated with the Nursing Program to provide a dedicated writing tutor for PEN Scholars, a program that provides holistic support services for students from disadvantaged backgrounds (e.g., first-generation, minority, and/or low income).
- Several staff participated in the DEI Community of Practice

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

Programs and Initiatives

- Modeling student success risk:
 - Dwayne Tutt, Associate Director, has developed a robust risk model branded Catiream, intended to measure and predict each incoming new freshman student’s probability of persisting into their 2nd year. The model assigns a risk score to each student. The model allows the Office of Student Success to better place students in appropriate courses, and to target high-risk students with support programs.
- Modeling new student enrollment:
 - Tim Metz development a new model to estimate new freshmen and new transfer enrollment to provide information important to admissions decision-making.
- Attrition profile report:
 - Billy Hutchings, Social/Clinical Research Specialist developed WCU’s first annual student attrition report which profiles WCU students who leave WCU prior to graduation. The report provides valuable information towards better understanding who leaves WCU and may contribute to WCU’s student success initiatives.
- Transfer student reports:
 - Srisuda McCollough, Business and Technology Applications Analyst, developed two interactive transfer student reports to help better understand WCU’s transfer student population. The reports can assist with program marketing to potential transfer students and contribute to student success initiatives targeted to transfer students.
- Graduate student success dashboard:
 - Jen Heaton, Business and Technology Applications Analyst, in partnership with the WCU Graduate School, developed WCU’s first graduate student performance dashboard, allowing academic leaders to view graduate student success across all graduate programs and student types.
- SACSCOC 5th year interim report:
 - WCU is preparing the required 5th year report to maintain accreditation through SACSCOC. Tim Metz is overseeing the reporting process. The project involves a wide range of offices and WCU staff who are contributing to the report. The report will be submitted to SACSCOC in March 2023.

Staff Accomplishments

- Tim Metz was an invited speaker at the 2021 CCPRO conference (November 4, 2021) on the topic of using data for strategic enrollment planning. CCPRO is the North Carolina Community College network of planning and research professionals.
- Dwayne Tutt delivered a talk on *The Economics of Dr. King and the 1965 Voter Rights Act* as part of WCU’s 2022 Martin Luther King, Jr. celebration.

Educational Outreach (EO)
Dr. Carolyn Callaghan, Executive Director

Educational Outreach serves a student body of life-long learners from PreK-12 to adult students of all ages. Our overarching goals strive to provide access and high-quality opportunity to pathways of educational attainment from short-term learning opportunities (workshops, certificates, conferences or camps) to adult degree completion programs. Our students learn to swim, take a class in the summer to catch up, gain a professional certificate for career advancement, earn an online bachelor’s degree or learn more about native plants in a four-day conference. We provide opportunities

for military members, veterans, and their family to get credit for their service and apply that credit toward a degree. We administer summer session with a wealth of online classes and learning opportunities. We deliver international access through our distance learning and in-country educational opportunities in Jamaica and Colombia. We provide opportunities for professionals, new graduates, career changers and community member to hone their skills through career-building continuing education and non-degree certificate programs. We provide testing opportunities in our newly appointed Pearson-Vue authorized testing Center. We support children camps in the summer and school in-service days. We offer educational conferences tied to our strong heritage, academic strengths, and geographic location. Finally, we support opportunities for our life-long learning series for our active and engaged senior alumni and friends.

