Moving Forward Together...

with Sheri N. Everts
Appalachian’s Seventh Chancellor
Members of the Appalachian community are encouraged to take an active role in preventing interpersonal violence, drug and alcohol abuse and suicide. Education programs are regularly provided to help students, faculty and staff identify signs of risk, and find resources to assist their peers who need information and support. A new Appalachian Prevention Advocates program recognizes students who have completed awareness and bystander trainings with cords for their academic regalia. (Story on page 29.)

“Our community cares and is committed to action.”
- Sheri N. Everts, Chancellor
Features

Sustainability

10  Sustainability in our DNA?
12  The Three E’s of Sustainability: Equity, Economics and Ecology
17  The Appalachian Energy Summit
18  Walking the Walk with Dr. Lee Ball
20  Strategic Sustainability Initiatives for Appalachian
21  Sustainability Demands an Inclusive Culture
22  Salvage Dawg: Grayson Goldsmith
24  Fostering a Community of Diverse Scholars
26  Appalachian’s Social Justice Collaborative
27  Gadugi – Working Together to Preserve Cherokee Culture
Contents

6  From the Chancellor
28  Providing Evidence-based Wellness and Prevention
30  Speaking Out: Provost Darrell Kruger on the University’s Culture and Future
32  Faculty of Distinction: Dr. Karen Epermanis, Dr. Jennifer Snodgrass, Dr. Fred Hay, Dr. Joseph Gonzalez
37  Global Mountaineers
40  Faces of Courage
44  Honorary Degrees: Brad Wilson ’75, Patricia Ferguson Beane
46  Around Campus: Academic News
56  The Arts: Finding Your Art is Easy on Appalachian’s Campus
60  Mountaineer Athletics: a New Athletics Director, a New TV Show and New Recognition for Academic Success
64  Alumni Awards: Young, Distinguished and Outstanding Alumni Awards
67  Appalachian Welcomes Chancellor Sheri N. Everts: The Installation of Our Seventh Chancellor
70  Results from the Campaign for Appalachian
72  The Power of Giving: A Retired Professor and Local Residents Making a Difference
75  A Different Point of View
At the beginning of the fall semester, Chancellor Sheri N. Everts meets up with students on Sanford Mall.
Welcome to this edition of Appalachian Magazine and my first as Chancellor. Last fall, I recall waking up to a mountain view, pausing and appreciating the beauty, and sensing the history of this place and the awesome responsibility of continuing what the Dougherty brothers began nearly 120 years ago. In my first months on campus, chief among my priorities was listening and learning from you. In response to what I heard, I have initiated many actions, which are now taking place across our campus. You will see stories exemplifying these actions throughout the pages of this magazine.

Appalachian is a different kind of university, with care and concern for students at the forefront of our decisions. We all work together and feel fortunate to be able to live in this glorious location. We are not, however, without our challenges. These challenges present opportunities to recognize, honor and build upon what is great about Appalachian, and I look forward to working on making this an even better campus at which to live and learn, thrive professionally and personally, and continue building a community that moves forward together.

We have made much progress on our campus in the last 16 months:

Students, faculty and staff all shared their strong dedication to ensuring a healthy and safe community. The Interpersonal Violence Council coordinated in-person sexual assault/interpersonal violence training for almost 800 faculty and staff supervisors. Thousands of students have participated in sexual assault/interpersonal violence, suicide prevention and substance abuse prevention training. To better strengthen our work with students, the Office of Student Development has moved toward a public safety model with the establishment of the Office of Wellness and Prevention Services, and we strengthened our counseling services by increasing the amount of counseling hours available to students.

I reallocated internal institutional funds for a 2.5 percent merit salary pool increase for the year. Additionally, I testified before the Board of Governors for a tuition and fees increase primarily to fund the next two years of additional merit salary increases, providing us with an approximately 2.2 percent pool per year for faculty merit raises.

We welcomed Provost Darrell Kruger in July, a key priority and central to facilitating the work of faculty and staff. You will find his comments on page 30 insightful and illuminating. I found a permanent home.

From the Chancellor

Sheri N. Everts
Appalachian’s Seventh Chancellor
for the Faculty Club in Plemons Student Union in the Whitewater Room, and I have greatly enjoyed getting to know my colleagues better during those monthly Friday afternoon gatherings. This has been such a success that I have begun the establishment of a Staff Club. I surveyed the faculty and staff regarding housing issues and have commissioned a more formal study, which will be commenced in the coming weeks. I announced the inaugural class of the Leadership Development Program for Faculty. During last year, we searched for, and found, a new athletics director with a focus on collaboration across the campus, Doug Gillin.

I am pleased to share that, through numerous initiatives, 15 percent of 2015’s first-year class are students from traditionally underrepresented groups. This is an increase of 3 percent in one year, and is the largest percentage increase in Appalachian’s history.

Our campus’ community engagement classification by the Carnegie Foundation was reaffirmed in 2015 and is evidence of Appalachian’s partnership with the High Country community, partnering in more ways than can be listed.

In July, our campus hosted the fourth Appalachian Energy Summit. In October, Appalachian received a national Climate Leadership Award from Second Nature, a national nonprofit agency, and the U.S. Green Building Council’s Center for Green Schools. The award, honoring Appalachian as the national winner in the four-year category, recognizes innovative and advanced leadership in sustainability and climate change mitigation. We have discussed how this leadership and expertise may fit into an Innovation Campus on the Broyhill site.

In the interest of moving from conversations to action, I charged the Chancellor’s Commission on Diversity to provide recommendations focused on recruitment and retention of students, staff and faculty from underrepresented groups. The Commission provided six proposals that are being implemented this fall semester, and additional proposals are being evaluated for implementation moving forward.

We have momentum, and I am looking forward to both the process and results of many additional items that are underway and planned for the near future. What will the near future at Appalachian look like? Read on to learn more.

**Resource allocation will be open and transparent**

Under the leadership of Provost Darrell Kruger and Vice Chancellor and Chief of Staff Randy Edwards, we have begun a campus conversation regarding advancing our strategic plan, as well as progress towards our next campus master plan. In the upcoming months, we will hold open budget hearings across campus, as part of our commitment to an open and transparent resource allocation process.

**An Innovation Campus will support faculty and student research**

Another conversation I had often over the last year involved the Broyhill Inn. The Board of Trustees has granted permission for the old hotel and conference center to come down, as renovations are just too costly, and the UNC Board of Governors has approved our request for Millennial Campus designation. Among other things, millennial designation allows us to spend other people’s money developing the site. Discussions include an Innovation Campus transitioning faculty and student research into economic development in the region through our expertise in sustainability, and a Conference Center.

**Diversity of thought, belief and community will become more valued**

Increasing the diversity of our students, faculty and staff came to the forefront in multiple conversations throughout the year. In addition to enacting the Commission on Diversity’s recommendations, we are also reviewing and creating an implementation timeline for recommendations provided by a number of student groups, including the Appalachian Social Justice Educators, students who attended the Black Lives Matter conference in Tucson, Ariz. and the Chancellor’s Student Advisory Committee for Diversity Recruitment.

While increased diversity is important to addressing issues of equity and accessibility, a more diverse community of students, staff and faculty is also critical to the health of our campus. The expanded dialogue and varying perspectives found in diverse communities further strengthen an environment of academic inquiry. We now have the largest percentage of underrepresented populations of any incoming class in Appalachian’s history. Campus wide, we will continue endeavoring to broaden the diversity of our community, beginning with specific recruitment and retention initiatives directed at students, faculty and staff. While we have accomplished much in a single year, we will not view diversifying our campus population as a list of items to be checked off. Our commitment to improving our campus culture will continue to broaden and deepen.
Sustainability will remain a core mission, and we will dig deeper into its meaning for Appalachian

Sustainability is one of our important areas of traditional excellence; Appalachian’s leadership in sustainability, or stewardship, is known nationally. It is perhaps important to note that our campus’ work in sustainability grew out of years of grassroots efforts by students, faculty and staff and that longstanding commitment is evident in the depth of engagement throughout our community.

Global learning will grow beyond a QEP

In the latest ranking, Appalachian is ranked fourth nationally among the top 40 master’s degree granting institutions for the total number of students who studied abroad for credit, and second nationally for the number of students who participated in short-term programs for academic credit. The Quality Enhancement Plan has been instrumental in advancing this initiative.

Global learning brings a rich diversity that greatly enhances a worldwide understanding of sustainable practices through new dialogues, diverse perspectives and research. In the years ahead, Appalachian will continue to deepen the accessibility to international experiences for students and strengthen the international interaction here at home.

Students will remain at the very center of our academic enterprise

Since arriving at Appalachian, I have seen students challenged to take what they learned in the classroom and apply creative and innovative approaches to develop solutions. Many times over this year, I have heard employers laud the many ways in which our students are prepared to lead professional lives and are driven to make a difference. This is in large part due to the rich and deep student research experiences they have with their faculty mentors.

Many of the conversations over this past year included Appalachian’s focus and quality in areas of civic engagement and service learning. These make us a very different kind of institution and lead us all to value how our lives, no matter our professions, can be made more meaningful and fruitful through service.

