

# Stout Outlook

News for Stout Alumni,  
Parents and Friends

Fall 1997  
UW-Stout Alumni Association

## STEPS: engineered to inspire

At UW-Stout, girls are taking STEPS into the male dominated field of manufacturing. STEPS (*Summer Technology and Engineering Preview at Stout*) for Girls, a series of one-week camps designed to inspire women to pursue technical career paths, was offered for the first time this summer. It was developed in response to the chancellor's disappointment that there were no women candidates in the initial pools of potential faculty members to be hired to support the new manufacturing engineering program at UW-Stout.

According to Pete Heimdahl, associate dean of the College of Technology, Engineering and Management, the lack of women in the field is illustrated by the fact that his survey of faculty in the dozen or so accredited manufacturing engineering programs in the entire country found only four of 118 to be women.

"We came to the conclusion that we would have to grow our own women faculty members," Heimdahl stated. According to Heimdahl, many factors are involved in turning women away from technical careers. The STEPS for Girls program was designed to intercede before this happened which, Heimdahl said, turned out to be at the beginning of middle school.

"Girls are being given messages starting at an early age that they are not as good as boys in math and science," Heimdahl said. "They begin believing it, and it becomes true."

Heimdahl explained his concept to his associates and other concerned individuals throughout the campus. "They jumped on the bandwagon without hesitation," he said. "And what resulted from their hard work and planning was a fantastic program engineered to inspire young women to consider the opportunities of an engineering or technical career and also to show them the wealth of possibilities that Stout has to offer."

Heimdahl said that girls need to be encouraged and excited about careers in engineering before they choose middle school and high school classes. "It is necessary at an early age to plant the seeds that girls are good, solid math students who can become good, solid engineers," he said. And plant seeds he did. Heimdahl wrote four grants in preparation for the STEPS project and received "seed money" in the form of three one-year grants of \$10,000 each from the Society of Manufacturing Engineers, Ford Motor Company and Honeywell, and a three-year grant of \$10,000 a year from the Stout University Foundation. "The foundation was excited about the idea," Heimdahl said.

The grants allowed UW-Stout to offer four one-week "camp" sessions to 40 seventh grade girls a week, at no cost to the participants. Campers were nominated by their school, based on their interest, aptitude or potential in science and math.

Camp workshops taught by Stout professors included engineering, technology and science courses, and featured hands-on experience with high-tech equipment and processes. Activities included plastics processing, computer graphics, robotics and automation, metal casting, packaging, radio controlled airplane design and model construction, and math, physics and chemistry orientation.

**"We came to the conclusion that we would have to grow our own women faculty members."**

**Peter Heimdahl**



Carrie Allen of Chippewa Falls was ecstatic witnessing the plane she engineered fly high into the air with the help of retired UW-Stout physics professor Al Hilgendorf of Menomonie. Photo by Elizabeth Flores, courtesy of Eau Claire Leader Telegram.

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### Applied Psychology

Market survey assesses need  
for research consultation.

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### Human Development Campaign

Students, faculty and  
administration raise \$80,000.

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### Pittman Named Alumni Director

Sue Pittman '82 brings organizational  
and administrative skills to position.

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# University News

## Applying psychology to solve problems

### Study paves way for program research opportunities

What can a student do with a degree in psychology? Lots of things, particularly if it's a master of science degree in applied psychology (MSAP). Depending on the concentration, a wide variety of opportunities are open to MSAP graduates.

A concentration in health psychology prepares students to work in an adjunct role with medical and rehabilitation teams in interdisciplinary behavioral medicine approaches, or organizationally with the improvement of the health care system and health policy formations. A concentration in industrial/organizational psychology opens up employment in the wide areas of personnel psychology (*selection and placement*), organizational development, training and management development, personnel research, employee motivation and consumer psychology.

UW-Stout's new MSAP program, directed by psychology professor Lou Milanese, accepted its first students last fall. It is a two-year (48 credits) program. "The program is designed to provide students with the knowledge, skills and even experience, to apply psychological theories and methods to the solution of real problems in business, industry, health care and service agencies," Milanese said.

A required course for the degree is "Research for Decision Making" which was offered for the first time during the spring 1997 semester. "This semester the students conducted a market survey to assess the needs of Dunn County businesses for research consultation in the areas of human resources, organizational development and customer service," stated Tom Franklin, chair of UW-Stout's psychology department. Franklin taught the course this first time out. "The students learned a lot and so did I," Franklin said. "Students discovered that local businesses expressed greater interest in research consultation than had been anticipated."