Distance Learning Programs, Initiatives and Student Success

- In fall 2021 distance learning enrollment exhibited continued growth. Total distance enrollment was 2,758 (2,061 undergraduate and 697 graduate) up 6.32% from the previous fall. Distance students now make up 23.2% of the total university enrollment.
- In fall 2021 and spring 2022 our office hosted focus groups with current students around topics that came up as both strengths and challenges on the Noel Levitz Priority Survey in fall 2020. These focus groups were created to provide better qualitative data to support the quantitative data from the survey. We hosted over 20 different opportunities for students to share their feedback and have over 60 students attended the sessions. We plan to present this data to programs in fall 2022 and are using the data to inform process for 2022-2023 and hopefully improve all scores on the fall 2022 survey.
- From the focus groups results, our office implemented online live registration assistance from 9-10pm EST each night of the first two-weeks of registration. In response to students concerns in focus groups and via phone calls regarding registration process assistance, we offered responsive guidance to help them feel more confident in their choices. Our student success efforts addressed the perception that distance learning students felt on-campus students may receive more assistance in the registration process. In fall 2021 and spring 2022, we had 50 people show between all the nights, with at least 25 students coming for registration between their first and second semester at WCU.
- Following the success of our online orientation Canvas module implemented in summer 2021, we decided to plan and implement for 30 orientation live sessions in summer 2022 for distance students to attend on a variety of topics programs from program needs to frequently asked questions. Topics have included: financial aid, reading your degree audit, time management and study skills, mental health and balance, program nights, and more. These sessions have been hosted every Tuesday and Thursday night 7:30-8:30pm EST starting in May and will end the first week of classes in August. We have partnered with multiple offices on campus to connect students to those offices, as well as key concepts for success. We have averaged 16 students per topic session, and 60 students for the program nights.
- In spring 2022 the office hosted its first Graduation Party for undergraduate distance students. This event was held on the Friday (May 6th) evening before graduation. We had 30 students RSVP to attend either in person or online. Distance graduates brought their families to celebrate their success. For many students in distance programs, Commencement is the first time they visit campus. They were overwhelmed to meet their faculty members, our office staff, and advisors. All members of Educational Outreach were overjoyed to celebrate their success. We hope to continue this event for the future and establish it as a tradition for both students and families.
- In spring of 2022, Distance Learning applied for and received a grant through the UNC System and the Lumina Foundation. The University of North Carolina System's Adult Learners: Moving Forward and Moving Together grant will allow Distance Learning to host a series of community college advisor forums and adult online program information nights across the state. The \$35,000 grant was awarded in April and the events will be held the week of September 26-29, 2022, in Greensboro, Rocky Mount, Jacksonville and Fayetteville.

Military Student Services Programs, Initiatives and Student Success

- Military Student Services provides support for both distance military affiliated students and campus military affiliated students. This year Briana Ford successfully implemented processes to ensure WCU is in compliance with the more than 30 updates and changes to the GI Bill created by the Isakson & Roe legislation. In addition, she is currently working to update the Military Handbook to a video format to better accommodate the preferences of today's student.

- The Veterans Resource Center in the A.K. Hinds University Center continues to be a busy area and an asset for our military affiliated students. During the 2021-22 academic year, there were 77 unique visitors to the VRC, with many students visiting the center multiple times per week.
- WCU was the first UNC system school to successfully receive a military tuition assistance payment in the new Army Ignited system. Because of this achievement, Briana was asked to chair the Ignited Subcommittee group for the UNC Military Affairs Working Group. The subcommittee created and shared step by step instructions on how to navigate the Army Ignited system. The work has been shared with all UNC system schools and many of the NC Community Colleges.

Office of Professional Growth and Enrichment Programs, Initiatives and Student Success