We will support slow and steady growth

Our enrollment growth is steady and sure. The increased dollars associated with the enrollment growth need to follow the needs created by the slow and steady growth. I have heard that repeatedly, and I promise you that the previously mentioned budget hearings, as well as current conversations in the senior administration, and the Provost’s Council, reflect such. Faculty offices, high-tech classrooms and academic buildings are a priority for any growth in student enrollment. Further, the nearly $2.2 million we are allowed to carry over will be spent on academic facility priorities.

We will cultivate our resources, and develop new sources of funding

We have just completed the most successful campaign in the history of Appalachian, raising over $200 million; but a campaign never really ends. We will continue to focus on raising dollars for need-based scholarships, merit-based scholarships, for faculty support such as distinguished professorships, facilities both academic and athletic, and other priorities addressed in our strategic plan.

We will keep sharing our stories

We have very, very good stories to tell. We are resolved to do a better job of telling our story, whether that be through increased visits down the mountain to Raleigh, through additional publications, or through the changes to the university website, we will showcase our many shining examples of excellence.

Let’s start now. Read on!

Sincerely,

Sheri N. Everts
Chancellor

As we move forward together, we’ll be guided by the understanding that we have before us these priorities:

- Support for Faculty and Staff
- Wellness, Health and Safety
- Diversity
- Sustainability
- Global Learning
- Student Research
- Community and Civic Engagement
- Fundraising
- Slow and steady enrollment growth
- Sharing our stories
We value your input
Tell us what grabbed your attention, stirred your imagination, reminded you about a great Appalachian memory or made you think about an idea or issue in a new or different way. We want to know your thoughts – please share them with us.

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“We are nationally-recognized leaders in academic sustainability initiatives.”
- Sheri N. Everts, Chancellor
Have you heard this before? Sustainability is in Appalachian’s DNA. More than 1,740 courses at Appalachian State University are sustainability focused or related. We have an Office of Sustainability. Our strategic plan promises “a just and sustainable future.” We fund Sustainability in the Arts grants. “The word sustainable is trendy and has a positive connotation. It’s a nice word!” – that from a recent NPR podcast.

It is a nice word. But what does it mean? All across our campus, faculty, staff and students are asking this question. As editors we asked, too. And kept asking. The result is the content of the next nine pages of this magazine, a wellspring of initiatives and academic thought and empowerment, all bubbling up from the word sustainability.

As we researched this section, the editors framed sustainability around the Three E’s – environmental protection and resource conservation (or ecology); economic prosperity and continuity, and social well-being and equity. Why? First, because we cannot have one without the others. And, because we think Appalachian is one of a handful of universities looking at sustainability through this holistic lens.

We like that lens because it affords every person, every group, every cause a point of entry to sustainable action.


We found no single definition for sustainability. But we discovered this: there are choices for sustainable action; our campus is rich with diverse and creative minds, and our faculty teach sustainability through many lenses.

Archival material tells us that in 1899 the Dougherty brothers built our school “with the dream of helping children in North Carolina’s ‘lost provinces’ discover educational opportunity to match the splendor of the mountains in which they lived.”

Sustainability is in our DNA.
Three great minds from the Appalachian State University faculty came together recently to talk about sustainability. They share mutual goals, but their strategies and solutions are not always the same. Each views sustainability through the lens of his particular passion.
Dr. Shea Tuberty is the co-chair of the Sustainability Council at Appalachian and a biology professor. For him it is all about clean water. Dr. Dinesh Paudel teaches sustainable development and advocates social equity as integral to sustainability. Dr. Todd Cherry, director of the Center for Economic Research and Policy Analysis, looks for sustainable solutions with policy interventions in our social and economic systems.

The depth of their thinking about and around sustainability, their concern and their hope for Appalachian and the greater global community, is not easily distilled into sound bytes or grabby quotes. We encourage you to listen to the podcasts and to begin sculpting your own definition of and strategies for advancing sustainability.

On the definition of sustainability:

ST: For me, it is about water. And how it relates to human development and land use change. Sustainability wraps the entire community at App State together and allows everyone to buy in, in any way they think is important.

DP: …the range of practices that allows us to think about ecology, about equity, about justice, about our environment, about our planet as a whole. What are the different possibilities and the major changes [those practices] can bring? …Without dealing first with this fundamental situation of equity, we will not achieve sustainability. That will drive everything.

TC: …One perspective on sustainability is substitutability. One side wants to provide the next generation with exactly what we have today. On the other side, you have people that think anything can be replaced. What is irrereplaceable? What do we want to preserve and conserve? And what are our options for... [adapting] new processes that allow us to use our resources differently?

On the concept of the Three E’s of sustainability – equity, economics and ecology:

TC: I think climate change is a perfect example of how those three things fit together. Climate change is a result of the failures of our economic and social institutions and our failure to manage our resources effectively. The origin of the problem is economics and social institutions. The solutions are going to have to come from those origins. There are inequities that make negotiations at an international level very difficult... overcoming some of those equity issues and what is just has been a barrier to action.

ST: There isn’t any aspect of the university community that is being left out because of this broad approach to using the three E’s. [Faculty can] find one of those [three E’s] or maybe a combination of them that their particular scholarly activities fit within or their teaching activities fit within. One of my goals is to increase the number of faculty who identify themselves with one of these. Then get them to actively engage with the Office of Sustainability to share what they are doing.

DP: I have a problem with the three E framework because they are contradictory to each other. For economic growth does not really operate together with ecology and equity. Economic growth requires
what? You have to extract environmental resources and also at the same time exploit or mobilize large scale population, and try to pay as little as possible to make more profit. That’s how you grow the economy, right? You cannot achieve environment and equity at the same time while putting economic growth at the center.

Can there be economic growth without devastating consequences to sustainability?

TC: What is economic growth? It is essentially improvements in well-being. That could mean more leisure time. The social and economic systems generate progress. We have to ask “What do we do with progress as humans?” We often do not manage the progress well.

DP: That would be wonderful if you defined economic growth as social well-being. Unfortunately, that is not how it is under this very competitive market. One country, Bhutan, calculated national growth in terms of gross national happiness. The market would be fantastic if it enhanced social well-being but, if it is used for some kind of corporate growth, profit-making venture around the world, that creates problems.

On social equity, justice, diversity in relation to sustainability:

ST: When the 2008 coal ash spill happened over in Tennessee, the community that received that coal ash… for long-term storage was the poorest county in the state of Alabama. The person that owned the landfill made some money on it, but the rest of the community was really worried about their health and the water quality of the leachate coming out of the landfill, which was immediate. That community doesn’t have social equity and so the fact that they’re being dumped upon, literally, with all the toxins that another rich community didn’t want… the fingers go everywhere as far as the interaction between these three E’s.
DP: There was a huge earthquake [in Nepal recently]. The earthquake went everywhere, but only certain people got killed and affected. They were mainly poor and women. The earthquake is a very natural process but it didn’t happen equally all over… the movement of the waves was very similar all over. The impact was different to different people because we put some people in certain positions and others in another. Think about this big natural disaster. How society is organized, how society is formulate makes a difference. Therefore without dealing with this fundamental question of equity, forget about achieving sustainability.

TC: I want to mention how diversity is valuable on campus in an intellectual community. Humans have this tendency to be around people we share views with and we have this selective exposure to information that confirms our preconceived notions. Some of the climate change research has shown that you can predict who is a denier of the science just based on their worldviews. It has nothing to do with their knowledge of the situation. We all have to get out of our “echo-chambers” and interact with people we might not normally agree with. That’s one of the great things about kids coming to college and living on campus and challenging themselves. They’re thinking about problems and being exposed to these new ideas.

On benchmarking our sustainability progress:

DP: I think that the root of the problem is that we already have these defined benchmarks and we feel we must achieve them. They have become so dominant and powerful, they define our goals, they define our discourse. They define our culture. They define how we operate. Therefore, unless and until we are ready to really think differently… we are not able to think through sustainability or a different kind of world and a different future. We just need to behave very ethically and correctly and in a way that doesn’t exploit nature or people. That’s it!

TC: ...there are choices we can make and there are metrics we can use to assess ourselves and how we’re doing. I don’t think there is anything wrong with being selfreflective. Really, what we need is a set of measures and indicators and an improved ability to understand what they mean and how they interact with one another. That takes time and insight. It doesn’t fit well for simple rules of thumb or a 15-second sound bite on the news.

“We must get a more global and international perspective, broaden outside our boundaries.”
- Dr. Dinesh Paudel

ST: There are certain metrics we use to measure water quality. They serve as a goal to make them better but at what point are they good enough? At what point do you overstep your use of other resources in order to make another one better?

On a sustainable economy:

TC: The fundamental issue is paying the full cost of our actions and consumption or activities. That would go a long way to addressing a lot of the problems. There have been promising actions and steps taken across the world. We have to scale it up to get to where we want to go.

DP: Any economic system or social practice ... if they take care of ecological integrity and social equity, that is a sustainable economy. If it doesn’t take care of these two issues and keeps exploiting people, that’s not sustainable even if it produces a profit right now.

