

ANNUAL ACCOMPLISHMENT AND PLANNING REPORT

School of Engineering, Technology, and Computer Science

Division of Organizational Leadership and Supervision

March 28, 2003

Part One: Annual Report for Calendar Year 2002

A. ETCS/OLS Mission and Goals/Vision

ETCS School Mission:

The Indiana-Purdue Fort Wayne School of Engineering, Technology, and Computer Science's mission is to be an increasingly valuable technological resource for its students, serving society as an integral limb of a unique, comprehensive university with vigorous regional ties and a growing national reputation. Within the broader mission of the university, the School of Engineering, Technology, and Computer Science, in preparing technicians, technologists, computer professionals, and engineers, has the mission to provide opportunities to its students for the development of fundamental skills, knowledge, and professional attitude. Embodied in this mission, the faculty of the School of Engineering, Technology, and Computer Science have adopted the following goals, keeping in mind that the students bear the major responsibility for learning. Within each specific scholarly discipline in the School of Engineering, Technology, and Computer Science:

ETCS Goals:

1. Students will master a curriculum having current technical content and relevance that will prepare them for productive, professional careers within the academic, industrial, and governmental sectors of society as well as for post-graduate education.
2. Students will develop presentation skills, in both written and oral forms, to effectively communicate within their specialty field.
3. Students will be able to integrate analytical theory and practice into effective design concepts.
4. Students will master the utilization of computers and technical software.
5. Students will be exposed to a spirit of professionalism and social responsibility.

OLS Mission:

The mission of OLS is to integrate theory and practical application in developing leaders for roles in the dynamic organizational environment of the 21st century.

OLS Vision:

This goal is accomplished through an interdisciplinary curriculum that emphasizes an understanding of people, groups, and the global community within an organizational framework.

The OLS faculty will enhance the development of students' creativity and competence in the administration of human resource systems, team design and facilitation, and the influencing processes that define leadership.

The OLS faculty will contribute knowledge to the field by engaging in scholarly activity.

The OLS faculty will provide programs, resources, and expertise on leadership and human resource issues to organizations in northeast Indiana.

B. School Goals and Accomplishments 2002

University Goals from the 2001 Strategic Plan	School Goals	List of 2002 Accomplishments	Bottom Line (#'s) - Evidence of Progress
Provide innovative, relevant, and rigorous academic programs	<ol style="list-style-type: none"> 1. New degree and certificate programs 2. Continuous curriculum improvement 3. ABET accreditation 4. Qualified associate faculty 5. New faculty hires 6. Enhance advisory committee activity 	<ol style="list-style-type: none"> 1. a. BS, Computer Engineering, full proposal b. MS, OLS pre- proposal c. BS, CPET full proposal 2. a. Establishment of ETCS/OLS assessment review committee b. NSF proposal for an interdisciplinary, multipurpose, 40 station computer lab 3. Technology plan to satisfy new TAC/ABET criteria 4. Retain qualified and evaluate new hires 5. a. Existing faculty positions b. New faculty positions 6. a. Regular meetings at department and school level b. Create an OLS advisory board 	<ol style="list-style-type: none"> 1. a. Submitted for approval b. Submitted for approval c. Submitted for approval 2. a. Department chairs initially met b. Submitted, \$199,000 3. Technology accreditation committee formed. 3 departments have started process of outcomes identification and establishing multiple measures. Interaction matrix developed for each program 4. 38 associate faculty for fall, 26 returning 5. a. 3 new hires from 4 advertised, existing positions b. 0 new positions 6. a. ETCS and department advisory committees met at least one time b. Not done

<p>Create an exceptional campus environment for a diverse community of learners</p>	<ol style="list-style-type: none"> 1. Support student professional and service organizations 2. Assess needs and effects of credit distance learning courses 3. Increase enrollment of exceptional HS graduates and minority students 	<ol style="list-style-type: none"> 1. Increase in number of student members 2. Consultation with industry and implement assessment in department plans 3. Focus of ETCS/OLS marketing plan along with possible scholarship opportunities 	<ol style="list-style-type: none"> 1. 10 student groups, 153 student members 2. Inclusion of distance learning in assessment reports accomplished 3. Scholarships of excellence for HS students, 11 awarded for a total amount of \$8,800 4 Chancellor's scholarships awarded 4. ETCS Scholarships for Excellence, \$88,250 awarded
<p>Promote the scholarly and creative achievements of faculty, students, and staff</p>	<ol style="list-style-type: none"> 1. Grant proposals for external support 2. Increase student research participation 3. Increase service learning opportunities 4. Create center of excellence in OLS and increase activity in CBE 5. Increase Co-op opportunities 	<ol style="list-style-type: none"> 1. Increase number and value of external grants 2. Encourage mini-grant participation for undergraduate research and symposium participation 3. ETCS/OLS seminar on service learning and implementation in curriculum 4. a. Search of leadership centers and preliminary proposal b. Two funded grants for CBE 5. Bring two new companies to Co-op, increase number of students participating 	<ol style="list-style-type: none"> 1. \$127,200 external grant funding \$3,769,128 external grants submitted for review 2. 10 undergraduate research projects that resulted in publications and /or presentations 2 mini-grant awards 3. Not accomplished 4. a. Not accomplished b. 4 projects funded 5. 14 student Co-op's, 7 companies

Advance the quality of life in Fort Wayne and the surrounding region	<ol style="list-style-type: none"> 1. Support outreach activities 2. Increase service learning activities 3. Research and consultation for local organizations 4. Increase CBE activity 	<ol style="list-style-type: none"> 1. New position - Director of Outreach Activities 2. ETCS/OLS seminar on service learning and implementation in curriculum 3. Increase number of senior project-industry interactions and establish new contacts in professional community 4. Two funded projects 	<ol style="list-style-type: none"> 1. Director and clerical hired 2. 2 courses with service learning component 3. 11 industry sponsored senior design projects 4. 4 CBE projects funded
Pursue the continuous improvement of university operations	<ol style="list-style-type: none"> 1. Develop marketing plan 2. Increase donations 	<ol style="list-style-type: none"> 1. Marketing team will develop an initial plan to integrate with university plan 2. Identify specific projects to focus on for donations 	<ol style="list-style-type: none"> 1. Not accomplished 2. \$486,000 gifts-in-kind