- The Office of Professional Growth and Enrichment continued to offer online workshops and certificate programs in response to the continued need for virtual “live” training. Several employees from local for-profit and non-profit Western North Carolina small and mid-sized organization attended training programs with WCU.
- To reassess needs post-pandemic, Educational Outreach work on needs assessment, feasibility modeling and customer surveys for select industry clusters to determine needs, fiscal positioning, and formats for future training, and creation and modification of existing programs to meet the needs of individuals and organization in an ever-changing economy.
- One of the new training programs included an online Professional Outdoor Industry Certificate with a national focus. This certificate was created in response to a growing need for workforce training in the outdoor industry and is in partnership with Andy Coburn, the WCU Outdoor Industry Liaison. The Small Business and Technology Development Center (SBTDC) and Todd Collins from the WCU Public Policy Institute and his team, were instrumental in supporting our office with the creation and distribution of a market assessment survey.
- Other popular training programs for our region include:
 - organizational structure & transformation, communication strategies and topics, grant writing, leadership, project management, Lean and Six Sigma, and human resource topics.
- WCU’s testing center provides access to the community in the administration of needed entrance and certification exams such as PRAXIS, GRE, TEAS, CLEP, MAT, etc.
- Since becoming a Certified Pearson Vue Testing Center in Fall 2021, we have delivered 192 Pearson Vue Exams.
- In June 2022 WCU became a Certified PSI-Pan Testing Center which will allow us to do additional professional Commercial testing for new areas including government service (i.e., Border Patrol and FAA) along with North Carolina Real estate.
- The 2022 Native Plant Conference is at a 20-year high for enrollment with 380 participants. We have also begun to branch out from the summer event with a couple of short courses which were offered in June: Native Plants 101 and Wildflower photography with your smart phone.
- In Spring of 2022, we offered 3 (full) Cadaver Dog Training Courses in response to missed opportunities during COVID in 2021. We also offered two Forensic Anthropology courses specifically for Law Enforcement and Medical personnel.
- In June 2022 we hosted the National Conference for Lepidopterist Society (June 13-17)
- The annual Mountain Dulcimer Summer Gathering is returning (cautiously) to in-person programming at about half capacity this year with 71 participants for the summer event. The Winter Weekend at Lake Junaluska also had about half the normal participants with 54 registrations in January.
- Educational Outreach’s long-running *LEGO Robotics Day* camp was able to resume in summer 2022 after a two-year hiatus due to COVID. With the investment of LEGO’s newest STEAM line, SPIKE, students learn to think critically and solve complex problems while also learning more about building and Scratch and Python-based coding. Three camps were held throughout June and July 2022, two catering to grades 3-5, one towards grades 6-8.
- Educational Outreach continues to offer the always popular *Step Back in Time* Day camp co-sponsored by the Mountain Heritage Center and Jackson County 4-H. This program allows students ages 9-11 to learn about farming heritage in western North Carolina through games, crafts, activities, and a field trip to a local historic farm.
- In partnership with the School of Art and Design (SOAD), a new residential youth camp for ages 13-16 premiered in June 2022. *Camp ART Traordinary for Future Leaders in the Visual Arts* allows middle and early high school students to get a glimpse at how a career in the Visual Arts and Design can be fulfilling and profitable through activities focused

on intaglio and serigraphy printing, 3D printing /programming, slipcast ceramics, cyanotypes and more. This program was co-facilitated by Erin Tapley, Director of the SOAD, and John Seefeldt, Associate Professor for the SOAD.

- In partnership with Sue Wasserman, the Great Smokies Association's writer in residence in the Great Smoky Mountains National Park, a new writing-based camp will premiere in summer 2022. The new *Writing Nature* Day camp aims to teach children ages 9-12 how to get inspired by nature and reflect this inspiration to writing and poetry.
- In summer 2022, Educational Outreach has focused on building a robust lineup of youth programs to offer in the next two years. In late 2021, a survey asking for ideas/proposals for non-credit programming (including youth programming) was sent to faculty and staff members at WCU and community members. Fourteen responses were received, nine being youth focused.
- Educational Outreach and the College of Education and Allied Professions held commencement virtually in January 2022 for two cohorts in Jamaica: one Masters in Educational Supervision cohort in Montego Bay, Jamaica, and one Masters in Special Education cohort in Discovery Bay, Jamaica. Thirty-one degrees were conferred in Montego Bay, seven in Discovery Bay.
- Three new international contract program cohorts began in 2022: Masters in Educational Supervision cohorts in Montego Bay, Jamaica and Cali, Colombia, and Masters in Special Education in Kingston, Jamaica. All cohorts began fully online but will transition to the usual hybrid format in October 2022.
- Contract program services continue to be offered for degree and non-degree seeking students.
- The LIFE@WesternCarolina program continues to provide educational opportunities for those over fifty-five years of age. Twelve live online sessions were held during the fall 2021 semester. Eleven in-person sessions were during the spring 2022 semester, with the continued option for live, online viewing. The 2021-2022 membership year ended in April 2022 with a successful in-person reception at Lake Junaluska. This program will resume in-person meetings in fall 2022.