Businesses and organizations in Dunn County were identified and, of the 1,181 businesses and organizations, 130 were randomly selected to participate in a survey to solicit information regarding characteristics of organizations and their research practices and interests. Subjects were also requested to respond to 22 planning and development issues that many organizations face, including human resources, organizational development and customer service topics.

"We discovered that organizations within Dunn County are cooperative and appear to be very supportive of the values of organizational research," Franklin said. "It was particularly gratifying to discover that one-fourth of the businesses in the sample were very interested in discussing research opportunities with our students, with more than half of all respondents expressing at least a slight degree of interest. This finding was viewed as encouraging for the research opportunities for Stout MSAP students."

Franklin said those organizations expressing the greatest interest in research consultation were contacted, and one for-profit grocery store and one not-for-profit social service agency in Dunn County were selected for on-site organizational consultation during the semester.

The issues viewed as most important for planning and development for the total sample included customer service, worker attitudes and morale, worker productivity and worker motivation. Each of these issues was viewed as directly relevant to the expertise of applied psychologists.

With regard to the most important planning and development issues being faced by businesses in this area, the survey identified priorities for the attention of the M.S. in applied psychology that Franklin said are "highly consistent" with the program's current curricula. He said the research identified planning and development interests which could guide future contacts for research opportunities with businesses for UW-Stout students.

"These findings suggest that MSAP students or graduates should have success negotiating internships, placements, field problem sites, consulting contracts and, potentially, employment," Franklin said. "This information will be useful in recruiting and matriculating students into the MSAP program."

Milanese said that future research to support the efforts of the program might consider a broader geographic range than the immediate county. "The neighboring communities of Eau Claire and Chippewa Falls, as well as the Minneapolis-St. Paul metropolitan area, might be studied in the future," he said.

Milanese said that specific types of businesses might be targeted for more detailed examination. "For instance, health care providers might face very different planning and development issues than the sample in the current

study," he noted. In any case, "these experiences create learning beyond what textbooks provide, and the project suggests that the future for applied psychology looks bright," he said.

"Given the promise for applied psychologists demonstrated through this project, long-range planning for an Applied Psychology Resource Center serving the business needs of West Central Wisconsin should begin," Franklin said. "A resource center to coordinate provision of professional services by the university for the surrounding community is consistent with 'The Wisconsin Idea,' a founding principle of the UW System," he said.

**"Given the promise ...demonstrated through this project, long-range planning for an Applied Psychology Resource Center serving the business needs of West Central Wisconsin should begin."**

**Tom Franklin**

### Alums return for Applied Psychology program

Most of the students in the new M.S. in Applied Psychology program are Stout alumni. The program is designed to provide students with the knowledge, skills, and even experience, to apply psychological theories and methods to the solution of real problems in business, industry, health care, and service agencies. Students in the program are learning by doing. The program incorporates an internship and a field research problem in a professional setting, and other experientially taught courses.

For instance, the required course, Research for Decision Making, is designed for students to apply research methods for making decisions in private and public sector businesses. This semester the students conducted a market survey to assess the needs of Dunn County businesses for research consultation in the areas of human resources, organizational development, and customer service.

The students discovered that local businesses expressed greater interest in research consultation than had been anticipated. As a result of the survey, the students are currently engaged in on-site research with two companies. One group of students is working as applied psychologists with a large grocery store in the human resource area of management-employee relationships, and a second group of students is working with a federally funded social service agency in the general area of program evaluation.

These experiences create learning beyond what textbooks provide, and the projects suggests that the future for Applied Psychology looks bright.

**Instructor:** Tom Franklin

**Alumni Students:** Linde Clare '96, Nita Fitzgerald BS '90 MS '93, Jennifer Krueger '95, Merry Lienau '77, Heather O'Donahoe '96.

## Stout to help implement "Wisconsin Works"

### Computer-based programs to support instruction provided in regional training centers

UW-Stout's Office of Continuing Education has been awarded an initial contract of \$176,363 to begin the development of computer-based training programs for the Wisconsin Department of Workforce Development.

The agreement is part of a statewide training effort by the department's Division of Economic Support to support implementation of welfare reform legislation known as Wisconsin Works (W2). An additional contract of about \$265,000 is anticipated.