C. Scholarly/Creative Activity
(See Appendix A)

D. Community/Professional Involvement
(See Appendix B)

Part Two: Goals and Objectives for 2003-2005

University Goals from the 2001 Strategic Plan	School Goals	Specific Tasks/ Objectives for next year	Bottom Line Measures of Progress and Targets (if applicable)
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<p>Provide innovative, relevant, and rigorous academic programs</p>	<ol style="list-style-type: none"> 1. Develop new degree programs 2. Continuous curriculum improvement 3. ABET accreditation 4. New faculty hires 5. Enhance advisory committee activity 6. Increase interdisciplinary course offerings 	<ol style="list-style-type: none"> 1. <ol style="list-style-type: none"> a. Civil engineering pre-proposal b. Engineering MS pre-proposal c. OLS Master's proposal to ICHE d. BS, Computer Engineering approval e. BS, CPET approval f. BS, Interior Design pre-proposal 2. <ol style="list-style-type: none"> a. New course proposals b. ETCS/OLS assessment committee 3. <ol style="list-style-type: none"> a. Technology plan to satisfy TC2K TAC/ABET criteria for 2004 visit b. Preparation for EAC/ABET visit 2005 c. 2003 ABET visit for CS accreditation 4. <ol style="list-style-type: none"> a. Hire for existing lines b. Hire for newly approved lines in CS and ID c. Request new faculty positions including ET diversity position in ECET 5. <ol style="list-style-type: none"> a. Regular meetings at department and school level b. Create an OLS advisory board 6. Development of honors course and general education courses 	<ol style="list-style-type: none"> 1. Approval of all proposals 2. <ol style="list-style-type: none"> a. Number of new proposals b. Membership formalized and regular meetings established 3. <ol style="list-style-type: none"> a. TAC/ABET committee formed from 3 technology departments, plan developed. Course syllabi with outcomes, interaction matrix, (general progress) b. Develop comprehensive assessment plan and resource requirements c. Successful ABET visit 4. <ol style="list-style-type: none"> a. Successful hires/ total positions adver. b. Successful hires c. New req./ new approved 5. <ol style="list-style-type: none"> a. No. of meetings/dept. b. Advisory board in place 6. No. of honors courses and Gen. Ed. courses offered. No. of new courses developed
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<p>Create an exceptional campus environment for a diverse community of learners</p>	<ol style="list-style-type: none"> 1. Support student professional and service organizations 2. Encourage faculty participation in web assisted instruction and course information display 3. Increase number of minority students 4. Integrate diversity component in curriculum 5. Enrollment 6. Retention 	<ol style="list-style-type: none"> 1. Increase number of organizations and student members 2. Encourage all faculty members to have a web presence 3. Integrate as part of marketing plan. Use Outreach Director, Director of Student Services, freshman engineering faculty and ECET diversity faculty member to create a recruitment plan 4. Implement diversity transformation grant in OLS and implement ET diversity strategy for diversity position in ECET 5. Increase student majors 6. Increase retention rates 	<ol style="list-style-type: none"> 1. Comparison of previous year's no. of organizations and membership. 2. % of faculty with web presence 3. No. of minority students compared with previous year 4. Course developed and ECET submit grant proposal 5. Comparison to previous year 6. Comparison to previous year
<p>Promote the scholarly and creative achievements of faculty, students, and staff</p>	<ol style="list-style-type: none"> 1. Grant proposals for external support 2. Increase student research participation 3. Create center of excellence in OLS and increase activity in CBE 4. Increase Co-op opportunities 5. Scholarships 	<ol style="list-style-type: none"> 1. Increase number and value of external grants 2. Encourage mini-grant participation for undergraduate research and symposium participation 3. a. Search of leadership centers and preliminary proposal b. Two funded grants for CBE 4. Bring three new companies to Co-op, increase number of students participating 5. Increase dollar value of scholarships awarded 	<ol style="list-style-type: none"> 1. Comparison of previous year's grant numbers and value 2. Number of students that receive grants and participate in undergraduate research symposium 3. a. Proposal submitted b. Grants funded 4. Student Co-op numbers 5. Comparison of dollars awarded

Advance the quality of life in Fort Wayne and the surrounding region	<ol style="list-style-type: none"> 1. Support outreach activities 2. Increase service learning activities 3. Research and consultation for local organizations 4. Increase CBE activity 5. Distance education and continuing education offerings 	<ol style="list-style-type: none"> 1. Increase participation and funding 2. Encourage participation in service learning opportunities 3. Increase number of senior project-industry interactions and establish new contacts in professional community 4. Two funded projects 5. Increase number of offerings 	<ol style="list-style-type: none"> 1. Total number for all participant categories and total funds received 2. Number of service learning opportunities 3. Comparison of previous year's industry sponsored senior projects 4. CBE grants funded 5. Comparison of number of offerings to previous year
Pursue the continuous improvement of university operations	<ol style="list-style-type: none"> 1. Develop marketing plan 2. Increase donations 3. Team leadership learning lab 	<ol style="list-style-type: none"> 1. Marketing team will develop an initial plan to integrate with university plan 2. Identify specific projects for Donations 3. Evaluate IPFW spaces suitable for team learning 	<ol style="list-style-type: none"> 1. Some portion of ETCS/OLS marketing plan implemented in IPFW plan 2. Increase in donations to departments 3. Study completed

Part Three: Resource Issues

School Goals/ Objectives with Funding Requirements	Funding Issue: Faculty, staff, S&E, equipment and Cost	Funding Sources: Replacement/resignation, new funding, reallocation, external funding	Comments
Civil Engineering Program	2 or 3 tenure-track faculty positions @ \$60,000 each	New funding	Pre-proposal must be approved by IPFW and West Lafayette
MS, Technology	1 tenure-track faculty position @ \$55,000	New funding	Pre-proposal must be approved by IPFW and West Lafayette
MS, Engineering	1 or 2 tenure track faculty positions @ \$60,000 each	New funding	Pre-proposal must be approved by IPFW and West Lafayette

Support of outreach activities	\$30,000 to \$40,000 required funding	External funding	NSF proposal, foundation proposals, and proposals to local industry
Upgrade and support of laboratories, Engr and ETCS	1. Maintain current funding of \$50,00/yr for EE and ME labs 2. ETCS computer labs funding \$50,000/yr	1. Funding from IPFW administration 2. Initial funding from external sources, followed by recurring university funding	2. Proposal presented to ETCS Advocates Steering Committee
Develop OLS newsletter	\$1000	Support from alumni relations	
Master's program in OLS	1 tenure-track faculty position @\$48,000, increase in S&E	New funding	Resource issues will be outlined in master's proposal
Center of Excellence in Leadership, OLS	Faculty release, start up costs, \$10,000-12,000	New funding	Begin 5 year plan for implementation
Team leadership learning lab, OLS	\$200,000	External funding	If GSUSA collaboration fails, cost analysis of project will be conducted Pursue other funding sources
OLS marketing program	Brochures - \$1400 Rave Theatre ad - \$2300	Matching funds from VCAA	
Increase off campus/distance offerings, OLS	2-3 pt faculty/yr, \$5400 Prep costs	Continuing Ed Dekko grants	
Maintain laboratories with up-to-date equipment, ECET	\$18,000 for networking, \$10,000 for computers	ETCS priority to VCAA, \$18,000 ECET funds \$10,000	Replacement for 2004 TAC/ABET accreditation review
ECET, BS CPET program	1 tenure track faculty position @ \$52,000	New funding	Required before 2004 ABET program review