Community Engagement and Accomplishments

- Educational Outreach participated in the inaugural Sylva Pride festival in September 2021, the inaugural WNC Black Business Expo in April 2022, the Outdoor Economy Conference in April 2022 and the Shelton House Blue Ridge Heritage Weekend in June 2022. EO also attended the College Council on Military Education annual symposium and the change of command ceremony for the WNC National Guard.
- Educational Outreach started a newsletter that is distributed twice a year to over 40,000 contacts with upcoming events, division successes and human-interest pieces.
- Executive Director, Carolyn Callaghan was nominated for Woman Executive of the Year with WomanUp, Asheville Chamber of Commerce. She was appointed to the Board of the Shelton House and Museum. She completed Leadership Asheville 40. She serves the National and South Region of University Professional Continuing Education Association (UPCEA) in many leadership capacities: Award Chair and member of the Planning committee for the Southern Region, and Vice-Chair for Professional Development for the Community Economic and Engagement Network.
- Briana Ford was nominated for the 10th year in a row for the Star Staff Award. She serves as Lead Sponsor for Holiday Mail for Heroes Campaign. She is a volunteer for WCU Student Veteran Association. She serves as a member of the Veterans Council of WNC, Sylva, co-chair. She also serves as a member to the Southeastern Council on Military Education, NC Board member. Finally, she is a member of the NC Association of Coordinators of Veterans Affairs. Briana has begun a Master's of Library Science degree at NC Central.
- Tony Miller was a nominee for the 2021-2022 Paul A Reid Distinguished Service Award for Administrative Staff. Distance Learning was nominated for the 2021-2022 Administrative Program of Excellence – Irene Welch Award. Tony attended University Professional Continuing Education Association (UPCEA) annual conference and Summit for Online Leadership and Administration.
- Brittany Marshall graduated from WCU May 2022 with a Master of Innovative Leadership and Entrepreneurship. She serves as a member of the DEI Community of Practice with focus on Building Community. She was nominated for the Rising Star Award (WomanUp, Asheville Chamber of Commerce). She continues to be active in UPCEA professional development and conference attendance. She was accepted to Leadership Asheville 41.

- Wil Bryan completed his BS degree from WCU. He was accepted to Leadership Asheville 41. He also completed Civilian Response to Active Shooter Event (CRASE) training certification – Texas Univ (ALERRT)
- Chelsea Pressley began her bachelor’s degree in Management online at WCU in fall 2021.
- Jen Phillips began WCU’s Ed.D program in Summer 2022. She serves in leadership roles with UPCEA in the Budget committee.
- Julia Duvall was nominated for the Star Staff award. She began her M.A. in Integrated Marketing Communications online at UNCW also in summer 2022. She also completed the Digital Marketing Science Certificate from UNC Charlotte’s School of Professional Studies in May 2022.
- Lee Roddick-Brown was nominated for the Bright Idea award 2022. She will begin her Ed.D program online at App State in Fall 2022. She participated in Leadership Asheville 40.

Hunter Library
Dr. Chuck Thomas, Dean

Introduction

During the past year, Hunter Library more fully resumed operations and activities that reduced or temporarily paused during the pandemic 2020-2021. Our personnel were pleased to welcome faculty, students, and other users back into our facilities, and to restart face-to-face services such as reference and instructional classes, research consultations, programs and events, and other forms of engagement and enrichment. As in the past, we remained committed to providing the highest quality of scholarly information and services. The following report is not exhaustive, but instead highlights selected activities and accomplishments that demonstrate our desire to directly support research, teaching, and learning, and our ability to continually try new, experimental, and innovative approaches to library services. Thank you for your interest in Hunter Library!

Personnel Transitions

Departures

- Librarian Dr. Beth McDonough retired in September 2021.
- Librarian Mark Stoffan retired in September 2021.
- Staff member Mary Hill retired in September 2021.
- Staff member Malti Turnbull retired in October 2021.
- Associate Dean Shamella Cromartie left in May 2022 to begin a new position at Clemson University.

New Employees

- Dean of Library Services Chuck Thomas began in July 2021.
- Librarian Liz Harper returned to WCU after a year’s absence in September 2021.
- Librarian Rebecca Saunders began in September 2021.
- Staff member Grey Jenkins began in November 2021.
- Staff member Joshua Everhart began in December 2021.
- Staff member Martin Best began in January 2022.
- Librarian Ali Norvell began in May 2022.
- Librarian Jazmyne Baylor began in May 2022.

Statistics and Information At A Glance

In previous annual reports, selected annual statistics were provided to give readers a better understanding of the scope and scale of our resources and activities. Effective this year, Hunter Library now provides a regularly updated dashboard of key operational statistics about library spaces and visitors, services, collections usage, and size of our collections.

- <https://www.wcu.edu/hunter-library/about-hunter-library/library-facts-and-planning/hunter-library-fact-sheet.aspx>
- In the coming year, we also will add an archive of historical statistical reports.