UW-Stout's contract is part of a strategy to provide training for county-based Financial and Employment Planners. These planners manage entitlement cases involving economic support, child support and work training programs. As W2 is phased in, new planning staff members and others involved with client eligibility and service need training to provide services to Wisconsin's neediest families.

According to Christopher Smith, project supervisor, the 18-month project will result in programs that will help planners learn the new regulations governing such topics as earned income tax credits, food stamps, and the operation of the CARES (*Client Assistance for Re-employment and Economic Support*) system. "Our computer-based instructional designers will work closely

with the Department of Workforce Development's subject matter experts to create programs that support the financial and employment planners located in each county," Smith said.

Training staff will use the computer-based programs developed at UW-Stout to support instruction provided in regional training centers, Smith said. Each center is equipped with a network server and 20 workstations. Local access to the courses through the World Wide Web is also planned. Programs are being designed to allow easy updates as government eligibility and application regulations change.

Faculty working with the Office of Continuing Education have been developing computer-based instructional options at UW-Stout for several years, Smith said. The first courses were offered using only electronic mail. By the 1994-95 school year, however, courses were even offered on America Online. "Our first programs helped us learn the nuances of computer-based instructional delivery," Smith said. "The software was, and still is, evolving; user connectivity was our biggest problem, and cost was a significant issue. Today, with connectivity issues largely resolved and costs within reach of most people, the hot topics are delivery

richness and instructional quality."

John Van Osdale, UW-Stout's director of Continuing Education, said the first programs were an experiment at providing cost effective access to instruction for people who find it difficult to leave their jobs and communities to attend classes. "Adult learners want fast access to instructional programs, trouble-shooting guides and multimedia rich deliveries," Van Osdale said. "The Department of Workforce Development programs that our staff members are developing will be compelling and will use state-of-the-art technologies. We will be able to help many agencies and organizations move their training resources into computer-based mediums."

Computer-based instructional designer Jane Henderson is working with Smith on the project. She is developing courses to help financial and employment planners obtain skill-building instruction quickly. "In people-intensive situations like those that financial and employment planners face, learners cannot wait weeks for prescheduled face-to-face sessions," Henderson said. "Planners need to obtain and refresh their training on both policy and procedure questions in hours, not days or weeks. Our programs help them quickly find the answers they need."

**"The ... programs that our staff members are developing will be compelling and will use state-of-the-art technologies. We will be able to help many agencies and organizations move their training resources into computer-based mediums."**

**John Van Osdale**

# engineered to inspire

## STEPS from page 1

Making their own model airplane from Styrofoam seemed to be a favorite activity among the girls. Each girl manufactured the fuselage, wings and tail of a radio controlled model airplane which she got to fly herself after a removable motor and control package was attached.

The girls made aluminum castings, key chains, games, plastic models of the America's Cup racing yacht, and an eight-page newsletter for which they wrote the articles, took the pictures and laid out the pages using computers. In fact, the girls made so many souvenirs that they each made a corrugated box in the packaging lab to carry all their "stuff" home. Home includes the Twin Cities, Milwaukee, Wausau, Green Bay, Marinette, the Redcliff Reservation near Bayfield, and many other towns, all in Wisconsin.

Heimdahl said the students will be tracked to see how the STEPS program affects the classes the girls choose, as well as their choice of majors and careers.

When asked, several girls in one small group said they are definitely considering careers in engineering. "Before I came here I wanted to be a dentist," one girl said. "Now I'm seriously looking at engineering."

"My dad's an engineer, and I'm going to be one too," volunteered another. "It's too early to tell," was the comment of one self-proclaimed procrastinator. "But I sure do like the classes here." She was eager to go back to Redcliff Reservation and share what she'd learned with friends, along with the eight key chains she had made.