ECET computer and electronics replacement	\$12,000/yr funding to update curriculum specific computers and electronic equipment	Recurring budget item	TAC/ABET and curriculum integrity
CAET computer replacement	31 computers @ \$1000 ea, \$31,000	New funding	AutoCad 2004 and AutoDesk software due out this year. Current computers do not have capacity (2 years old) TAC/ABET visit in 2004
CAET surveying and GIS requirements	2 total stations \$10,000, ARCVIEW GIS software 30 loads \$15,000	New funding	TAC/ABET and curriculum integrity
CAET Materials Testing and Soils Labs	\$10,000/yr to update equipment and supplies	New funding	As a high school guidance counselor of a scholarship winner, we thank you for your help and support of the Scholarships for Excellence program and invite you to attend as our guest. TAC/ABET
MFT laboratory equipment updates and new equipment	\$65,000	New funding	TAC/ABET

Appendix A

C. Scholarly/Creative Activity

1. Bibliography of faculty publications, performances, shows, etc.

A. Department of CAET:

1. Mathew Kubik, Whitley County, Indiana, Architectural Engineering Design Development Project for Animal Shelter, Spring 2002
2. Mathew Kubik, Indiana University-Purdue University Fort Wayne, Design proposal for Walb Union Cafeteria, Fall 2002
3. Mathew Kubik, Habitat for Humanity, Architectural Engineering Construction I Problem, Spring 2002
4. Dennis J. Marshall, awarded two (2) U.S. Design Copyrights on the development of “three-dimensional labyrinths” that are currently put forward as contemplative memorial structures.
5. Dennis J. Marshall, presented paper to ASEE-IL/IN Sectional Conference on “Professional Development and Service Learning”-April 2002 at Illinois Institute of Technology, Chicago, IL.

B. Department of CS:

1. David Erbach, presentation “Apple in Search of Allegra” Information Systems Strategy Case Track, Admin. Studies Assoc. of Canada, Winnipeg, May 2002
2. Philip Johnson, Beomjin Kim, Lwin Moe, David Erbach, “Visualization of Web Retrieval Results,” Proceedings of the ISCA 15th International Conference on Computer Applications in Industry and Engineering, pp. 33-36, (2002).
3. Beomjin Kim, Philip Johnson, “Query Fingerprinting: Document Visualization Using Color Coding,” Proceedings of the 2002 International Conference on Information and Knowledge Engineering, p. 143-149, (2002).
4. Beomjin Kim, presentation “Query Fingerprinting: Document Visualization using Color Coding,” International Conference on Information and Knowledge Engineering, Las Vegas, NV, June 2002.

C. Department of ECET:

1. “Lectures for Internet Courses”, Hal Broberg and Paul Lin, 2002 American Society for Engineering Education (ASEE) Annual Conference Proceedings [CD-ROM], Montreal, Canada, June 15-19, 2002; also at the nation’s online resource http://www.asee.org/conferences/caps/document2/2002-47_Paper.pdf
2. Broberg, “Student Evaluation of On-Line vs. In-Class Technical Courses“, presented at the Teaching Online in Higher Education (TOHE) Online Conference, presented online Nov. 2002.
3. Broberg, Author of CD lectures for CS/EET114, EET205, and EET302 Web Courses. Sold in Follett’s.
4. “Web-based Lab for Distance Learning,” Paul Lin, Hal Broberg, and Aik Mon (GE Industrial Systems), 2002 American Society for Engineering Education (ASEE) Annual Conference Proceedings [CD-ROM], Montreal, Canada, June 15-19, 2002; also at the nation’s online resource http://www.asee.org/conferences/caps/document2/2002-1758_Paper.pdf.
5. “Developing a Web-Enabled Database System: An Academic Project,” Paul Lin, Melissa Lin (University of Florida), and Aik Mon, 2002 ASEE Annual Conference Proceedings [CD-ROM], Montreal, Canada, June 15-19, 2002; also at the nation’s online resource http://www.asee.org/conferences/caps/document2/2002-1754_Paper.pdf.
6. Lin and Broberg, “Internet-Based Monitoring and Controls for HVAC Applications,” IEEE Industry Applications Magazine, Jan/Feb 02, pp. 49-54.
7. Lin, “Java Applications for C/C++ Programmers”, a 272-page course workbook, contains 11 chapters for use in CS 492 and CPET 499 courses, January 2002.
8. Lin, “The Linux/Unix Environment and Applications”, a 100-page workbook containing 8 chapters for use in CPET 181 Operating Systems Basics, January 1, 2002.

D. Department of ENGR:

1. Abu-Mulaweh, H.I., “Turbulent Natural Convection Flow over a Vertical Forward-Facing Step,” *Experimental Heat Transfer*, Vol. 15, No. 1, pp. 49-69, 2002.
2. Abu-Mulaweh, H.I., “Effects of Backward and Forward-Facing Steps on Turbulent Natural Convection Flow along a Vertical Flat Plate,” *International Journal of Thermal Sciences*, Vol. 41, No. 5, pp. 376-385, 2002.
3. Abu-Mulaweh, H.I., T.S. Chen, and B.F. Armaly, “Turbulent Mixed Convection Flow over a Backward-Facing Step- The Effect of the Step Heights,” *International Journal of Heat and Fluid Flow*, Vol. 23, No. 6, pp. 758-765, 2002.
4. Abu-Mulaweh, H.I., “Portable Experimental Apparatus for Demonstrating Thermodynamics Principles,” *Proceedings of ASEE 2002 Annual Conference*, June 15-19, Montréal, Canada, CD-ROM, Session 1426, 2002.
5. Abrams, M., Cain, S., and Mantica, P., “Sampling, radiometry and image reconstruction for polar and geostationary meteorological remote sensing systems”, *Proceedings of the SPIE*, Vol. 4792, July 2002.
6. Cain, S. and Abrams, M., “Bayesian-based image reconstruction and its effect on the radiometric accuracy of infrared imaging systems”, *Proceedings of the SPIE*, Vol. 4814, July 2002.
7. Holder, J., Cain, S., and Mantica, P., “Efficient implementation of a projection-based wave front sensor,” *Proceedings of the SPIE*, Vol. 4791, July 2002.
8. Hughes, W., Samant S., and Cain, S., “An electronically tunable optical anti-aliasing filter,” IUPUI Undergraduate Research Conference, November 2002.
9. Kang B. and Riedel, C. H., “Wave Propagation Techniques for the Free Vibration of Planar Multi-Span Circular Beams,” *Proceedings of IIAV Ninth International Congress on Sound and Vibration*, CD-ROM, Orlando, Florida, 8-11 July 2002.
10. Riedel, C. H. and Kang, B., “Free Vibration of Dual-Span Curved Beams Coupled through Elastic Constraints,” *Proceedings of ISMA2002 International Conference on Noise and Vibration Engineering*, 1649-1658, Lueven, Belgium, 16-18 Sept. 2002.
11. Butcher, S. and Kang B., “In-plane Stress Due to Friction on Disc Brakes,” IUPUI Undergraduate Research Conference, November