Collections News

- Through the UNC System Shared eBooks Program, Hunter library currently provides access to 24,137 ebook titles. These ebook titles are part of the larger ebooks collection available to users, of nearly 930,000 titles.
- The library has developed a three-year plan, that will commence in the 2022-2023 year, to retrospectively digitize all print theses, dissertations, and disquisitions. The project will involve obtaining permissions to digitize their works from approximately 1,200 alumni of the University's graduate school programs, dating back to the 1950s. The digitized papers will be added to the library's freely available collections in the NCDOCKS digital repository.
- The library now provides access to [MIT Direct to Open](#), a collection of 2,602 ebooks from the MIT Open Access Collection. These digital monographs were published by the MIT Press as part of its commitment to openly accessible scholarship.
- This spring the library discovered a small outbreak of mold in sections of our bound print journals. Further analysis concluded that the mold is not of a variety harmful to people but could have grown into a more serious problem for our print collections. The University hired an external company that is expert in treating mold outbreaks, and systematically went through the print collections identifying and treating each affected volume. Since many of the affected volumes also are available through the library's subscribed electronic collections, we opted to withdraw a total of 1,678 of the affected items. All other items were thoroughly cleaned and treated, and in 2022-2023 the library will put in place a network of temperature and humidity sensors to help prevent and identify possible future outbreaks.
- In late spring Special Collections installed new compact shelving in a section of the ground floor, to securely store growing collections of rare and unique materials.
- In support of broader library space planning activities, this past year's work continued to identify and remove materials that are duplicative, outdated, or otherwise no longer fit within Hunter Library's collections scope. The library withdrew 7,605 microfilm reels; 2,283 print books; 9 reference books; 5 musical scores; 29 maps; 1,930 serials (including items affected with mold); 163 media items; and 5 kits, games, and puppets.
- The library has begun a new board game collection that began this past year with a gift of 10 board games and continues to grow.
- Using \$26,000 in non-recurring funds awarded by the Office of the Provost, the library purchased access to the historical newspaper digital archive for the Atlanta Constitution.
- 11 major collections were donated to Special Collections this year, including the following materials:
 - Alan & Stephen Sellars
 - Kelly Bennett
 - Arnold J. Hyde
 - Mary Cecil Bryson Patterson
 - Charles Leander Rand
 - Lillian Franklin Thomasson
 - McFee - Misener Civil War Letters
 - Reed – Parris
 - Kelly Bennett, Add. #1
 - Jean Casada Brooks
 - James Smythe Collection
- Barbara Kephart Crane (Horace Kephart's granddaughter) recently donated two very nice pieces of late 1800's antique furniture that are now in the Special Collections reading room.
- Barbara Kephart Crane also generously donated \$25,000 to the Special Collections and established an endowment in her name.
- To continue our work of preserving local and regional newspapers through microfilming, we completed a new workflow including setting up the process with a new vendor, updated ongoing record keeping, packaging, shipping and storage of the microfilm masters for these local newspaper titles:
 - Cashiers Crossroads Chronicle
 - Cherokee One Feather
 - Franklin Press
 - Smoky Mountain News
 - Smoky Mountain Times

- Sylva Herald
- Transylvania Times
- Western Carolinian

Activities Promoting Diversity, Equity, & Inclusion (DEI)

The following activities this past year directly supported the University's commitment to DEI:

- Every year, Hunter Library tracks and purchases the annual winning books of 30 different awards related to DEI. More titles were acquired for the library this year, bringing the cumulative size of this collection to 956 books. To view a list of all titles in this collection, see <https://researchguides.wcu.edu/diversebooks>.
- 14 new oral histories were conducted for LGBTQ+ Archive.
- Librarian Heidi Buchanan coordinated the reissue of *Just Over the Hill: Black Appalachians in Jackson County, Western North Carolina* by Victoria A. Casey McDonald. This effort was funded via an external grant.
- Two librarians were awarded a Carnegie Whitney Grant sponsored by the American Library Association. The award of \$4,900 will support a project entitled *Affrilachia: A Guide to Exploring African American Life in Appalachia*.
- Liaison librarians continued to work with the Faculty Fellows for Inclusive Excellence selected last year in conjunction with the "Diversity your Syllabi" initiative. Several librarians provided ongoing research support to help these faculty members create more diverse course experiences.
- Planning continued for a "Human Library" initiative to be hosted on campus in the 2022-2023 year. The Human Library, which permits patrons to "check out" individuals with diverse identities and backgrounds, is intended to promote conversation and broaden perspectives.
- The library hosted a wide variety of exhibits and book displays that promoted possible research topics, including LGBTQ Pride month, Women's History Month, Asian American heritage month, and Black History month.
- The library hosted or co-sponsored several speakers including:
 - Dr. Tasha Alston presented "Challenging the Narrative: Black Father's Involvement in education".
 - Hannah Brenner Johnson discussed her book *Shortlisted* about the women considered but not selected for the Supreme Court.
 - Dr. Tara T. Green discussed her book *Alice Dunbar-Nelson: Love, Activism and the Archive*.
 - Dr. Antron Mahoney presented "Through Fraternal Eyes: Black Social Movements, the University and Institutionalism."
- Hunter Library provided gift bags and copies of the book *Hair Love* by Matthew A. Cherry for a "Crown Experience" event hosted by the Black Faculty and Staff Association, The Intercultural Affairs Department, and the Office of Equal Opportunity and Diverse Programs.

Other Noteworthy Events, Programs, and Activities

- This year the library's Special Collections hosted or co-sponsored events for various groups and events such as a Mountain Heritage Center event for the WCU chapter of the American Association of University Women; various English 200 classes; Kephart Days attendees; and students from the Cherokee Studies program.
- The library hosted a week-long series of events for students in Fall 2021, "De-stress not Distress." Events included "Reading with a Drag Queen," guided meditation, chair yoga, a coloring contest using coloring sheets created from materials in our Special Collections, a therapy dog visit, and movie, video games, and snacks. Roughly 130 people attended these events, and feedback from students was overwhelmingly positive.
- Coordinated logistics and resource presentations to a variety of campus and external groups, including the Catamount School, Project CARE, MAPS, Resident Advisors, and Mini-Mountain Heritage Day visitors.
- In ongoing support for student non-traditional and multimedia research projects, two librarians piloted an infographic-based instruction plan with the L.E.A.R.N. cohort across four sessions.

Special Initiatives and Announcements

- The Library Leadership Team conducted a series of strategic planning exercises from approximately October to May. This process involved working both internally with all library employees, and externally to receive feedback and suggestions from the broader campus community. As a result of these efforts, we published *The Adaptive Library: Hunter Library Strategic Priorities 2022+* which is available online at <https://www.wcu.edu/files/hunter->

[library/HLStrategicPlan_2022.pdf](#). These priorities will guide organizational decision-making and resource allocations over the next several years. As part of ongoing strategic planning work, in FY2023 we will continue to develop benchmarks and metrics to measure our successes in pursuing these priorities.

- The *Southern Appalachian Digital Collections*, a joint digital initiative with UNC-Asheville, is now available online at <http://southernappalachiandigitalcollections.org>. This multi-year digitization project provides access through a single platform to thousands of images, documents, and other archival materials on the history of Western North Carolina and the Southern Appalachian region. Future plans for this initiative include continuing digitization of more materials from special collections at WCU and UNC-Asheville, and to expand the partnership to include materials from other public and private libraries in the region.
- The library has worked this year with college deans, university administrators, individual faculty, and others to refine the idea of a library advisory board consisting of external campus stakeholders (faculty, students, staff) and other community members. The intended purpose of this group will be to provide the Dean of Library Services with external perspectives and feedback on how to maintain and increase the library's excellent collections and services. This new group, the Hunter Library Advisory Council, will be announced early in the Fall 2022 semester and nominations and volunteers will be sought from faculty, student groups, and other constituents.
- As part of the University's March 2022 annual Faculty Scholarship Celebration, the library announced this year's Hunter Scholar Award recipient. The new Hunter Scholar for 2022-2023 is Professor Ben Steere, Director of the Cherokee Studies Center. His research project, "An Archaeological Study of Ancestral Cherokee Architecture" will compile and analyze information from a variety of archaeological excavations of former Cherokee sites in North Carolina, looking for changes over time in the structure and building techniques of dwellings on those sites.
- In order to help library users more quickly locate books in the library's print collections, this year we purchased and have been configuring StackMap, a mobile application that helps users find the exact row and shelf of any title in the library. The app will be made available to library users beginning in the Fall 2022 semester.
- The library's cataloging team began a special project this past year to update and replace problematic subject headings and search terms in our online catalog system. Subject terms are considered problematic if they are outdated, inaccurate, unethical, or harmful. Prominent examples include "illegal aliens," "sexual minorities," and "Indians," which will be replaced with "undocumented immigrants," "LGBTQIA+ people" and "Indigenous Americans." This year, the catalogers replaced terms across the entire catalog for 38 problematic terms, and this work will continue.
- The library purchased a Cricut multi-purpose cutting machine as the latest addition to the Library's Scholar Studio. In addition to other hardware such as scanners, a large-format printer, multi-media recording booths, a button maker, and a die-cut machine, the new Cricut device expands the possibilities of what students can design and make in the library.