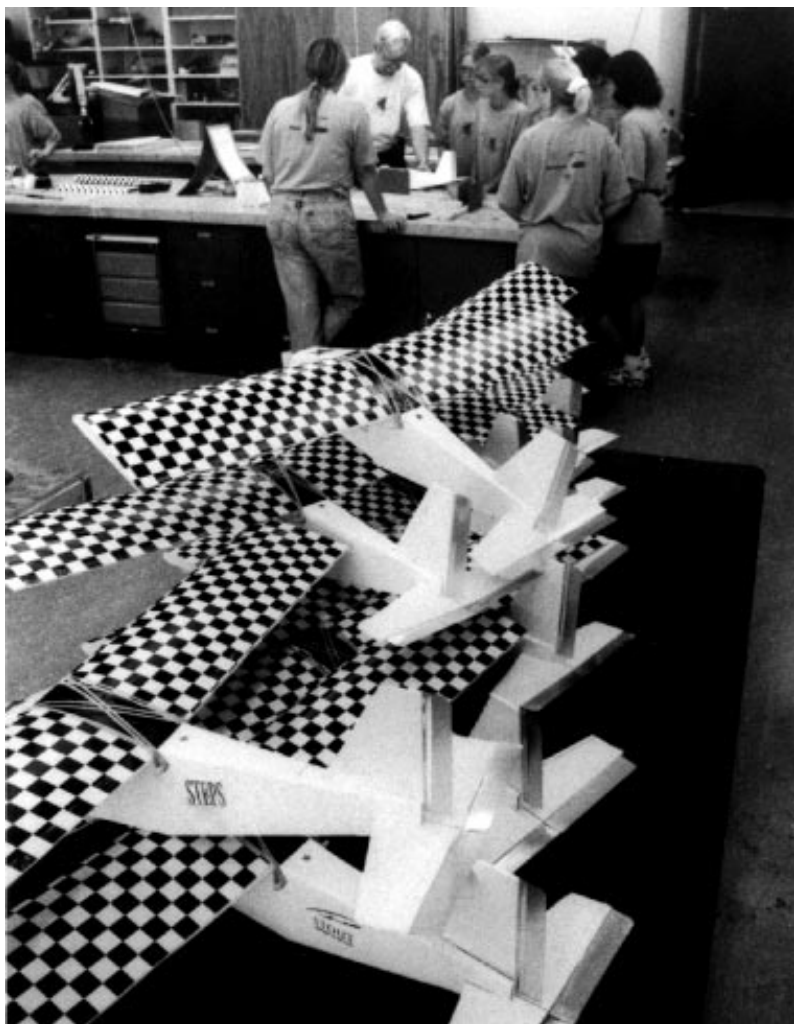
In the interest of an objective article, it must be noted that one complaint about the program did crop up often: "We have to go to bed too early." Otherwise, to sum it up in a word, a word the girls used often (*incessantly*) to describe their experiences, STEPS was "awesome."

**Top right:** Milwaukee Technology Education teacher Debbie Paneagua was taking summer classes at Stout and helped with the STEPS program. Here she helps girls rig sails for the plastic models of the America's Cup racing yacht the students made.

**Middle right:** Plastic key chains were made on an injection molder and taken home as souvenirs.

**Lower right:** Camp director Pete Heim Dahl helps the girls get organized to fly their radio controlled airplanes at Stout's athletic field. The girls loved flying their own airplanes, and "I had a great time," Heim Dahl said.

**Below:** Completed radio controlled airplanes await their maiden flights. The planes were just one souvenir girls were able to take home.



## Proud of Stout's leadership

We had a great summer and are now looking forward to a busy and exciting fall.

One of the highlights this summer was the STEPS program, an activity designed to attract girls to manufacturing engineering and other areas typically underrepresented by women. We had a total of 160 sixth grade girls on campus for a series of one-week workshops during which they were given exposure to various aspects of technology. You can find details in this issue of Outlook. I simply want to add that I am proud of the leadership shown by the organizers of this event. If we are going to continue to make progress in providing opportunities for women in male-dominated fields, we must use imagination and creativity in marketing to this new audience. The STEPS program represents an important move in the right direction.

Also this summer, we did an update on our economic impact study, which shows that the university contributes more than \$138 thousand to the economy of the surrounding area. We know that UW-Stout is valued by the community, but this study underscores our importance as an economic force. Details of this are also to be found here in Outlook.

I want to take this opportunity to welcome Sue Pittman as our new alumni director. Sue was in the job last year on a temporary basis and, after an extensive search of candidates, was hired this summer for the permanent job. Some of you have already worked with Sue, and others will be doing so in the years ahead. She is enthusiastic, energetic, organized and a great ambassador for your university.