- 2002.
12. Mueller, D.W. Jr., and Crosbie, A.L., "Three-dimensional Radiative Transfer in an Isotropically Scattering, Semi-infinite Medium: Generalized Reflection Function," *Journal of Quantitative Spectroscopy and Radiative Transfer*, 67 (18), 395-428, 2002.
 13. Mueller, D.W. Jr., and Crosbie, A.L., "Three-dimensional Radiative Transfer in an Anisotropically Scattering, Semi-infinite Medium: Generalized Reflection Function," *Journal of Quantitative Spectroscopy and Radiative Transfer*, 74, 43-68 (2002).
 14. Mueller, D.W. Jr., and Crosbie, A.L., "Three-dimensional Radiative Transfer in a Semi-infinite, Rayleigh Scattering Medium Exposed to Spatially Varying Polarized Radiation: Generalized Reflection Matrix," *Journal of Quantitative Spectroscopy and Radiative Transfer*, 75, 93-120 (2002).
 15. Mueller, D.W. Jr., and Crosbie, A.L., "Three-dimensional Radiative Transfer in a Semi-infinite, Rayleigh Scattering Medium Exposed to a Polarized Laser Beam: Spatially Varying Reflection Matrix," *Journal of Quantitative Spectroscopy and Radiative Transfer*, 75, 423-453 (2002).
 16. Mueller, D.W. Jr., and Crosbie, A.L., "Three-dimensional Radiative Transfer in a Finite Anisotropically Scattering Medium Exposed to Spatially Varying Radiation: Generalized Reflection and Transmission Functions," *Journal of Quantitative Spectroscopy and Radiative Transfer*, 75, 661-721 (2002).
 17. Njock Libii, J., "Integration of design in the first course in fluid mechanics: experience and evaluation," Proceedings of the 2002 American Society for Engineering Education Annual Conference and Exposition, Montréal, Canada, June 2002, session 2366.
 18. Njock Libii, J., "The role of demonstrations in mechanics education: phenomena driven by surface tension," abstract in *Proceedings Contemporary Research in Theoretical and Applied Mechanics*, the 14th U.S. National Congress of Applied Mechanics at Virginia Polytechnic Institute and State University, p. 267, June 23-28, 2002.
 19. Hemminger, T.L., Coulston, C., and Pomalaza-Ráez, C.A., "Routing Strategies for Multicast Packet Radio Networks," *International Journal of Smart Engineering Design*, pp. 215-223, July-September 2002.
 20. Pomalaza-Ráez, C.A. and Hemminger, T.L. "A Unified Approach to Dynamic TDMA Slot Assignment and to Distributed Routing for Multi-hop Packet Radio Networks," *Proceedings of the 2003 ANNIE Conference*, November 10-13, 2002. St. Louis, Missouri.
 21. Pomalaza-Ráez C.A. and B.H. Groff, "Retention 101: Where Robot Go... Students Follow," *Proceeding of the American Society for Engineering Education Annual Conference & Exposition*, June 19 -23, 2002, Montreal, Quebec, Canada.
 22. Thompson, E.A., "Detecting cortical activities from fMRI data using the STAP algorithm," *Proceedings of IEEE International Conference on Image Processing (ICIP)*, Rochester, NY, September 22-25, 2002.
 23. Younis, N.T., "New Optical Method for Determining Poisson's Ratio /Young's Modulus for Transparent Materials," *Optical Engineering*, Vol. 41, No. 2, pp. 471-478, 2002.
 24. Younis, N.T., "Impact of Alumni Feedback on the Curriculum," *Proceedings of the 2002 American Society for Engineering Education Annual Conference*, Montreal, Quebec, Canada. June 16-19, 2002.
 25. Zhao, J. and Sadeghi, F., "Analysis of EHL Circular Contact Shut Down", *Proceedings of the 2002 ASME/STLE Joint International Tribology Conference*, Cancun, Mexico.

E Department of MFT:

1. Pugh, G. Allen, "Data & Logic Constructs for Job Shop Sequence Modeling with Extend", presented at the Winter Simulation Conference, December, 2002.
2. Liang, Zhongming, "Using Multimedia in Teaching Dynamics", Proceedings of the 2002 CIEC Annual Conference, Sarasota, FL, February 4-8, 2002.
3. Liang, Zhongming, "Cutting Speed Sensitivity of Tool Life", Proceedings of the 2002 American Society for Engineering Education Annual Conference & Exposition, June 2002.
4. Narang, Ramesh V., "A New Model for Assessment and Continuous Improvement", an abstract sent for the Proceedings of the 2003 American Society for Engineering Education Annual Conference, June 2003.

F Division of OLS:

1. Gilbreath, B., & Harris, M. (2002). Performance-based pay in the workplace: Magic potion or malevolent poison? *Behavior Analyst Today*, 3(3): 311-322.
2. Harris, M., Gilbreath, B. & Sunday, J. (2002). Why are women paid less than men, but given higher raises? *Journal of Business and Psychology*, 16(4): 499-514.
3. Gilbreath, B. & Benson, P. (2002). Supervisor behavior and employee psychological well-being. Irish Academy of Management.
4. Hite, L.M. & McDonald, K.S. (2002). Career goals of nonmanagerial women: An adaptive approach. *Academy of Human Resource Development Cutting Edge: Outstanding Papers from the 2001 Annual Research Conference*, 40-47.
5. Mansour-Cole, D. (2002). Why take risks in the classroom: A Parker Palmer prequel. Presentation for the Organizational Behavior Teaching Society Conference, Chapman University, Orange, CA (refereed).
6. Mansour-cole, D. (2002). Questioning: How ethnic identity influences network availability. Presentation for the Academy of Management meeting, Denver, CO (refereed).
7. McDonald, K.S., Hite, L.M., & Gilbreath, B. (2002). Nonsalaried US employees' careers: An exploratory study. *Career Development International*, 7(7): 398-406.
8. McDonald, K.S., Hite, L.M., & Gilbreath, B. (2002). A qualitative study of nonexempt employees: Careers or jobs? *Proceedings of the 2002 Academy of Human Resource Development Conference*, 492-499.
9. Montesino, M.U. (2002). Strategic alignment of training, transfer-enhancing behaviors, and training usage: A post-training study. *Human Resource Development Quarterly*, 13(1): 89-108.
10. Montesino, M.U. (2002). A descriptive study of some organizational behavior dimensions at work in the Dominican Republic: Implications for management development and training. *Human Resource Development International*, 5(4): 393-409.
11. Pomalaza-Raez, C.A. & Groff, B.H. (2002). Retention 101: Where robots go . . . students follow. Proceedings of the 2002 American Society for Engineering Education Annual Conference & Exposition.