Special Awards & Recognition

- Librarian / Assistant Professor Liz Harper was awarded a WCU 1889 Impact Grant of \$1,956 to support "Special Collections Community Crowdsourcing for Special and Digital Collections." Funds from this award were used to purchase mobile technology-enabled kiosks and equipment to be deployed in regional locations such as historical societies, town halls, and other locations where citizens can provide missing information such as names, locations, and dates for images from the library's special and digital collections.
- Associate Dean Shamella Cromartie received one of only ten "I Love My Librarian" 2022 national awards from the American Library Association. More than 1,300 librarians across the country were nominated for recognition. As part of her award, Ms. Cromartie received a \$5,000 cash prize and a \$750 donation to Hunter Library.
- Associate Dean Shamella Cromartie and Librarian/Professor Heidi Buchanan were awarded a Carnegie-Whitney Grant of \$4,900 administered by the American Library Association to create a multi-media publication entitled *Affrilachia: A guide to Exploring African American Life in Appalachia*.
- Librarian/Assistant Professor Adam Olsen was awarded a grant of \$9,310 from the State Library of North Carolina to purchase equipment and conduct a Library Space Usability Study. Data gathered from this study will help the library create more usable physical spaces.
- Dean Chuck Thomas was awarded a "Bright Ideas" grant of \$11,301 by the State Library of North Carolina, to explore expanding Hunter Library's Virtual Reality (VR) Lab into a library-based hub for student gaming, esports, and VR. Grant

funds will be used in FY2023 to purchase equipment and furnishings for the lab, gaming software, and to convene focus groups with students on how best to configure the space and market it to WCU students. This project will be conducted in partnership with Intramural Sports and the “Whee Game” student gaming club.

WCU Programs in Asheville
Dr. Kevan Frazier, Executive Director

Summary

Thanks to our extraordinary faculty, staff, and students, WCU’s Programs in Asheville at Biltmore Park, continued to weather the Covid-19 storm with great aplomb. Enrollment remained very strong in Asheville and the University’s instructional site continues to be a great investment for the community and WCU. The University continued its role as a key strategic partner in economic development in the area because of the University’s ability to offer degrees, certificates, and professional development conveniently in the metro Asheville/Hendersonville corridor.

Overview for 2021-2022

Western Carolina University’s Programs in Asheville continues to be the leader in graduate education for the metro Asheville/Hendersonville area. In 2021-2022, the University offered 4 doctoral, 11 masters and 2 baccalaureate programs, as well as 2 graduate certificates, at its instructional site in Biltmore Park Town Square in south Asheville. For 2021-22, enrollment was strong in all but two of the of the programs and grew in the baccalaureate accelerated nursing program and Masters-level Social Work program.

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.

Curriculum

Despite the pandemic, enrollment was very strong at 750 students and 14,909 credit hours for the year. Steady enrollment was seen in many programs with marked growth in Nursing and Social Work. Additionally, the Masters of Experiential and Outdoor Education welcomed its first cohort.

Continuing Education and Professional Development

WCU’s Programs in Asheville’s partnership with the Division of Educational Outreach (EO) pivoted in 2020-21 to provide all of its offerings online. That reminded for 2020-21. Face-to-face programs will return in 2022-23. More information can be found in the Educational Outreach report.

Life-long Learning

Our Life@ lifelong learning program went back to meeting in person and saw a steady recovery of participants.