Finally, we struggled with our biennial operating budget, with many twists and turns in the legislature. Fortunately we did not take the huge cuts imposed on us during the previous budget cycle. But the state budget process serves as a reminder that we cannot maintain a healthy, quality institution solely with government dollars. We must rely on financial support from alumni and friends of the university. We have been extremely successful in getting such funding through the efforts of the Stout Foundation, and we will continue to rely on that support in the years to come.

As always, your reaction to what we are doing and your suggestions for improvement will be appreciated. Write to me with your ideas or give me a call. It will be good to hear from you.

### Chancellor's Message



Charles W. Sorensen

**"If we are going to continue to make progress in providing opportunities for women in male-dominated fields, we must use imagination and creativity in marketing to this new audience."**

# Stout dollars have double impact

Although UW-Stout has a highly positive impact on the area in many ways, one clearly tangible and measurable contribution is its economic impact.

A recent study of spending by the university and its employees, students and visitors indicates that there is a direct impact of \$67,738,300 and a total economic impact of \$138,836,687.

## Supplies and Equipment

Local supplies and equipment were determined by matching university vendor payments by Zip Codes for Dunn County and counties contiguous to it. A large portion of these local purchases were for food, postage, office supplies, cleaning, travel and utilities.

## Employees

Estimates of local employee expenditures were based on a survey of spending patterns. The survey indicated that UW-Stout employees spend more than 76 percent of their net income locally. UW-Stout's annual payroll is about \$36 million. Fringe benefits are an additional \$9.6 million.

UW-Stout employees expenditures have an impact on all sectors of the local economy. Local housing amounts to 25.3 percent of after-tax expenditures, followed by local grocery expenditures of 11.9 percent, local automobile expenditures of 10.5 percent and local savings of 8.9 percent. Personal services consume \$4 of every \$100 spent by employees, while \$2.90 was spent in local restaurants. More than 90 percent of food and housing purchases are local. More than three-quarters of auto and restaurant purchases are local, while half of clothing purchases and 37 percent of entertainment expenditures are local.

## Students

Money spent locally by students was determined by a student expenditure survey of freshman, sophomore, junior, senior and graduate students. The approximately 7,000 UW-Stout students spend more than \$21 million locally or an average of about \$3,700 per student. One-

quarter of student off-campus expenditures are for housing, while expenditures for groceries are 15.9 percent, automobiles 12.5 percent and entertainment 11.9 percent.

As a group, seniors spend more than \$9 million while the fewer than 550 graduate students spend about \$4.36 million. When enrollment drops, local expenditures go down nearly a half million dollars for a reduction of every hundred students, in addition to drops in university and visitor spending.

## Visitors

Numerous visitors come to the area because of UW-Stout activities or facilities, as well as to visit students and employees. People attending athletic games and camps spend about a million dollars locally. About 22,000 people from outside the area attend conferences, workshops and other campus-held activities, spending about \$3.5 million. People from outside the area who come here to visit students spend \$6.7 million locally.

## Total Economic Impact

The total economic impact is calculated by using an "expenditure multiplier" of 2.05 which means that one dollar of initial expenditure will eventually result in slightly more than two dollars of total expenditure in the area. For example, for every dollar a student spends in a local establishment, there will be another dollar spent locally by the establishment and its employees.

## The Study

Statistics in this article have been taken from a report originally compiled from 1988-89 data by faculty members in UW-Stout's social science department and updated recently by Richard Tyson, an associate professor in the department and an author of the original study.

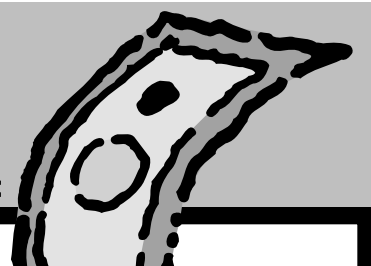
## For More Details

For additional information on the report or on other services available from the university, contact:

Office of University Relations  
715/232-2381

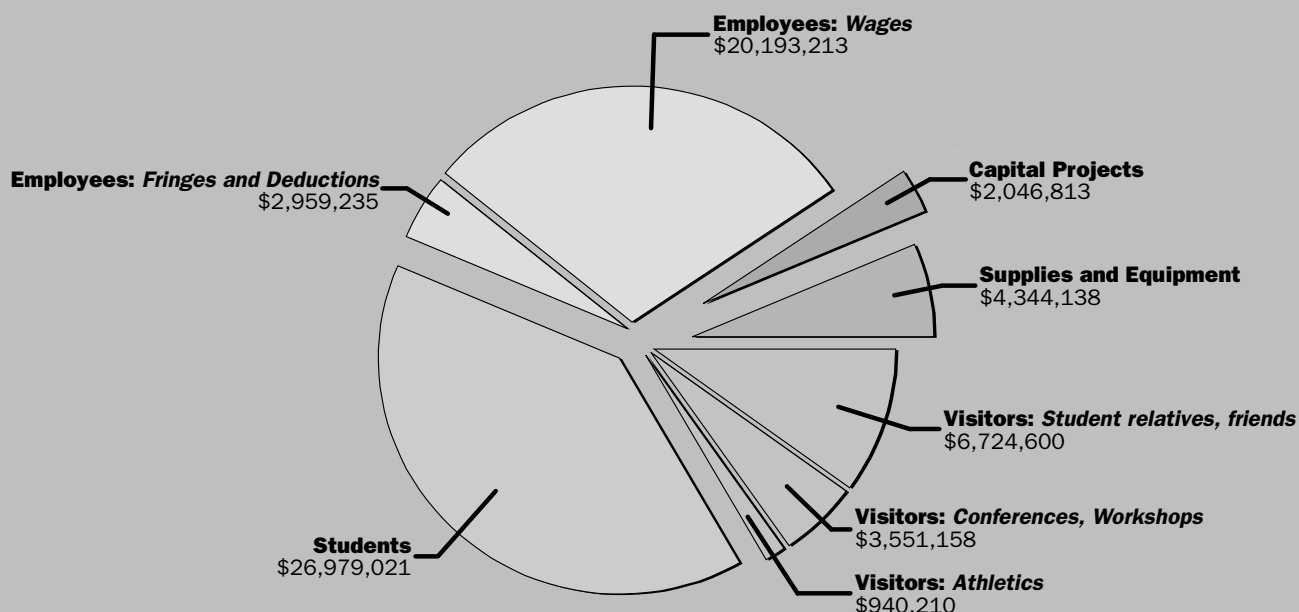
# UW-Stout's Economic Impact

Direct Impact



**X 2.05**  
expenditure multiplier

Total Impact



# Making News

## College of Arts and Sciences dean named

John Murphy, professor of sociology and anthropology at St. Cloud State University and co-director of SCSU's Survey Research Center, has been named dean of UW-Stout's College of Arts and Sciences, Provost George DePuy announced.

Murphy has also served as department chair and director of the honors program at St. Cloud State University, and was interim associate vice chancellor for academic affairs at Metropolitan State University in St. Paul, Minn.

Murphy replaces Gerane Dougherty, who stepped down from the position June 30 after serving as dean for 17 years. Associate Dean John Hunt served as interim dean until Aug. 25 when Murphy began his duties.

DePuy praised the 22-member search and screen committee, who screened some 58 applications from throughout the country.

"I would like to congratulate Gene Bloedorn (*a professor of art and design*) and the entire search committee for an excellent job," DePuy said. "They screened a strong pool of applicants in an efficient and effective manner. I believe their efforts have resulted in an outstanding new dean for the College of Arts and Sciences."

Murphy has taught at St. Cloud State University since 1980. He was chair of the department of sociology and anthropology from 1987 to 1993. He is a member of the Faculty Association Executive Council. He also has been successful in obtaining several contracts and grants for research from Minnesota local and state governments, and business and industry.

Murphy has an associate degree from Joliet Junior College, Joliet, Ill. He received a bachelor of arts degree in sociology in 1968 and a master of arts degree in sociology/anthropology in 1971 from Western Illinois University, Macomb, Ill. In 1979, he received a Ph.D. in sociology from Southern Illinois University, Carbondale, Ill.



Murphy

## Staff members receive educator awards

Teaching and service awards for this year have been announced at UW-Stout.

Tira Pandolf, assistant professor of food and nutrition, is the recipient of the Outstanding Teaching Award.

Mary McManus, activities coordinator at the Memorial Student Center, received the Outstanding Service Award.

Julie Furst-Bowe, associate professor and chair of the communication, education and training department, was selected for the Outstanding Graduate Faculty Award.

These awards were presented at spring commencement ceremonies. Each award includes a \$500 honorarium.