On teaching sustainability on campus:

TC: I look at environmental policy… it’s a framework for seeing how a society works and how it can work better. And behavioral economics, which helps understand why people do or don’t do the right thing.
If you had to create a problem that just begged for apathy and lack of action or solution, it would have all the attributes of climate change. My students do a lot of research on policy trying to estimate the impacts and effectiveness of policy and achieving sustainable outcomes.

**ST:** I can take [my students] to the Great Barrier reef or off the coast of North Carolina or even to the creek on campus, which is a great learning outdoor field station. At these places I can show them what the immediate impacts of developing 24 percent of the land use within a small watershed will have and how it will impact water quality. You don’t have to go do high-end analysis and use the chemistry or physics department and all of their great instruments over there. You can basically just collect the bugs and let them tell the story.

**DP:** …a few days before Valentine’s Day, I asked my students, how many of you are giving a rose to your best friend? I asked them to think about your flower. Find out where it comes from. It’s a pleasure, that flower. But giving one flower, one rose, results in deforestation, in cutting down a tree in Cameroon. Flower industry in Cameroon is booming. Industrial companies control that flower. They bring the flower from Cameroon to Holland and they distribute around the world and that is the exact flower you buy and you give to your best one, your loved one. You also care about sustainability; you are the forefront activist to sustainability. So what should you do?

**On the future:**

**TC:** As we say, sustainability is not a trend here. It’s who we are. App State is unique in a sense because we have the faculty to work toward [sustainability issues] in their research and applied activities. We have the technology component... environmental sciences are doing great work. In my own department we have the strongest environmental groups in the country. The concentration of expertise attracts faculty because they want to come and work in a place that shares their interest and supports their research.

**DP:** We must get a more global and international perspective, broaden outside our boundaries. Embrace campus diversity in terms of hiring faculty from multiple backgrounds and invite students from all different places. Don’t take anything as it is. Keep asking why. That will lead us to a good future.

**ST:** One of the strengths of Appalachian is the community we are built in. I couldn’t imagine a community more interested in water quality and maintaining biodiversity; love of the environment; outdoor sports. The people who come to Boone come for clean water. They want fresh air, a forested view shed that in their minds has never been impacted… We are poised to make an international contribution to sustainability… we are pretty much breaking all the confines that many of our state institution partners would think that we have.

“As we say, sustainability is not a trend here. It’s who we are.”
- Dr. Todd Cherry
The Appalachian Energy Summit

The first Appalachian Energy Summit was hosted on Appalachian’s campus in 2011, a gathering of representatives from 16 campuses in the University of North Carolina system and six private schools. Each year since, hundreds of Appalachian Energy summit participants have gathered in Boone to organize and inspire collaborative efforts around energy innovation. The Summit is on track to save North Carolina $2 billion in avoided energy costs by 2025.

Cost and energy savings are measurable benefits with both short- and long-term advantages to the environment and the economy. Ultimately, however, the Appalachian Energy Summit has the potential to make a national impact as a model for interagency collaboration.

“As other organizations use and adapt the process developed by the Appalachian Energy Summit partners,” said Special Assistant to the Chancellor for Sustainability Ged Moody ’08, “the possibilities for sustainable practices to take hold and improve environmental, economic and social systems increase exponentially.”

Six self-selecting working groups centered around transportation, energy supply and operations, academic integration, financial and regulatory issues, technology integration and building efficiencies defined five strategic goals in 2011 and continue to build on that foundation.

In remarks made this past October, Chancellor Sheri N. Everts reported, “Appalachian’s stewardship this year saved $700,000 in avoided energy costs and reduced water usage by almost 6 million gallons.” UNC spends around $227 million a year on utilities. In the last decade, UNC campuses have reduced total energy use per square foot by 20 percent.

Learn more about the history and goals of the Appalachian Energy Summit at sustain.appstate.edu/energy-summit.
Dr. Lee Ball, the interim director of sustainability for Appalachian State University, has all the credentials: a doctorate in Sustainability Education, a master’s in Environmental Education, and a Bachelor of Science degree in Natural Science. He has taught sustainability-related content for 14 years. His primary research is focused on sustainability literacy, the valuation of green building, biophilic/ecophilic design and change agency related to community engagement.

Dr. Ball also walks the walk.

He serves on the boards of a number of institutions with sustainability priorities. He is a habitual volunteer. He is helping to establish a sustainability council at his alma mater, Lees-McRae College. He rides his bike to work. He once lived with bears. He closely mentors 15 or more interns and untold numbers of students. He gardens, he’s a vegan; he runs and he loves his family.

Oh, and then there’s his day job.

Ball assumed his position in the Office of Sustainability in May and has been on fire since. In a podcast recorded in September, he shared his thoughts about the meaning of sustainability, what it means at Appalachian and what he wants to accomplish.

On the definition of sustainability:

Sustainability is a process. The definition is something a lot of people struggle with. We spend a lot of our time trying to help people figure out how they’re going to connect to it. Because it is so beautiful here, it is natural for us to rally for the environment. A subset of that is a thriving, strong and flourishing economy that supports the society. When everything is
somewhat in balance, then the environment and the people are happy.

**On faculty outreach:**
We have so many [faculty] experts here… national and international leaders. We’re already doing academic integration. Now we need to leverage it. We need to tell the stories.

**On educating the university:**
We have a team of outreach interns… who are on campus frequently so that the students, faculty and staff can understand what we do… we’re out there talking about equity and we’re talking about the environment and zero waste and triple bottom line economics and art and all of the different ways that you can connect with sustainability.

**On assessment:**
The university is in our second year of a new strategic plan called The Appalachian Experience: Envisioning a Just and Sustainable Future. The idea of the sustainability literacy project is to assess the knowledge, behaviors and attitudes of our campus community. We have a series of surveys for incoming students, both transfers and freshmen, faculty and staff… as well as qualitative interviews and focus groups. We will survey them again toward the end of the strategic plan to see if we’ve moved the needle.

**On waste reduction – beyond recycling:**
When we’re throwing something away, we need to know what ‘away’ is and we need to know the right receptacle to put it in.

...The largest part of zero waste is the upstream part of it. So we’re working on not buying certain things or we’re buying things that are recyclable or that can be used again. It’s not an afterthought.

...We’re starting a green office certification program with standards and criteria for things an office can do to make its environment more sustainable.

**On this place, at this time:**
We are really lucky that we have integrated sustainability at very deep and high and broad levels here at Appalachian. It’s really an exciting time to be here. The issues related to sustainability are serious, and we can’t be complacent and sit here as bystanders. We all have to participate and so we’re trying to get people engaged and involved.

**Dr. Ball’s Sustainability Bucket List:**
- Climate change film series and faculty discussion
- Green certification for campus offices
- Leadership training for orientation, admissions, campus tours and recruiting
- High visibility/outreach
- Zero waste education for campus
- Expansion of Zero Waste Stadium
- Sustainability assessment
- Faculty development
- Student Sustainability Council
- Faculty sustainability research directory
- Residence hall sustainability representatives
- Promoting alternative transportation
- Sustainability-themed grants for students, faculty and staff
- Cigarette butt litter awareness
- Sustainability podcast series

“Our campus’ work in sustainability grew out of years of grassroots efforts by students, faculty and staff.”
- Sheri N. Everts, Chancellor
Strategic Sustainability Initiatives for Appalachian

Appalachian State University’s strategic sustainability initiatives were recently presented to the Sustainability Council by Special Assistant to the Chancellor for Sustainability Ged Moody ’08. The council, more than 70 administrators, faculty, students and staff, is charged with setting and executing the vision for sustainability on campus and in the community.

Strategic Sustainability Initiatives for Appalachian:

• Utilize campus infrastructure as a laboratory, leveraging sustainability commitments and research capabilities with external partners.

• Foster dialogue that allows faculty and students from all disciplines to find their unique connections and passions for sustainability; a future that is socially, environmentally and economically just.

• Create a national voice for Appalachian, showcasing decades of leadership, allowing others to learn from our efforts and successes.

• Develop an innovation campus – partnering the academy and industry for research and discovery – as a means to repurpose and revitalize the Broyhill Inn property.

• Discover and highlight faculty’s ongoing, cross-campus research in sustainability, building interdisciplinary opportunities for research, external funding and knowledge creation.

• Create a curricular sustainability-attribute program that allows students to identify and opt-in to sustainability-related coursework.

• Combine Appalachian’s ownership of a public electric utility, New River Light & Power, and related academic strengths with industry and emerging technologies to lead the way in this industry’s transformation.

• Implement large-scale renewable energy solutions and the pioneering of related financing structures to reduce utility expenditures and environmental footprint.

• Establish an external advisory group to assist with strategic direction and leadership fundraising.

• Partner with thought leaders, including the Rocky Mountain Institute, WorldWatch Institute, and Oberlin College, to stay at the forefront of sustainability theory and practice.
Sustainability demands an Inclusive Culture

As Appalachian moves from a community with a history of valuing diversity of thought, belief and community to one that develops active strategies to recruit and retain a diverse body of students, faculty and staff, the Chancellor’s Commission on Diversity has developed framework for moving forward.