2. Summary #'s of presentations.

58 presentations

3. Grants/contracts. **Total Funded ETCS/OLS (external, internal, gifts) \$849,395**

A. **ETCS Dean's Office: Total Funded \$203,195**

1. Director of Outreach Programs, \$200,000 , 5 year position funding from Franklin Electric, Inc., (Unsell)
2. Future City, \$2795 (Dostal, Unsell)
3. High School Relations Team for International Truck and Engine Corporation, \$400, (Merchant)

B. **Department of CAET: Total Funded \$7,200**

External \$4,200

1. Strength of Composite, Fiber - reinforced Concrete-Wood Nail Laminated Columns with Steel Plate at the Concrete-Wood Interface, Meyer Building Corporation, Phase I Study, 2002. \$1000 (Unsell)
2. Strength Comparison of Perma-Column and Standard Nail- Laminated and Reonforced Nail-Laminated Columns, Perma-Column, Inc., 2002. \$2000 (Unsell)
3. Technical Service Agreements \$1200 (Unsell)
Materials Testing, Inc.
Patriot Engineering
MC Foundation Equipment, Inc.

Internal \$3,000

1. Dennis J. Marshall, granted second Special Needs Fund proposal for the expansion of Architecture, Engineering and Interior Design videos-Helmke Library-\$3,000.

C. **Department of CS: Total Funded \$6,500**

Internal \$6,500

1. International Travel Grant (\$500), Purdue Research Foundation, for panel on Student Software Projects at Int'l Acad. Info. Management Annual Conference, Barcelona) (Erbach).
2. Summer Faculty Grant for Research (\$6,000), Purdue Research foundation, 2002, (Kim).

Submitted, under review (internal) \$6,000

1. Summer Faculty Grant for Research (\$6,000), Purdue Research Foundation, 2002, (Kim).

Submitted, under review (external) \$1,273,863

1. Using Genetic Search Techniques to Detect Active Microbial Zones in the Subsurface (NSF, \$195,000) Udoh (pending)
2. Summer Program in Intensive Computer Education (SPICE) Ball Brothers Foundation (\$26,000) Udoh (pending)
3. Major Research Instrumentation, "RUI: Acquisition of Equipment to Establish a Research Computing Cluster at IPFW," National Science Foundation, CO-PI, 2003, (\$1,052,863). (University faculty including Erbach and other CS department members)

D. **Department of ECET: Total donations \$486,000**

Gifts-in-kind Approximately \$486,000

1. Broberg Received \$850 equivalent in donations from Microchip Inc: 30 16F877 chips (\$350), 2 18F452 chips (\$50), In-Circuit Debugger (\$150), and 60 PIC16F87X Data Sheet Manuals (\$300).
1. Broberg received, in December 2002, from Mr. Tom Gust, owner of Radio Shack, Wabash, a donation of new electrical and electronics parts. These parts will be used by ECET students and faculty members especially for those enrolled in design courses. The value of the donation is \$5050.
2. Goodmann received a donation of 2 Digital Signal Processing development systems from Analog Devices, Inc. These are valued at \$745, and will be used in EET-357 and EET-231.
3. Hack received a donation of System-Vu software (network version) for use in the DSP laboratory. The donation also included copies of the student edition of the software to be distributed to the students. This software was used in EET 305 during the Spring 02 and had a value of approximately \$2200.
4. Lin renewed Rational Rose Enterprise Edition software/license donation from Rational Software Inc. It includes 30 copies of floating license and 2 license of node locked license on October 10, 2002. The single floating license price of Rose Enterprise is \$6,115 and subtotal worth of 30 copies is \$180,345. The single node locked price is \$3495 and the subtotal worth of 2 copies is \$7,990. The total value of the Rational Rose software donation is about \$186, 460.
5. Lin also received Rational RealTime development software/license donation from Rational Software Inc. It includes 30 copies of floating license and 2 license of node locked license on October 10, 2002. The single floating license price of Rose Enterprise is \$6,115 and subtotal worth of 30 copies is \$180,345. The single node locked price is \$3495 and the subtotal worth of 2 copies is \$7,990. The total value of the Rational Rose software donation is about \$186, 460. This software will be used in a new course called CPET/EET 499 Real-Time Computer Applications.
6. Lin continues to receive IBM approved Scholar Program for using the following software IBM Websphere (Application server

software), IBM VisualAge (Java Development Tool), and IBM DB2 database management system software to do research, and classroom teaching. The value of donation is about \$100,000.

7. Lin received, in March 2002, from Mr. Tom Gust, owner of Radio Shack, Wabash, a donation of new electrical and electronics parts. These parts were used by ECET students and faculty members especially for those enrolled in design courses. The value of the donation is \$4850.

Submitted, under review (external) \$199,320

1. Broberg is Co-Principal Investigator of an NSF Grant "A Flexible Laboratory for the Integration of Education and Technology", submitted Dec 02 with Carlos Pomalaza Raez (Engr) and Jeff Nowak (Educ). The grant request is for approximately \$199,320 from NSF.