In addition, Clark Leeson, lecturer in the English and philosophy department, was named UW-Stout's Outstanding Educator by the Menomonie Area Chamber of Commerce. Leeson's selection was based on recent student voting in the Stout Student Association election. He received his award at the annual Chamber student and educator banquet.

Pandolf teaches courses on foods, food innovations and nutrition for healthy living. Topics include nutrition and the immune system, product development, food safety, international market and world economy. Laboratory sections include microwave cooking, fats and frying, and emulsions and food additives.

Pandolf received her bachelor's, master's and doctorate degree from the University of Massachusetts.

She is a member of several academic and scientific honor societies, and has co-written several publications. Listed among her professional affiliations are the American Dietetic Association, the Institute of Food Technologists and the Society for Nutrition Education.

McManus earned her bachelor's degree from UW-Eau Claire and her master's degree from UW-La Crosse. As activities coordinator at UW-Stout, she is responsible for assessment, development, implementation and evaluation of student programs, including workshops and conferences, and for providing resources for leaders and advisers. She supervises "Time For Others" and "Stoutreach" volunteer projects such as the giving tree program, lakeshore clean-up, bone marrow testing and national youth service day. She has been instrumental in implementing educational programs related to cultural and multicultural events including the "Free Your Mind" series, the "Diversity Festival" and open forums. She has written several grants for funding for projects.

McManus is a member of the Women's Studies Committee and the National Association of Campus Activities. She is co-adviser to the Family Weekend Committee, assists with new student orientation and is actively involved in community events.

In addition to her duties as chair of a department that offers eight degree programs, Furst-Bowe teaches undergraduate and graduate courses in training and human resource development, instructional technology and computer applications. She is also responsible for recruitment, advisement, internship coordination, research supervision and career placement for UW-Stout students in the master of science degree in training and development.

Furst-Bowe is coordinator of the campuswide women's mentoring program and chair of the associate professor promotion committee. She has presented at numerous local, regional and national conferences. Her articles have been widely published, and she has been the recipient of several research grants.

She received a bachelor of arts degree from UW-Eau Claire, a master of science degree from UW-Stout and a doctor of education degree from the University of Minnesota.

Leeson has taught business writing, basic composition and literature at UW-Stout since 1988. He previously taught at UW-River Falls. He also was supervisor and manager of several departments in the Dun and Bradstreet credit reporting division in Minneapolis. Leeson is a member of the Computer Lab Advisory Committee, the Psychology Program Advisory Committee and the NCA Professional Development Committee. He was awarded a grant by UW-Stout's Nakatani Center to develop a business writing course for the World Wide Web.

He has a bachelor's degree from UW-River Falls and a master's degree from University of Minnesota, where he is currently working on a doctorate degree in English.



Pandolf



McManus



Furst-Bowe



Leeson

## People You Know

### Promotions and tenure announced

Promotions in rank and tenure designations for UW-Stout faculty and staff members have been announced by Chancellor Charles W. Sorensen, following action by the UW System Board of Regents.

Promoted from associate professor to professor are **Paul DeLong**, art and design; **Jack Reardon**, social science; **Eugene Ruenger**, chemistry; **Amy Gillett**, education, school counseling and school psychology; **Carol Mooney** and **Michael Galloy**, communication, education and training; and **Elbert Sorrell** and **Sameer Kumar**, industrial management.

Promoted from assistant professor to associate professor are **Stuart Hansen**, mathematics, statistics and computer science; **Benjamin Pratt**, art and design; **Hector Cruz**, education, school counseling and school psychology; **Rob-**

**ert Peters**, rehabilitation and counseling; **Barbara Knous** and **Carol Seaborn**, food and nutrition; **Ted Bensen**, communication, education and training; and **Kay Cooksey**, technology.

Promoted from instructor to assistant professor are **Richard Lowery**, Admissions; **Dennis Griffiths**, speech communications, foreign languages, theatre and music; **Geraldine Laine**, English and philosophy; and **Wray Lamb** and **Glenyce Peterson**, apparel, textiles and design.

Tenure was granted to **Darshan Perusek**, English and philosophy; **Janice Gehrke**, biology; **Margaret Nelson**, speech communications, foreign languages, theatre and music; **Mary Flynn** and **Louis Milanese**, psychology; and **Christine Clements**, hospitality and tourism.

### Dougherty leaves post

Gerane Dougherty, dean of the College of Arts and Sciences at UW-Stout since 1980, stepped down from her position June 30.