In 2014, Chancellor Sheri N. Everts charged the commission to provide recommendations focused on the recruitment and retention of students, staff and faculty from underrepresented groups. The result of that charge is 14 proposals, informed by many campus groups, including ones that preceded the commission’s charge. Student groups, in particular, provided invaluable feedback supporting the need for these actions.

While the initiatives are presented in list form, the commission continues to underscore the importance of viewing this work as evergreen, rather than as a checklist.

**Six of the commission’s proposals are currently underway:**

- **Engaging a consultant to provide education to all supervisors on the topic of creating an inclusive campus.** This campus-wide initiative would mirror the protocol used in educating more than 800 supervisors about interpersonal violence last year.

- **Implementing a bias incident response process.** This recommendation was provided not only by this year’s Commission, but also the preceding Task Force on Diversity.

- **Creating an online search committee compliance module.** Currently, this education is provided in face-to-face meetings between search committees and staff members in the Office of the Equity, Diversity and Compliance.

- **Related to the item above, another proposal recommended that search committees be provided face-to-face education about the ways implicit bias can affect search processes.** This face-to-face time would replace the compliance-focused education that is currently offered.

- **Expansion of the exit interview process.** Currently, departing SPA employees and departing EPA employees from the Academic Affairs division are the only individuals provided with the opportunity to participate in exit interviews. The information obtained through the exit interview process has been invaluable in assessing climate issues, benefit needs and other reasons people leave Appalachian. In order to have this data from departing employees from all divisions, the Office of Equity, Diversity and Compliance and Human Resources are working together to expand the exit interview process.

- **The Office of Equity, Diversity and Compliance and the Office of Multicultural Student Development are working on creating a formal mentoring program for students from underrepresented groups.**

While moving forward with these initiatives, assessment is underway to determine implementation strategies for eight additional proposals from the commission. The remaining eight proposals cover a wide variety of topics and aim to serve students, faculty and staff.

Read more about Appalachian’s diversity initiatives at diversity.appstate.edu.
If you’re one of those people who collects ideas on Pinterest about repurposing a wooden crate into a porch swing, tiling your bathroom floor with copper pennies or using recycled bottles in wedding centerpieces, you’d love the show “Salvage Dawgs” on the DIY network. It chronicles the adventures of a fun and dynamic group of people who recover and reclaim items from buildings fated for demolition, bring them back to their warehouse, and re-sell them or repurpose them into other items for sale.
If you’re the type who’d rather leave the DIY-ing to others, the retail shop at Black Dawg Salvage in Roanoke, Virginia, has plenty to discover. The place is chock full of items to outfit the homes of the shabby chic decorator, the hipster, the classic antique collector, the reformed (or unapologetic) hippie, and everyone in between. People come from all over the continent to visit the store, take selfies with the stars of Salvage Dawgs, and buy show swag and treasures large and small. On a hot, muggy, August afternoon, the place is positively bustling.

Calmly walking through the organized chaos, smiling at customers and joking with co-workers, is Grayson Goldsmith ’11, the only female star of the reality show. Tall and stunning, wearing steel-toed boots with her cutoffs and logoed tank top, she stands out among the crowd. She moves through the huge retail and warehouse space, answering phone calls, tracking down miscellaneous items of inventory, – “Do y’all still have that floor lamp Mike built from recovered barn wood and iron I saw on the windmill episode?” – and making sure our camera crew has access to electrical outlets and an interview location that isn’t too noisy and has just the right light. She knows exactly what we need and is friendly and efficient.

As we sit down to chat, her warmth, mixed with a bit of endearing awkwardness, is disarming. She is open, genuine and friendly, and immediately apologizes for being camera-shy. She tells us, being on Salvage Dawgs, “at the beginning, was a bit nerve-wracking. I was so nervous about being this girl in the field. You know, I didn’t want to seem helpless or weak.”

Not much to worry about there. On the show, she wields tools with a practiced air, demolishing structures, recovering salvageable items and occasionally, coming away bleeding. But she also brings empathy to every project, and an aspect of the job that brings her satisfaction is gaining a true understanding of the social and personal history of the items her crew recovers.

“There’s always a story,” she said. And it’s evident she finds it moving and meaningful to talk with the owners of the salvaged items. “Knowing that this stuff is being respected, and we really appreciate it… they are almost tearing up when they know it’s going to live on in another way, another form, just get reused. They are worldly things,” she added, “but they have sentimental value.”

Black Dog owner and Salvage Dawgs co-star Mike Whiteside shows obvious appreciation for this quality Grayson brings to the job. “You have to be sensitive – you’re dealing with people’s lives that are history. You know, we’re taking something down that’s connected to the community and/or individuals, and you have to be respectful of that. And Grayson really helps us. I mean, Robert and I have done it for years, and Grayson does that too…”

“She just does it better,” interrupted his business partner and co-star Robert Kulp with a smile.

While taking care of people’s legacies has meaning for Grayson, this Sustainable Development alumna finds true satisfaction in working in an industry that embodies sustainability.

“ “The main principle… of sustainable development is the emphasis on social equity, environment, and economics. And what I do here at Black Dog is, we are working in a business, so obviously our aim is to make a profit. But we also are salvaging and repurposing architecture, and keeping that out of our waste streams. You know, things that would have ended up being in the burn pile or landfill, essentially. So, it feels right to be working somewhere where I’m kind of contributing to that social change.”

Grayson’s degree stood out to her employers as an asset. Kulp and Whiteside appreciate her ability to understand how their business is making a lasting impact on the environment, the local economy in Roanoke and the lives of their employees, as well as the former owners of the salvage.

“In one of the conversations I had with her about her degree,” said Kulp, “she said it was really about, not only, ‘hey, let’s just recycle.’ It’s much deeper than that, and it’s based on the fact that the only way that kind of effort can be sustained is for people to be sustained by it.”

“Yeah, I feel good about what I’m doing, and I believe in the work that we do,” Grayson added.

Some people search for that their entire lives. Grayson found it right out of college.

Now there’s an Appalachian definition of success.

“I feel good about what I’m doing, and I believe in the work that we do.”
– Grayson Goldsmith ’11
Fostering a Community of Diverse Scholars

Bindu Kolli Jayne is helping build a more fulfilling academic and personal Appalachian Experience with a diverse array of voices.

by Elisabeth Wall

Don’t be mislead by Bindu Kolli Jayne’s generous smile and gracious manner. Appalachian State University’s chief diversity officer and associate vice chancellor for equity, diversity and compliance is fierce about “making this campus look different.” She is equipped for the challenge: she has the Chancellor’s charge to increase diversity at Appalachian, her juris doctorate from the University of Pennsylvania Law School, half a decade’s experience in policy, compliance and equity affirmative action – mostly at the University of Delaware – and a passion for change. “Diversity is not an add-on, or a checklist,” she said. “We need to make diversity the normal; not nice to have, need to have.”

Since she arrived at Appalachian in June of 2014, she has made it her business to encourage and promote “a diverse array of voices everywhere on campus – in the classroom, in our policies, in the speakers we invite, the books and resources our faculty use.” In a conversation with Interim Sustainability Director Lee Ball, she shared her thoughts about social justice and diversity in respect to sustainability, and her efforts and challenges on campus. Following are Jayne’s observations from the first of Dr. Ball’s “Find Your Sustain Ability” podcast series.
• Sustainability is very future-looking and social justice is very now. Looked at in that way, they don’t connect. No one is going to focus on sustainability if they aren’t in a situation that is fair and just now. I would argue that sustainability advocates have to focus on social justice if they want to address the full spectrum of sustainability-related issues.

• Sustainability and social justice are answers to the same question: What do we want our future to look like? When we start framing in that way, the connections are easy to make.

• Boone is a unique area. It is reflective of national conversations about race, economic and gender disparities but also a unique community that is very homogeneous. Every national conversation is heightened here. Right now, the conversations have to do with race, gender and LGBT issues. These are not unique to Boone, but the conversations (around these topics) have increased in volume.

• We usually talk about the benefit to those marginalized groups who now are being included. But [without diversity] the majority groups aren’t getting a full experience because they are not getting exposed to ideas not like their own. The more opportunities we have for ideas to be challenged, the better the outcomes will be. If we want to be competitive, we need to be challenged in looking at issues in a new and innovative way. That simply won’t happen if our students, faculty and staff are hearing from and working with people who share the same experiences and ideas that they have. It’s just not sustainable.

• Recruiting more people from diverse backgrounds is important but we can’t forget the community that is here. By fostering the community of diverse scholars and students, like attracts like.

• A diverse array of voices everywhere will make Boone a place where everybody will feel welcome. You will have a better outcome. Faculty, staff and students will have a more fulfilling academic and personal experience. You are making a better decision by using diversity in your decision-making process.

• Socio-economic disparity is one of the areas in diversity that is such a clear link to sustainability. People who have a lot are using more of our resources. When you have people who have very little, struggling to get by, they don’t have the luxury to make the best decisions about the future of our resources. When that disparity gets wider and wider, we’re moving farther and farther from our goals for sustainability. Economic fairness has such a clear link to sustainability.