Facility Changes

With continued growth, WCU’s instructional site at Biltmore Park is taxed in regard to classrooms, labs, and offices. In preparation for an increased need for hybrid class delivery, the instructional site outfitted three additional classrooms for tele-video instruction. Additionally, to stretch limited faculty office spaces, fully on-line faculty moved to a shared co-working model for office space. In partnership with Campus Recreation and the Division of Student Affairs, the WCU BP fitness center was moved to the 1st floor to be able to add a much needed classroom on the 3rd. Additional changes were also made to the 3rd floor faculty office suite to expand the capacities of the adjoining nursing simulation labs.

Future Expansion

WCU's leases in Biltmore Park have been extended to the summer of 2024. Work continues to identify the best solution to meet the growing needs for WCU's Programs in Asheville.

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 continued to expand its roll with the Asheville Chamber of Commerce's Young Professionals of Asheville (YPA) group, serving not only as a financial sponsor but as the coordinator of a much-expanded continuing education and professional development program. This group represents a key demographic for the University's graduate programs.
- WCU's Programs in Asheville is a key leader in myFutureNC by 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, are crucial in meeting this goal and building Western North Carolina's work force.

Cherokee Center Mrs. Sky Sampson, Director

Programs and Initiatives

Fall 2021 Events

- My Culture is Not a Costume Campaign
 - We posted up at four locations in full regalia with handouts to educate students faculty and staff before Halloween arrived.
- Indigenous Peoples Day Ice Cream Drop In
 - On this day we hosted a drop in to educate visitors about Indigenous People's Day and the many indigenous people throughout history.
- Native Art Exhibit
 - Installed the month-long Native Photography Exhibit in the ICA Gallery. Highlighted works by Selena Jade, Caroline Oocumma, Sky Sampson etc....
- *Rock Your Mocks*
 - Hosted our Rock Your Mocks Event that included posting photos and videos of people wearing their mocks and traditional regalia.
 - We gathered over 200 spectators on campus, then shared the post to over 300 others.
- The Cherokee Word for Queer Webinar
 - We hosted Cherokee Nation guest speaker Joseph Pierce that touched on the educational perspective of the Cherokee word for queer. We hosted over 80 participants on the webinar nationwide.
- *Native American Heritage Festival*
 - This event was in person and posted on social media via an array of videos and photos from local students, and community members.
 - We hosted over 400 people at the festival.
 - We offered traditional foods from 3 tribes. We had over 7 performances of both new and traditional dances from different tribes.
- CCS Expo at Cherokee Central Schools
 - We set up an activity to teach students how to budget for college.
- Rivercane Renaissance
 - Set up walk thru tours with Mountain Heritage Center.

- Smokey Mountain Elementary Multicultural Day
 - Set up multiple workshop sessions for students and performances outside.
- EBCI WCU Football Game
 - Hosted over 30 alumni and families.
- ICA graduation
 - Land acknowledgement and song

Cherokee Center Community workshops

- Ribbon Skirt Workshop- 25 attendees
- Moccasin Workshop- 25 attendees
- Corn Shuck Doll workshop- 26 attendees
- Stickball/Blowgun workshop- 19 attendees
- Cherokee Museum Tours- groups of 20-55 people
 - Hosted over 20 groups

Committee Participation

- Cherokee Center Advisory Board
- Cherokee Studies Committee
- Diversity Committee
- Digali'I NASO committee
- ICA Advisory Board
- Rooted in the Mountains Symposium Committee
- HW Exhibits for Bardo Exhibit committee

Digali'I WCU Native Student Org Involvement

- Christmas Field Trip and Lunch
- Partnered on multiple workshops throughout the year
- Attended meetings every Monday
- Awards Ceremony

Consultations w/ Institutions on Indigenous partnerships

- Georgia Southern University
- Duke University
- Warren Wilson College
- University of Georgia
- UNCA

Office Changes

- Coordinated an exchange in construction next door so that our Cherokee Center driveway would be paved.
- In the process of developing a goal to request grant funds to hire a recruitment coordinator to visit schools and meet with high school groups to learn about the Cherokee people.
- Smoky Mtn High requested the director to be an advisor for the Native Youth Council student group. This helped link us to native students at SMH that we were missing.

Visitor Log/ Direct Impacts in community

- We had a total of 5,712 visitors and direct impacts in the community last year.