E. Department of ENGR: Total Funded \$133,000

External \$121,000

1. Increasing the Capability of a Geothermal Heating/Air-conditioning Unit Test Lab, multi-disciplinary capstone senior design project, \$20,000, Water Furnace International, Inc., (Abu-Mulaweh)
2. 3-D Geiger APD LiDAR Modeling, \$12,000, FastMetrix Incorporated / ITT Aerospace Communications Division (Cain)
3. Optical Transceiver Development, \$20,000, / ITT Aerospace Communications Division (Cain)
4. Polarimetric Image Modeling, \$20,000, / ITT Aerospace Communications Division (Cain)
5. 3-D LiDAR System Modeling, \$10,000, Air Force Research Laboratory (Cain)
6. Projection-based wave-front sensor, electrical engineering capstone senior design project, \$8,000, ITT A/CD, (Cain)
7. 2002 FIRST LEGO League State Competition Sponsorship, \$13,400. ITT Aerospace and Communications Division, (Pomalaza-Ráez)
8. The Wireless Hospital, \$10,000, Logikos, Fort Wayne, (Pomalaza-Ráez)
9. Math and Science Camp, \$7,600, ITT A/CD, The Fort Wayne Engineers Club, IPFW Women's Network, and individuals

Internal \$12,000

1. IPFW 2002 Summer Faculty Research Grant, \$6,000, (Kang)
2. IPFW 2002 Summer Faculty Grant, \$6,000, (Mueller)

Submitted, under review (external) \$3,769,128

1. A Flexible Laboratory for the Integration of Education and Technology, \$199,320, National Science Foundation (PI: Ráez) (pending)
2. Integration by Design, \$2,317,808, National Science Foundation (Co-PI: Ráez) (pending)
3. Application of the STAP algorithm to fMRI data, National Institute of Health, \$200,000 (PI: Thompson) (pending)
4. Application of the STAP algorithm to post-processing of fMRI data, \$1,052,000, National Science Foundation (PI: Thompson) (pending)

F. Division of OLS: \$13,900

Internal \$13,900

1. Brad Gilbreath, assistant professor, IPFW Summer Faculty Grant, \$6,000 and travel grants from Indiana University's Overseas Conference Fund and IPFW International Conference Fund, \$400 each.
2. Brenda Groff, continuing lecturer, Distance Learning Development Grant, OLS 280, DECCO Committee, \$4,800.
3. Dina Mansour-Cole, associate professor, a Faculty Summer Support grant, \$300.
4. Dina Mansour-Cole and Joy Turnheim-Smith, IPFW Diversity Transformation of Curriculum grant, \$2,000.

4. Bibliography of notable student accomplishments.

A. Department of CAET:

1. ARET 222 student Katie Papagiannis selected as student fellow to attend International Masonry Institute "Masonry Camp," Maine, Summer 2002.
2. ARET 222 student project by Karen Shadday selected for publications in the International Masonry Institute Newsletter.

B. Department of CS:

1. 1st Place, Graduate Student Division, 2002 INITA student programming competition, (team supervised by Sedlmeyer)
2. Praveen Saxena and Philip Johnson, "Info-Guide: Visualization of Internet Search Results," Proceedings of the 8th Indiana University Undergraduate Research Conference, pp. 33, (2002). (supervised by Kim)
3. Philip Johnson, "Query Fingerprinting: Visual Representation of Text-based Information," Proceedings of the 16th National Conference on Undergraduate Research, and Proceedings of the 2002 Undergraduate Research and Creative Endeavor Symposium, pp. 67, (2002). (supervised by Kim)
4. Lwin Moe, "Visualization of Internet Search Result," Proceedings of the 14th Annual Butler University Undergraduate Research

- Conference, pp. 47, (2002). (supervised by Kim)
5. Pamela Pee, "Visualization of Text Based Discussion Groups," Proceedings of the 14th Annual Butler University Undergraduate Research Conference, pp. 47, (2002). (supervised by Kim)

C. **Department of ENGR:**

1. Butcher, S. and Kang B., "In-plane Stress Due to Friction on Disc Brakes," IUPUI Undergraduate Research Conference, November 2002.
2. Holder, J., Cain, S., and Mantica, P., "Efficient implementation of a projection-based wave front sensor", *Proceedings of the SPIE*, Vol. 4791, July 2002
3. Hughes, W., Samant S., and Cain, S., "An electronically tunable optical anti-aliasing filter", IUPUI Undergraduate Research Conference, November 2002.
4. 100% pass rate for EE and ME engineering students who took the Fundamentals of Engineering (FE) Examination in April 2002.

D. **Division of OLS:**

1. Benson, A.R. (2002). How tall is too tall? Using Jenga® to understand organizational change. Presented at the IPFW Student Research and Creative Endeavor Symposium. Faculty sponsor: D. Mansour-Cole.
2. Dietrich, K.E. (2002) Beyond parental behaviors: An examination of significant sources of childhood mentorship and the relationship to females' high achievement. Presented at the IPFW Student Research and Creative Endeavor Symposium. Faculty sponsor: D. Mansour-Cole.
3. Nichols, B. & Kim, T. (2002). Student-school fit: Factors and outcomes. Presented at the Indiana University Undergraduate Research Conference, Indiana-Purdue University Indianapolis. Faculty mentor: B. Gilbreath.
4. Kim Dietrich was awarded an IPFW Supplies and Expenses Mini-Grant and an IPFW Undergraduate Summer Research Grant for her research on mentoring.

Appendix B

D. Community/Professional Involvement

1. List of faculty civic involvement (boards/commissions, offices, reports, etc.)

D. Department of CAET:

1. Trainer, Disaster Action Team, Single Family Services, NE Indiana American Red Cross - Unsell

B. Department of CS:

1. Member, Executive committee, InfraGard of NE Indiana (Erbach)
2. Member, MIS Forum (Erbach, Barrett)

C. Department of ECET:

1. Laverghetta participated in the DeKalb County Leadership Development Program
2. Steffen was the organizational assistant for the Agape Respite care fund raising carnival.

D. Department of MFT:

4. Zhongming (Wilson) Liang is a member of the school council, Irwin math and science magnet school, Key communicator of the Fort Wayne Community Schools. He is a United Way leader for the department.
5. Edward E. Messal is the Faculty Advisor for the InterVarsity Christian Fellowship and organizer and leader of the Campus Ministry, Faculty and Staff Bible Study.
6. Donald J. Schmidt is President of the Fort Wayne City Council, serves on the Board of Directors for the Allen County Solid Waste District, Fort Wayne Community Trust Fund, Common Ground Mediation Service, and Materials Processing Inc. He is a Better Business Bureau senior arbitrator, host of the "Council Call-in" monthly television show and a member of the Fort Wayne business forum.
7. G. Allen Pugh is a board member and chair of the education committee of Northeast Indiana Innovation Center, Indiana Technology Partnership-Northeast, and is a member of Diversity focus group at IPFW.