• My vision for Appalachian’s future is one where there would be less focus on selling the importance of diversity and more focus on becoming more diverse. I believe that when confronted with the reality of living and working in a diverse environment, the benefits are indisputable. We would all see the difference.

• Overarching [my work] is meeting with students, faculty and staff who oftentimes are not having their best days. They are having an experience that’s making them feel unwelcome or, on the Title IX side, they have experienced some type of sexual violence. If you’re having a really bad day and everything seems overwhelming, I try to provide a clear path to some sort of resolution… or I’m trying to put into place the policies and processes that mitigate the effects of those really bad days.

“Sustainability advocates have to focus on social justice if they want to address the full spectrum of sustainability-related issues.”

– Bindu Kolli Jayne

• Every day is positive. I get to work with students who are incredibly passionate about social justice issues, and want to change the world – students that are going to have an ‘aha!’ moment and make a difference. If I could take one one-millionth of ownership for setting them on that path, that’s a really good career.

• The spark for me for social justice work was ignited in college and that has sustained throughout my career. To see that in a student and know that that spark might not be fleeting, could change the direction of their lives, is really exciting.

• We want all of our students to be successful, to find an endeavor they feel passionate about. That’s a lot to expect of someone who is worried about where they are going to stay, if they are going to be safe. If we want them to be successful, we have to support the whole student.

• First step [to connecting with the marginalized] is to be self-reflective. Your worldview may not be as broad as it can be. Go out and engage with other experiences. A college campus is a great place to do that. There are hundreds of clubs, organizations, events. Get comfortable being uncomfortable. Go there. Meet someone. Tell them your story. They will be more comfortable telling you theirs.

appalachianmagazine.org 25
Appalachian’s Social Justice Collaborative grew out of Appalachian’s strategic plan and the University of North Carolina system’s mission statement. Specifically, it enacts Appalachian’s commitment to help create healthy, just and sustainable societies, and seeks to advance the UNC system’s mission to contribute to the solution of societal problems and to enrich the quality of life in the state, region and world. The collaborative encourages and promotes scholarship and creative activities from cross-disciplinary perspectives on social justice and human rights issues, strives to prepare students to incorporate social justice and human rights into their professional and personal lives, and seeks to provide opportunities for partnering with community agencies to give a stronger voice to the work they do on social justice issues and, where possible, to assist them in that work.

The collaborative core values include:

- Social and Economic Justice
- Human Rights, Equality and Equity
- Healthy Communities
- A Sustainable Environment

Co-Coordinators: Dr. Vachel Miller (Leadership and Educational Studies) and Dr. Donna Lillian (English)

Members:
- Dr. Robin Byerly (Management)
- Dr. Richard Crepeau (Geography and Planning)
- Rachel Fleming (Librarian)
- Dr. Melissa Gutschall (Nutrition and Health Care Management)
- Dr. Nickolas Jordan (Human Development and Psychological Counseling)
- Dr. Ginger Loggins (Communication)
- Dr. Greg McClure (Curriculum and Instruction)
- Dr. Suzi Mills (School of Music)
- Dr. Deborah Phillips (Social Work)
- Dr. Matt Robinson (Government and Justice Studies)
- Dr. Reeves Shulstad (School of Music)
- Dr. Gary Walker (Biology)
- Dr. Jen Westerman (Sustainable Development)

“Currently, the Social Justice Collaborative is working on a proposal for the creation of an organization of faculty and staff that directly engages in work aimed at creating a just and sustainable university and community. This work is critical to Appalachian because it shows we are serious about doing the work of social justice. So many groups pay lip service to these issues. We hope to be better than that. This collaborative is a step in the right direction.” - Dr. Nickolas Jordan

“Our Appalachian Community embraces inclusivity.”
- Sheri N. Everts, Chancellor
For the third year running, seniors at the Cherokee Central School (CCS) on the Qualla Boundary have the opportunity to earn up to six college credits for an elective hybrid course offered by Appalachian State University. According to Dr. Allen Bryant, associate professor in the Department of Curriculum and Instruction and the teaching professor for the course, there are many early college opportunities on reservations across the country, but for the Gadugi Program – Gadugi is Cherokee for ‘working together’ – courses are designed specifically around Cherokee culture and history.

Bryant teaches two sessions during the academic year: Cherokee culture and the history of education on the Eastern Band of Cherokee. Four days a week he connects with his Cherokee students through Skype or Google Hangouts. Fridays, admittedly his favorite day, he teaches on the reservation.

“This isn’t about diversity numbers or data. This is about preserving the culture of the Cherokee.” – Dr. Allen Bryant

“I felt humbled teaching Cherokee history and culture,” Bryant admitted, until one of his students told him, “Please don’t apologize. We don’t know these stories.” “They are learning about their ancestors,” Bryant added, “their geography. It is instantly relevant.”

“The students blow me away,” he said. “They want to make a difference, to give back. It is a joy to watch them discover their stories. We were studying indoctrination and I shared a textbook depiction of The Trail of Tears. They want to tell the [curriculum] teachers why they aren’t happy about the way their ancestors are being portrayed.”

Bryant said the program has engendered “amazing partnerships.” He co-teaches with Coach Heath Roberston ’05, a Reich College of Education alumnus who gives up his daily planning period to teach this class. The Eastern Band of Cherokee pays the tuition and travel fees for students to visit campus. Appalachian Admissions has provided materials and one-on-one assistance with completing applications and the Office of Equity, Diversity and Compliance will sponsor a second film series in February.

“Course credits will travel with the students wherever they go,” Bryant said. “I’d love for them to come to Appalachian. We hope to make the transition easier... give them a feel for what college is going to be like.”

Robertson said everybody wins: the Cherokee “students recruited to App gain opportunities they may not otherwise have; the Appalachian community is exposed to new perspectives and may learn a part of our country’s history not openly discussed.”

Enrollment numbers are not huge but have grown each year, Bryant said “There’s always the worry in this climate of having it become about numbers and data. Without these courses, an entire culture can vanish. That’s not melodrama, that’s what the teachers are up against. If higher ed isn’t here for this, what are we here for? It’s time for some soul searching.”
Providing Evidence-based Wellness and Prevention

Dr. Alex Howard is Putting Safety First

by Elisabeth Wall

Dr. Alex Howard is the director of Wellness and Prevention for Appalachian State University. In his words, the office was created “to help students navigate their university years safely and successfully, through education and training.”

Howard’s goal is to provide evidence-based wellness and prevention training and education to the greatest number of faculty, staff and students. His first-year priorities are to:

• build an identity for the department;
• build partnerships and networks on campus;
• and, establish a system of data collection and analysis that will inform the actions of the department and university.

He is building awareness of his department mostly by word of mouth. “My staff are all over campus,” he said, “– speaking at clubs, meeting and mingling, participating in lectures and panel discussions, working hard. It’s a cool team. They’re doing great work that will snowball.”

“We are actively identifying all the people who are working on issues related or similar to our own,” Howard said, “and identifying areas in which we can work collaboratively. I’d like to build effective and efficient systems, not multiple pockets of independent initiatives.” He plans to establish a system of data collection and analysis that will inform “all of our education. Instead of creating programs and services because we think we should, we need an understanding of what is occurring within the student body. The reality is, if a service we put money and employees toward is impacting only 50 students, is that the best use of resources?”

As a first-generation college student, Howard said he is “sensitive to the determinants of academic and collegiate wellness and success that are not related to aptitude.” Many things impact how the students transition to and navigate college, he explained. “Low income, being a sexual or ethnic minority, being of a non-majority faith group, coming from a rural area with limited resources, persons with a complex medical history. There are many layers that interest me in the work I do. I know the hurdles. We are trying to understand the complexities.”

Howard’s Maxims:

Education is the most powerful tool we have as a collective society.

Evidence-based research is necessary to implement programs that work.

Wellness and prevention cannot be isolated to a single department, but require a communal and institution-wide approach.

When we have the data there will be a few “uglies” to address.

The university will do the right thing.
Patrick Sullivan, communications major, University Communications intern and Appalachian Prevention Advocate (APA) program graduate, is clear about the importance of APA. “You may think you’ll never be exposed to the issues that the Big Three (suicide, alcohol and drug abuse, and interpersonal violence) encompasses, but we see members of our Appalachian Family struggle with these matters on a regular basis. That is not OK.”

Dean of Students J.J. Brown agrees. It is not OK. The APA program is part of an institutional commitment to reduce instances of suicide, sexual assaults and misuse of drugs and alcohol within the Appalachian community. “The goal,” he said, “is to teach students skills to help them prevent behaviors in these three areas with outcomes of reduced incidence rates.”

Students who have completed awareness and bystander trainings in all three prevention areas are awarded cords for their academic regalia.

In a short video of the “cording,” Brown places three cords around the first class of APA graduates’ shoulders – each cord a symbol of one of the Big Three issues. “This is something we want to build upon,” he said. “You are making a difference in the lives of this community and... that is huge. We want to change culture. We are grateful for you all.”

Some of the graduates spoke about the personal value of the training:

“Knowing how to reach out to others, getting them to talk about it and being an active bystander is really important to me.”