"Dean Dougherty has been most effective in managing our largest academic unit on campus, with eight departments and more than 180 faculty and staff," Chancellor Charles W. Sorensen said. "She has been an important member of the UW-Stout team, and I have enjoyed working with her."

Provost George DePuy praised Dougherty for her years of service. "I believe the university owes her a debt of gratitude for 17 years of dedicated service to UW-Stout," he said.

"I take greatest pride, over my time in the Dean's Office, in what the faculty, staff and I have been able to achieve together," Dougherty said. "We have continued to build a teaching staff outstanding in its qualifications, commitment and diversity. We have also increasingly linked the members of the College of Arts and Sciences to the service of students at UW-Stout. We are also well on the way to adding new academic programs to the college's existing array of strong majors. One of my greatest pleasures within the college has been working with the department chairs, the program directors and the secretaries. Their leadership and management have made it all work."

She also thanked those who supported the college. "I am grateful," she said, "to the administrators who gave me the chance to work at Stout and who supported our efforts; to the planners, engineers, safety officers, and painters who built us buildings and made them attractive; and especially to my long-term associates, (associate deans) Carol Dobrunz and John Hunt, and the members of our office staff through the years."

In addition to her responsibilities as dean at UW-Stout, Dougherty's activities included development and implementation of New Student Academic Orientation, student advisement, honors program and assessment planning, and the planning and dedication of the new Micheels Hall.

Dougherty recently served on the board of the International Council of Fine Arts Deans, and as chair of the international committee of ICFAD. She co-chaired the planning committee for the 1994 meeting of the International Council in Minneapolis. She has also served on the UW System President's Task Force on the Status of Women, several other short-term System committees and task forces, the Menomonie Main Street Board and its design committee, and the alumnae board of the College of Saint Teresa, where she received the 1996 citation as Outstanding Alumna.

### Chancellor hosts reception for retirees

Chancellor Charles W. Sorensen hosted a campuswide reception for UW-Stout retirees.

Those honored were **Gloria Bjornerud**, Planning and Capital Budget; **Ed Blaney**, academic custodial; **Walter Britton**, academic custodial; **Ida Crusen**, purchasing; **Yvonne DeGross**, Student Center Dining Services; **Eunice Freeberg**, purchasing; **Jeanette Fremouw**, English; **Howard Heise**, speech communication, foreign languages, theatre and music; **Joan Hughes**, Registration and Records;

**Kenneth Kartman**, physical plant; **Roger Klukas**, student life services; **William Mueller**, chemistry; **Maureen Munger**, business; **George Nelson**, biology; **Francis Prissel**, physical plant; **Vivian Puddicombe**, Student Center Dining Services; **Philip Schleifer**, Health Services; **Jean Starkweather**, art and design; **Bob Steinke**, physical plant; **Bob Thomas**, physical education and athletics; and **James Treadwell**, telecommunications and networking.

### Dietetic internship program receives accreditation

UW-Stout's Dietetic Internship program has received accreditation from the American Dietetic Association Commission on Accreditation/Approval for Dietetics Education, a specialized accrediting body recognized by the United States Department of Education and affiliated with the Council on Higher Education Accreditation.

The Dietetic Internship prepares dietetics professionals who are critical resources for promoting the optimal health and nutritional status of the public. An increased need for dietetics practitioners is projected as the role of nutrition in health, and the benefits of nutrition intervention in the prevention and the treatment of diseases, continue to be documented.

The association applauded Barbara Knous, director of UW-Stout's internship program, and the department of food and nutrition for their commitment in support of dietetics education.

### Rehabilitation programs receive accreditation

Two UW-Stout vocational rehabilitation programs have received the highest level of accreditation achievable from CARF, the Rehabilitation Accreditation Commission.

Housed in the Stout Vocational Rehabilitation Institute, the programs are Comprehensive Vocational Evaluation Services and Community Employment Services.

"This achievement is an indication of your organization's dedication and commitment to improving the quality of the lives of people with disabilities and others in need of rehabilitation," CARF President Donald Galvin said in a letter to the institute's director John Wesolek. "Everyone in your organization can take pride in achieving accreditation."

Galvin said that this is the highest level of accreditation by CARF, which has authority in the fields of medical rehabilitation, behavioral health, and employment and community support services. Accreditation is the result of findings during on-site surveys conducted by the organization.