E. Division of OLS:

1. L. Hite co-facilitated a Study Circle group.
2. D. Mansour-Cole conducted leadership training for the GSUSA – Limberlost Council and authored the lead article for the Girl Scouts of Limberlost Council newsletter *Bridges*. The article was entitled "Developing Leadership Skills through Girl Scouting." She also presented a workshop entitled "Business Ethics in the Workplace" at the October meeting of the Tawasi Chapter of the International Association of Administrative Professionals.
3. K. McDonald was a Junior Achievement consultant for a fifth grade class at Leo Elementary and assisted the Fort Wayne Education Foundation in their strategic planning for the foundation.
4. M. Montesino assisted Junior Achievement in recruiting volunteers.
5. M. Sherr was interviewed by the *Journal-Gazette* for an article entitled "Labor-employee lockouts rare but effective," (January 7, 2002). He presented "Selective Personnel Topics" at the fall market conference of Do-It-Best in Indianapolis. He also went to Russia on a Rotary mission and met with Rotary members in Moscow and St. Petersburg.
6. J. Turnheim Smith surveyed the Junior League of Fort Wayne regarding expectations of volunteer involvement. She also served as moderator for the Indiana Presbyterian Cursillo.

2. List of faculty professional involvement (officer, conference organizer, etc.)

A. Department of CAET:

1. Dennis J. Marshall arranged for CBE to investigate renovation schemes for IPFW Crooked Lake facility.
2. Dennis J. Marshall was special projects director for "Kids Draw Architecture" calendar sponsored by AIA Fort Wayne.
3. Unsell, Treasurer, Anthony Wayne Chapter, Indiana Society of Professional Engineers
4. Unsell, Co-Chair, High School Bridge Building Competition, NE Indiana National Engineer's Week Committee
5. Unsell, Co-Chair, Middle School Bridge Building Contest, NE Indiana National Engineers Week Committee
6. Unsell, Regional Coordinator, NE Indiana Future City Competition
7. Unsell, Co-Chair, Steering Committee, Indiana SATS Consortium
8. Unsell, Member, NE Indiana National Engineers Week Committee
9. Unsell, proposal reviewer, Indiana Space Grants Consortium, Nasa sponsored project proposal
10. Unsell, organizer, American Institute of Building Design, Indiana and Illinois Society Fall Meeting, Introduction to Structural Design Seminar

B. Department of CS:

1. Assoc. Editor, Journal of Informatics Education and Research (JIER) - Erbach
2. Referee, Admin. Studies Assoc. of Canada Annual Conference - Erbach

3. David Erbach, Panel Organizer, 17th Int'l Conference on Informatics Education and Research, Int'l Academy of Information Management, Barcelona, Dec. 16, 2002.
4. Referee, SIGCSE 2002 conference (34th ACM Technical Symposium on Computer Science Education) - Temte

C. Department of ECET:

1. Broberg reviewed two books: "DC/AC Circuits and Electronics: Principles & Applications", Thomson-Delmar Learning and "Starting Our With Visual Basic .NET" Scott Jones publishing
2. Broberg, TAC/ABET Evaluator, visited Alabama A & M University, Huntsville, AL November 02. IEEE visitor for EET program. Thirteen colleges and universities visited during the period 1989-2002
3. Broberg, Coordinator and Proctor (for the State of Indiana) for the Fundamentals of Engineering (FE) exam and for the Professional Engineer's (PE) Exam for Northeast Indiana. (10th year), April 2002
4. Broberg, 4-year college representative and member of board of directors for the ECETDHA (Electrical and Computer Engineering Technology Department Heads Association)
5. Broberg, Co-moderator: 2002 ASEE Annual Conference Session #2548 "New EET Course Development"
6. Broberg reviewed IEEE Transactions on Control Systems Technology paper "Iterative Learning Control for Soft Landing of Electromechanical Valve Actuator in Camless Engines"
7. Broberg reviewed the online journal, Technology Interface paper: "Application of the General Four-port Second-kind Current Conveyor for Universal Filter Design"
8. Broberg reviewed 11 ASEE Annual Conference papers for three divisions of ASEE
9. Broberg, Chair, Citizen Engineer Committee and IPFW liaison for the Engineer's Week Committee for Northeast Indiana (8th year), Feb 2002
10. Hack, Member of Northeast Indiana Regional Science and Engineering Fair planning committee as former director of the fair.
11. Hack, Member of Northeast Indiana Regional Science and Engineering Fair planning committee.
12. Laverghetta reviewed two books for Artech House in Norwood, MA.
13. Laverghetta reviewed 4 papers for the Frontiers In Education Conference and 2 papers for the Journal of Engineering Technology.
14. Laverghetta reviewed the SBIR/STTR Phase II semiconductor and EM proposal for the panel that assembled in Washington, DC.
15. Laverghetta served as Regional Science Fair Judge
16. Laverghetta, Judge for Pulan Sampat Memorial Undergraduate Research Award
17. Lin, Board Member, Information System Division (ISD) of ASEE, June 2000-present
18. Lin, Program Chair of Information Systems Division of the American Society for Engineering Education (ASEE), June 2002 – present.
19. Lin, Board member of National ECET Chair Committee, ASEE, July 99 – June 02
20. Lin, Program Co-Chair of the four paper sessions (Web Based Laboratories and Classes, Web Systems and Web Services, Internet Programming and Applications, and Current Issues in Information Systems and Computing) of the ASEE Information System Division for the 2002 ASEE Annual Conference, Montreal, Canada
21. Lin, Organizer of the paper session entitled "Web Systems and Web Services" of the ASEE Information System Division for the 2002 ASEE Annual Conference, Montreal, Canada
22. Lin reviewed 28 abstracts for the proposed papers to be presented at paper sessions sponsored by information System Division of 2003 American Society of Engineering Education Annual Conference.
23. Lin reviewed an article entitled "Flywheel Batteries Come Around Again," on January 28, 2002. Completed the review on February 4, 2002. The article appeared on *IEEE Spectrum Magazine*, the April 2002 issue, pp. 46-51
24. Lin is Northeastern Indiana region coordinator/representative of a national pre-engineering and engineering technology program called Project Lead The Way (www.pltw.purdue.edu) organized by Dr. Mike O'Hair, Purdue State Technology Director at IUPUI Kokomo, and the Department of Education of Indiana State. See www.pltw.purdue.edu/regional_representatives.htm.