“If you could stop (bad outcomes) from happening to one person you love, then why wouldn’t you do it?”

“You never know who is going through these issues. And to be there for them, with education behind that, is really important.”

“**Our community cares and is committed to action.**”

– Sheri N. Everts, Chancellor
Provost Darrell Kruger has been on Appalachian State University campus for less than four months and admittedly he has done far more listening than talking as he absorbs the “culture and context” of Appalachian. (A quote collector, one of his favorites is Mark Twain’s, “If you have nothing to say, say nothing.”) He has a quiet, warm persona, jauntily sports a fedora and speaks with a soft, easy, hybrid English-Afrikaans accent, a remnant of his South-African heritage. His answers to a series of questions during a recent podcast were thoughtful, insightful and illuminating. Following are excerpts.

What is the most fun you’ve had since you came to Boone?
One of the most exciting things was seeing our daughters enjoy the Beach Boys and dancing to that – they were! – and Post Modern Jukebox was really good.

We understand you are a quote collector. Do you have a favorite?
I like a number of quotes. My daughters ask me what are you going to be doing today and I tell them, “I am going to be ‘going placidly amid the noise and haste and remember what peace there may be in silence,’” (Max Ehrmann, from The Desiderata). In the world that we live in there is so much noise and haste. It’s good to remember we can have silence and reflect and think about things.

Tell us about your family.
My wife is a political scientist, worked in business for some years and was a non-traditional student. I have a son in college, pre-med, and two daughters here in Boone in eighth and ninth grade. I’m impatient by nature. Having children has enabled me to see things in perspective as I’ve become older. I’ve become a better academic and a better administrator because of that experience. They are a blessing to me and a great support system.

Can you tell us something about you personally that would surprise us?
I am an avid rugby follower. I played competitive rugby, played through college. It was a great bonding mechanism for my father and me. It’s not about playing competitive sport but what I got from playing sport: the ability to work in teams and the ability to collaborate.

Is there one benchmark for yourself, a personal goal, you have set for your first year on campus?
There are two. Listen, listen and listen. Especially if you are new to a community. I don’t understand the culture and the context of Appalachian given that I’m relatively
new to it. Listening is an important part of communication. The second is to get my team in place. For three degree-granting colleges, we are searching for deans, and I need to fill several line reports as well.

Let’s talk about the university’s strategic plan. Why is it important to have a strategic plan?

It is a cliché that whenever there is a new chancellor, there will be a new strategic plan. But, really, a strategic plan provides continuity even as the players tend to change. And it provides a framework for resource allocation, especially for the provost. Finally, it enables the chancellor to sharpen her message internally and externally for the stakeholders.

You are committing quite a bit of time to meeting with groups across campus about the strategic plan. Why is this a priority right now?

Both the chancellor and I are relatively new. The strategic plan was approved 18 months ago by the (Board of) Trustees. The chancellor and I respect the work of the University Planning and Priorities Council. Because of leadership change, it has been on the back burner. We are listening to campus stakeholders to learn from the campus community which elements of the plan to prioritize and make actionable. The Strategic Planning Advisory Council is facilitating that conversation. We are gathering a lot of material that will feed into the campus master plan of 2016.

Let’s talk about the innovation campus and the Broyhill Inn property and timeline.

One goal of the innovation campus project... is to provide academic space to facilitate 21st century teaching and learning as well as research and creative expression. We are growing but that places stress on academic teaching and research space. So one cornerstone must be an academic space. Faculty and staff housing is also an important consideration. Finally, a conference facility that would serve both Appalachian and Boone is another possibility. These three interlocking elements have been mentioned and need to be further discussed in 2016.

As to the timeline, the Board of Governors [in September] approved millennial campus status for the Broyhill and the College of Health and Sciences property at State Farm. Millennial status enables public and private partnerships. This will make funding flexible and will not impact our debt load. We will have strategic planning conversations this fall, and in early 2016 those plans will feed into master planning conversations of which the Broyhill site is a major component. We’re looking for faculty to participate in focus groups on faculty and staff housing. [The property is not viable to renovate] and we have approval to demolish that facility. Hopefully sometime during 2016 we will move with that plan and ground breaking.

Can you talk about what we are doing on our campus now to increase the diversity of our faculty and our student body as well?

Two of the six initiatives from the Chancellor’s Commission on Diversity specifically pertain to strategies to increase the diversity of faculty and applicant pools. I, along with the deans and chairs, continue to work with [Chief Diversity Officer] Bindu Jayne to implement these this year. When I say implement, really we are planting a seed. We are trying to make it part of the institutional fabric and culture.

It is one thing to recruit faculty from historically underrepresented populations, but we have to have the requisite services and environment that cater to folks from historically underrepresented backgrounds so they can truly make Boone their home.

In terms of initiatives for students, there’s a long list. The Chancellor’s Student Advisory Board for Diversity Recruitment is one – a broad-based group on campus that helps us with email and telephone communication with prospective students from all parts of North Carolina and the country.

We have expanded the holistic admissions review process, which counters the focus on G.P.A. and test scores primarily. We will build on those efforts.

Hiring is also important. In the Office of Admissions and Enrollment Management, we currently are seeking a director of diversity recruitment. And then we’re offering some selected services in Spanish as well as Mandarin.

I often share I’m an immigrant. I’m bilingual, and I’m a first generation (college student). I share that because the longer I’ve lived in the U.S. those signatures have become increasingly common and increasingly that is what our student body is and what it will become.

Can you share your thoughts, concerns and possible solutions around student financial literacy?

It’s one thing to know what college costs, another to write the check. Nationally the average student debt for a student graduating from college is well north of $20,000. That is a reflection of a number of things, including the disinvestment from public higher education. At Appalachian we continue to do a number
of things, mainly on the educational front: providing information each semester to student loan borrowers outlining estimated total education loan debt and estimated monthly payment; we encourage students with education loan debt, if greater than $12,500, to complete online financial awareness counseling, a tool provided by the federal government; and once the students graduate, we provide letters to student loans borrowers who are near default. Our default rates are comparatively good when viewed in a national and statewide context. But, like everything, we cannot become complacent.

What are your thoughts about preparing for the baby boomer retirement eventuality? And what incentives do you see for recruiting and retaining top-level faculty?

Faculty is critically important for our continued success in the transformational educational experience we are well known for. Housing and cost of housing in beautiful western North Carolina creates a real challenge because of cost. With increased movement of faculty and staff through the work cycle, we have to provide housing across the spectrum and we need to be able to predict what the needs will be for new faculty at the assistant and associate levels.

Pay is important and the tuition increase will provide pay raises for the next two years.

And, just as important are academic facilities. I’ve probably spent six hours boots on the ground in buildings, trying to see the range of facilities we have. Investing in facilities is attractive to faculty and to students. The chancellor and I are committed to building an Appalachian looking 15 to 20 years down the road.

What’s on the horizon for spring semester?
On a selfish level, I’m confident dean search committees will wrap up successfully. And I’m grateful to the faculty serving on those committees.

We will host budget presentations in the spring. We will identify goals for next academic year and identify resources they need. The chancellor and I value transparency. The chancellor says, “There are no secrets with the budget;” that informs and provides input that strengthens administrative decisions.

In your letter to campus at the beginning of the semester, you used the phrase “Tikkun Olam”—meaning to repair the world or make it a better place. What have you seen at Appalachian that resonates with that?

Editor’s note: In his answer Provost Kruger spoke at length with pride about the Appalachian Energy Summit (page 17), sustainability work on campus (page 18), the Commemoration of Integration, specifically Pat Beane’s experience at Appalachian in the early 1960s (page 45), and Dr. Allen Bryant’s work with the Reich College of Education and the Eastern Band of the Cherokee (page 27). He concluded saying:

… those are just a small collection of examples that speak to our consciousness at Appalachian that the world is not a level playing field. And we have an active role in that to shape it and to make it more equal and to have more social justice for the next generation and other generations to come. I tell my wife and children most mornings, that it is a blessing and a privilege to be provost at Appalachian because I continue to serve as an advocate for very, very good work done by 900 faculty and by close to 3,000 employees each day. Having an institutional DNA and commitment to social justice and sustainability resonates strongly with me.

Faculty of Distinction

Appalachian’s faculty are dedicated to research and student mentorship and invested in new strategies and technologies. On the following pages, meet some of Appalachian’s many extraordinary faculty members whose dedication to excellence in teaching, research and service inspires their students and colleagues alike.
Karen Epermanis – or, as her students call her, Dr. E – was nervous when she watched four mentees field questions from risk management professionals at the national Spencer Risk Management Challenge this spring. It was the culmination of a semester’s worth of research. Their assigned task: Analyze company risks and make recommendations for The Walt Disney Corporation. Epermanis, Director of the Brantley Risk and Insurance Center, was impressed with her students’ knowledge and professionalism. “I could not have done that as an undergraduate,” she says. “I would have fainted up there!”

Epermanis might feel she was a timid undergraduate, but she went on to spend over a decade working for Fortune 500 companies before returning to academia. She made the transition, in part, because she was bored and needed a challenge. But, mostly, she just wanted to help the next generation succeed. “Insurance,” she says, “isn’t going away. And there’s risk in everything we do.”

Looking at the numbers, it’s clear that – for a student who wants a post-graduate job – the field is a pretty safe bet. Under Epermanis’ leadership, the Brantley Center has 95 percent job placement. “I love working with students and watching them find the path that’s right for them. Then, I get to help them explore it,” she says.

All four of the students who ultimately won the national Risk Management Challenge found jobs within three months of graduating. Epermanis keeps track of their progress. Her ongoing mentorship brings, for students, the peace of mind that insurance potentially brings a policy holder. And, in return, students keep things interesting. “The program keeps growing. We keep adding new dimensions. Appalachian gives us the opportunity to create new avenues and be challenged,” she says. “There’s really no way to get bored here.”
The first chapter of Jennifer Snodgrass’ new book “Contemporary Musicianship” is about Billy Joel. Why? Because, in 2012, she noticed that her 8 a.m. Music Theory Class students were sleepy. She used the piano man to wake them up, announcing: “You’re going to study Billy Joel. You’re going to write like Billy Joel. You’re going to learn everything you can about Billy Joel’s life and career!” It was a spontaneous idea to make her students approach their studies through a specific and unexpected artist, but they were immediately more alert and engaged.

“Contemporary Musicianship,” published by OP in April, builds on this concept. Instead of the traditional coverage of basics and analysis, students learn fundamentals by studying the songs and stories of pop, country, and classical artists. “This is a book written for students,” she says. “My students said, ‘Adele is amazing.’ So, Adele is in the book. They love Joshua Bell. So, Joshua Bell has a chapter.”

The narrative also draws from what Snodgrass learned during a sabbatical in Nashville, where she spent time observing how industry professionals – including sound engineers and songwriters – talk to each other about creativity and business.

“I know it’s hard to believe that students are near-screaming with excitement on the edge of their seats in an 8 a.m. Music Theory class, but that’s what happens,” she said. It’s an enthusiasm that’s spread outside of the classroom. Snodgrass says, “After class, they grab their guitars, and they’re trying to figure out how to do what these musicians are doing with their own songs. It’s exciting!”

A recent gift shows that Snodgrass’ former students have taken her lessons to heart. To honor her book publication, a group of them flew her and her husband on an all-expenses paid trip to New York. Why? Because they wanted her to attend a Billy Joel concert.

Jennifer Snodgrass

Hayes School of Music
Associate Professor of Music Theory

by Leigh Ann Henion

The first chapter of Jennifer Snodgrass’ new book “Contemporary Musicianship” is about Billy Joel. Why? Because, in 2012, she noticed that her 8 a.m. Music Theory Class students were sleepy. She used the piano man to wake them up, announcing: “You’re going to study Billy Joel. You’re going to write like Billy Joel. You’re going to learn everything you can about Billy Joel’s life and career!” It was a spontaneous idea to make her students approach their studies through a specific and unexpected artist, but they were immediately more alert and engaged.

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Jennifer Snodgrass

Hayes School of Music
Associate Professor of Music Theory

by Leigh Ann Henion

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Fred Hay grew up with the son of legendary singer James Brown in north Georgia. He also knew original members of The Famous Flames, the band that James Brown began his career fronting. Hay’s upbringing inspired academic interests in anthropology and African Appalachia, but the region he knew was different from the one he found represented in scholarship. Continually, he came across books about Appalachian culture cataloged as “Mountain Whites” by the Library of Congress.

The idea of Appalachia as a diverse place – producing diverse music – is hard for some people to accept. “There are plenty of people that say James Brown isn’t an Appalachian musician. But he’s from Appalachia,” Hay said. “What makes a person Appalachian? To be from Appalachia!” Fifteen years ago, Hay petitioned for the Library of Congress to change the standard subheading for Appalachian biographies and cultural studies. Thanks to his efforts, the go-to subheading is now “Appalachian People.”

The recognition of diversity in Appalachian music has seen an uptick since Hay – the senior ranking faculty member of the University Libraries – began his career. Forty years after he asked Toccoa, Georgia, to recognize Ida Cox, a local blues singer and vaudeville performer, the town hosts a music series in her honor. And Nafloyd Scott, the last surviving member of The Famous Flames, has also received public attention.

Hay finds the developments heartening as both a scholar and former resident there. “You don’t want to exclude voices, nor do you want to fail to recognize their influence,” Hay said. “When I was growing up, the town didn’t want to be associated. We were just emerging from Jim Crow, and people looked down on something as new as James Brown’s music. Now, they’re embracing their own.”
What’s the difference between a tourist and a traveler? If you ask Joseph Gonzalez, he might tell you it comes down to the sort of bus you’re riding in. Gonzalez has been traveling to Cuba regularly since 1996. In May, for the first time, a group of students joined him – along with Dr. Laurie Semmes from the Hayes School of Music and faculty member Emily Daughtridge from the Department of Theatre and Dance – for a study abroad course called Rhythm and Revolution.

Gonzalez knows that some Cubans have a negative perception of visitors. He said, “They think, tourists don’t care about us. Tourists just ride around in air-conditioned buses with tinted windows.” Some Cubans actually refer to the barriers between locals and visitors as tourist apartheid. “This trip is an invitation to learn about Cuba and engage in a way that we hope will encourage respect,” he said. “As a scholar of Cuba, I write about Cuba, I publish about Cuba. But it’s also important for me to engage students in what I love. I try to get to that place between the academic and the experiential.”

Gonzalez’s students, who were placed in home stays with local families, quickly caught on to the nuances of transportation. Toward the end of the trip, they told him: “We don’t want a bus with air conditioning. We want windows that can open, so we can talk to Cubans on the street. We want to be able to wave at them.”

It was uncomfortably hot. Air conditioning would have been nice. But Gonzalez obliged, with pride. “Those Appalachian students were helping to heal fractured relationships,” he said. “They were very conscious of that.”

Gonzalez and his colleagues are headed back to Cuba next year, and they’ll be taking a new group of students. He says, “We’ll make some changes, but that theme of being a traveler instead of a tourist will continue to be the soul of the experience.”
Opportunities for international travel and study are rife at Appalachian State University. At any given time students and faculty may be found in Brazil, Africa, Western Europe, Cuba or Asia.

Last spring Chancellor Sheri N. Everts accompanied a Walker College of Business group on a three-week faculty/student delegation to China. Simultaneously, Dr. Heather Dixon-Fowler, who leads study-abroad programs for the college, took a group of students for a business- and social entrepreneurship-focused trip through Cambodia and Vietnam. Four alumni working in Vietnam – three of them past travelers with Dixon-Fowler – met and mentored the students. “It was great for the students to meet alumni who were in their shoes just a few years before and are now finding success and adventure in international careers,” Dixon-Fowler said.

During a portion of the Holland students’ trip, a 10-day program at Fudan, the students were exposed to the challenges of doing business in China and participated in lectures given by professors in Fudan’s School of Management. They visited the cities of Beijing, Shanghai, and Hong Kong. They were exposed to the practices of international business during visits to state-owned enterprises and foreign joint ventures in China, and by meeting Hong Kong businesspersons.

While in Vietnam the other group traveled to Hoi An, a UNESCO World Heritage Site representing a fusion of cultures in an international commercial port. They toured an Adidas manufacturing plant where one of the alumni works in Ho Chi Minh City (Saigon), the economic center of Vietnam. In Cambodia they visited Angkor Wat, Phnom Penh, and the rice fields of the Svay Rieng province, where they helped install a well as part of a Wine to Water Project (winetowater.org).

Photojournalist and university photographer Marie Freeman ’85 was embedded with the students for portions of both trips.
{ International }

Clockwise from top left: Holland Fellows presenting at Fudan University during Shanghai Forum; a student contemplates the plaque at The Killing Tree at Phnom Penh, Cambodia; College of Business students get a home cooking lesson in Hoi An, Vietnam; at Angkor Wat, Cambodia; a bike ride around the rice fields in Svay Rieng province, Cambodia, and Holland Fellows are treated to a judo lesson in Shanghai, China.
Clockwise from top left: Ta Prohm temple, the 12th-century site is now popularly called the Angelina Jolie Temple following 2000 shooting of “Lara Croft: Tomb Raider;” at Marble Mountains, a Buddhist sanctuary outside Da Nang, Vietnam, and vendors pose at Central Market in Hoi An, Vietnam.
Many of Appalachian’s alumni and students will remember Homecoming 2015 as the year the parade was canceled and many of the festivities were postponed or relocated due to heavy rains across the Southeast. Those who attended (or watched via live stream) the university’s Commemoration of Integration event, however, will recall a powerful and historic event that honored trailblazers in Appalachian’s history.

Dr. Carolyn Anderson ’69 of Winston-Salem, Dr. Willie Fleming ’80 ’84 of Charlotte, Barbara Reeves Hart ’65 of Gastonia and Dr. Zaphon R. Wilson ’76 ’77 of Raleigh were presented with “Faces of Courage” Awards for changing the course of Appalachian’s history.