D. Department of ENGR:

1. Referee, ASME-JSME Thermal Conference (Abu-Mulaweh)
2. Referee, ASEE Annual Conference (Abu-Mulaweh, Mueller, Ráez, Younis)
3. Referee, ASEE IN/IL Section Conference (Abu-Mulaweh, Libii)
4. Reviewer, Heat Transfer, 2nd Edition, by Yunus Cengel, McGraw-Hill (Abu-Mulaweh)
5. Reviewer, Fluid Mechanics, 5th Edition, by Frank White, McGraw-Hill (Abu-Mulaweh)
6. Member, ASME Heat Transfer Division K-12 Committee on Aerospace Heat Transfer (Abu-Mulaweh)
7. Review, Fundamentals of Electric Circuits, by Alexander/Sadiku, McGraw-Hill (Chatterjea)
8. Member of the National Council of Examiners for Engineering and Surveying group (NCEES) (Chatterjea)
9. Referee, ASME Journal of Vibration and Acoustics (Kang)
10. Member, NCA Accreditation (Libii)
11. Math and Science Camp for middle school students, July 21-26, 2002. Fifty-five students participated (Libii)
12. Referee, AIAA Journal of Thermophysics and Heat Transfer (Mueller)
13. AIAA Thermophysics Technical Committee, Awards Sub-committee (Mueller)
14. Referee, IEEE Transactions on Automatic Control (Oloomi)
15. 2002 FIRST LEGO[®] League State Robotics Tournament: The Arctic Impact, December 15, 2002. 110 teams and over 1000 children from Indiana and neighbor states participated in this event. 70 teams attended the tournament (Ráez)
16. Referee, IEEE Transactions on Signal Processing (Ráez)
17. Referee, IEEE Transactions on Medical Imaging (Thompson)
18. Society for Women Engineers' sponsored events (faculty advisor: Thompson)
 - ◆ *What is an Engineer?* January 24, 2002, ninety five high school students
 - ◆ *What is an Engineer?* March 5, 2002, two hundred fifty middle school students participated

◆ *Yes She Can*, November 16, 2002. Dr. Sally Ride (former astronaut) was the guest speaker. Three hundred fifty girl scouts participated

E. **Department of MFT:**

1. Wilson Liang is a licensed Professional Engineer, TAC/ABET program evaluator; a member of SME, DECUS, ASME, ASEE, and ASEE campus representative. He is an engineering consultant at DePuy Orthopaedics, Inc., Biomet, and Zimmer, Inc.
2. Edward E. Messal is a member of; ASME and ASEE, the Faculty Advisor for the student chapter of the American Society of Mechanical Engineers and a consulting engineer for PHD, Inc. Fort Wayne, IN. He also guided one student on a senior design project at Dekko Heating Technologies.
3. Ramesh V. Narang is a member of SME, ASEE, IIE, Fort Wayne Engineers Club, was a session chair at Operation Management and Entrepreneurship Program at their Annual Conference, and gave a session on Defect-Free Production at ASQ Annual Dinner & Meeting, and taught Advanced Lean Manufacturing at Cooper Tire & Rubber Company, Auburn, IN.
4. Kenneth Perry is a licensed Professional Engineer and a member of ASME, SME, ASEE, and former chair of the Anthony Wayne chapter of the Indiana Society of Professional Engineers. He is also the chair of the MFT department and has worked on program review, assessment surveys and report, and advised new students.
5. G. Allen Pugh is a member of ASQ, ACM/SigGraph, SCS (senior member), IIE (senior member), ASEE, and is on the editorial board of Computers and Industrial Engineering Journal. He has also done beta testing of simulation software for Imagine That Inc.

F. **Division of OLS:**

1. Brad Gilbreath is a member of the Northeastern Indiana Human Resource Association and the Academy of Management.
2. B. Gilbreath, worked on an action research project with the City of Auburn focusing on health-care utilization.
3. Brenda Groff is a member of the American Association of University Women.
4. Linda Hite is a member of the Academy of Human Resource Development, Academy of Management, American Society for Training and Development, and the Organizational Behavior Teaching Society.
5. Linda Hite served as a session chair at the 2002 Academy of HRD conference, March 2002.
6. Linda Hite reviewed manuscripts for the *Human Resource Development Quarterly* and *Journal of Management Education*. She also served on the 2002 AHRD Cutting Edge Committee that reviews papers from the previous year's conference to select ten for special recognition.
7. Dina Mansour-Cole reviewed three papers for the Conflict Management Division and two papers for Management Education & Development Division for the Academy of Management 2002 Annual Meeting. She also reviewed one proposal for the Organizational Behavior Teaching Conference held in 2002.
8. Dina Mansour-Cole is a member of the Academy of Management, Midwest Academy of Management, Organizational Behavior Teaching Society, and Pi Lambda Theta. Additionally she is a delegate, trainer, leader, and mentor for the Girl Scouts of Limberlost Council.
9. Kimberly McDonald is a member of the Academy of Human Resource Development, Academy of Management, Organizational Behavior Teaching Society, and Phi Kappa Phi. She serves on the Fort Wayne Education Foundation board (secretary) and the advisory committee for Ivy Tech State College's paralegal program.
10. Kimberly McDonald served on the Integrity and Ethics Committee for the Academy of HRD and served as a session chair at the 2002 conference in March.
11. Kimberly McDonald reviewed manuscripts for the *Human Resource Development Quarterly*, 3 papers for the Gender & Diversity in Organizations Division for the Academy of Management 2002 Annual Meeting, and 2 papers for the 2003 Academy of HRD conference.
12. Max Montesino is a member of the American Society for Training and Development (ASTD), Academy of Human Resource Development, and the Society of Human Resource Management. Locally he serves as a member of the advisory board for the Fort Wayne Chapter of ASTD and is on the board of the Hispanic Leadership Coalition of Fort Wayne.
13. Max Montesino reviewed manuscripts for the *Human Resource Development International* and the *Human Resource Development Quarterly*.
14. Mitchell Sherr is a licensed attorney and certified State of Indiana mediator. He is a member of the Indiana State Bar Association, the Allen County Bar Association, Fort Wayne Rotary Club, and serves on the personnel committee for the United Way of Fort Wayne. He is treasurer and board member of the Institute of Behavioral and Applied Management and a board member for Cedars Hope, Inc., a non-profit organization.
15. Mitchell Sherr moderated a group presentation and served as a discussant for three papers at the IBAM conference, November 2002.
16. Sherr, M. (2002). *Troubled Tiger* (book review). *Journal of Asia-Pacific Business*, 4(1): 83-85.
17. Mitchell Sherr reviewed manuscripts for the *Journal of Behavior and Applied Management* and the *Midwest Law Review*. He also served as a reviewer to the 10th annual IBAM conference in Denver.
18. Joy Turnheim Smith is a member of the Academy of Management, Illinois State Bar Association, American Bar Association, Association of Researchers on Nonprofit and Voluntary Action (ARNOVA), International Society for Third-sector Research, and Organizational Behavior Teaching Society. She also is active in the Junior League of Fort Wayne.
19. Joy Turnheim Smith served as a discussant for the human relations track session at the ARNOVA conference, November 2002.