“We owe each of these individuals a debt of gratitude for paving roads on which the rest of us have had the privilege of walking. Were it not for their willingness to forge new paths, our university would not be what it is today,” said Chancellor Sheri N. Everts.
Dr. Carolyn Anderson ’69

“Not everyone can go to college. While you’re there, you owe something back to the community that sent you, and to the community you happen to be learning in.”

Dr. Anderson, who earned her MA in mathematics from Appalachian, joined the Department of Mathematics upon graduation and became the first African-American, full-time faculty member at Appalachian. Anderson held faculty or administrative posts at Livingstone College and Rowan-Cabarrus Community College before retiring as associate director of the Center for Excellence in Teaching and Learning at Winston-Salem State University.

“\textit{It is fitting that college campuses, including Appalachian, continue to be a significant and important part of holding our nation accountable for institutionalized racism and acts of violence and injustice. As our nation’s demographics change, our university population must reflect these changes. With the benefit of more diversity of thought, belief and community, we will better equip our students to live with knowledge, compassion, dedication, humility and dignity.}”

– Chancellor, Sheri N. Everts
Dr. Willie Fleming ’80 ’84
“The choir was not just a form of cultural expression. For many people it was a spiritual outlet, and it was a place where they felt safe and where they felt comfort. I think it reminded them of being at home in their local churches and being with their families.”

Dr. Fleming was a founding member of the Appalachian Gospel Choir and its first director, a founding member of the Black Student Association and the Black Faculty and Staff Association and an advisor for minority students. He also helped university administrators establish National Pan-Hellenic Council fraternities and sororities for African-American students. Fleming is an associate professor of psychology and coordinator of school and mental health programs at Gardner-Webb University.

Dr. Zaphon R. Wilson ’76 ’77
“I was… trying to figure out how we could get more black faculty members on the campus… It was the beginning of this conversation about diversity and about how important it was for all the students on campus. It wasn’t just because of the black question or the black issue, it was to expose all the students to a diversity of faculty members from different backgrounds and different experiences and to enrich the living and learning environment at Appalachian.”
Mrs. Barbara Reeves Hart ’65

“In May of 1964 a Bennett College advisor informed me of an internship program at Appalachian State Teachers College. I was elated to learn that I had been accepted in the program as a candidate for a master’s degree in special education for the deaf. I did not realize at that time that I might become the first African American to receive a master’s degree from Appalachian State.”

Mrs. Hart came to Appalachian to earn a master’s degree in special education and became the first African-American to receive a master’s degree from the university. Hart’s career spanned 30 years working with the deaf and hard of hearing in North Carolina and California, including serving as a speech-language pathologist in several school districts. Since retirement, she helped established the African American Quilt Guild of Gaston County in 2005. The guild has presented several community programs about the story of the Underground Railroad and the secret codes of the slave quilts correlating this story with the secret codes found in the Negro spirituals.

Dr. Wilson earned both his bachelor’s and master’s degrees from Appalachian. After earning a Ph.D. at Atlanta University, he returned to teach political science and became the first assistant to the provost for minority affairs, a position in which he recruited talented minority students and faculty. He also founded the Black Faculty and Staff Association. Wilson currently is dean of the School of Social and Behavioral Sciences and professor of political science at Saint Augustine’s University in Raleigh.
Forty years after earning a bachelor’s degree in history from Appalachian State University, J. Bradley Wilson ’75 of Raleigh received a Doctor of Humane Letters, Honoris Causa from his alma mater.

The honorary degree, which recognizes an individual’s significant contributions to the state and nation, was presented to Wilson during the graduation ceremony for Appalachian’s College of Arts and Sciences held May 9 in the Holmes Convocation Center on campus. Wilson is president and CEO of Blue Cross and Blue Shield of North Carolina. He was nominated for the honor by one of his former professors.

“In recent years, Mr. Wilson has endeavored to serve higher education in North Carolina state-wide and Appalachian State University in particular,” wrote retired political science professor Dan German. Wilson served 16 years on the University of North Carolina Board of Governors, including four years as chairman of the board.

His service to Appalachian includes membership on many athletics and academic boards and councils, including the Yosef Club, Alumni Council and the College of Arts and Sciences Advisory Council. He more recently co-chaired, with his wife, Carole ’75, the Campaign for Appalachian that raised more than $200 million for the university.

A major gift from the couple established the Wilson Scholars Program, a prestigious full-ride scholarship based on a student’s academics, leadership and service. The university’s honors and student leadership and residential hall complex on campus was named the Brad and Carole Wilson Honors and Engagement Community in the couple’s honor in March 2013.

Wilson Scholars participate in specially designed seminars, engage in international experiences and design capstone projects. A significant component of the Wilson Scholars experience is the participation in service-learning and civic engagement.

Wilson received an Outstanding Alumnus Award from Appalachian’s College of Arts and Sciences in 2005, and the Alumni Association’s Outstanding Service Award in 2006 and Distinguished Alumnus Award in 2001. He also was a commencement speaker in 2001. He also was the speaker at a special co-presentation of the inaugural Blue Cross and Blue Shield Lecture and the 52nd Harlan E. Boyles Distinguished CEO Lecture at Appalachian in 2013.

Wilson earned his law degree from the Wake Forest University School of Law before entering private law practice in Lenoir. In 1992, he was named general counsel to Gov. James B. Hunt Jr., a post he held until being named acting secretary of the N.C. Department of Crime Control and Public Safety in 1995. He joined Blue Cross and Blue Shield of North Carolina in 1995.
More than 50 years after enrolling in college, Lenoir resident Patricia Ferguson Beane now has a diploma. Beane received an honorary bachelor’s degree during Appalachian State University’s Celebration of Integration held on campus in October.

The event recognized Appalachian alumni who were part of the university’s early diversity efforts. Beane also received Appalachian Alumni Association’s Black and Gold Medallion in recognition of her “historic contribution to the institution,” said Chancellor Sheri N. Everts in presenting the honor.

Beane enrolled at Appalachian in 1963. She planned to teach music in the public schools and was a member of the Marching Mountaineers – the only African-American member. Returning to Boone after an away football game, the band stopped for supper. Beane was denied service because of her color.

“The entire band stood up, placed their menus on their tables and walked out of the restaurant,” Everts said recounting the incident. “Pat said that this experience was life changing for her. I daresay it was life changing for all of the white students as well. For those who took the time to really get to know Pat and understand the challenges she faced as a trail-blazing African-American... I venture to say they learned much from her.”

Beane left the university in 1966 to help care for her siblings. She never completed her degree. She retired from customer service with the Broyhill Corp. in 1987.
Faculty members at Appalachian State University have received a National Science Foundation (NSF) grant for $1,165,039 to support TEAMS (Teaching for Equity in Appalachia in Mathematics and Science), a Noyce Scholarship Program. The grant, awarded by NSF’s Directorate for Education and Human Resources, Division of Education, provides scholarship funding of $10,000 per year for up to three years to support mathematics and science majors in completing coursework and field experiences leading to recommendation for high school teaching licensure.

In TEAMS scholarship and service come together as faculty work with K-12 partners to better understand and provide teacher preparation for high-needs areas. The focus on equity in Appalachian mathematics and science teaching and learning speaks to the university’s commitments to engagement in the region and appeals to the service aspects of its students.

Tracie McLemore Salinas, TEAMS’ project director, points to the scholarship money as an incentive for students to consider teaching, but “ultimately it is the nature of teaching that we think will grow a dedicated group of TEAMS scholars. The focus on teaching in rural and high-need areas speaks to the perspective we see in many Appalachian students, that perspective of giving back and of contributing to educational sustainability in those communities.”

TEAMS is led by Tracie McLemore Salinas and Dean Tony Calamai of the College of Arts and Sciences and Tracy Goodson-Espy and Associate Dean David Wiley of the Reich College of Education. More information can be found at noyce.appstate.edu.

College of Arts & Sciences
APPALACHIAN STATE UNIVERSITY
cas.appstate.edu
A Legacy for Health Sciences

The College of Health Sciences at Appalachian State University has been named – aptly – for an Appalachian alumnus and pioneer in the health care industry, Donald C. Beaver ’47 of Conover. Likely best known as owner of several minor league baseball teams in the South, Beaver made his mark as the developer and CEO of a group of skilled nursing facilities in the state.

“Appalachian prepared me for a successful career in the health care industry,” Beaver said. “I’m happy that I’m able to support the College of Health Sciences in their efforts to broaden the program to meet the demands of the future.” Beaver and the Beaver Family Foundation have made a leadership commitment to support the College of Health Sciences.

“This is definitely a transformative moment in the history of our College of Health Sciences,” stated Dr. Fred Whitt ’75 ’76, the founding dean. “This support will benefit our students and faculty in so many ways, as it will allow us to plan for the future and expand support services for our students. The Donald C. Beaver legacy is one we are proud to be part of.”

The College of Health Sciences (CHS) was formed in 2010 and was the first new college at Appalachian in 40 years. Student growth in CHS has more than doubled since the college began, and over 3,500 health science majors are currently pursuing degrees in 16 degree programs. The College of Health Sciences is now the second largest college at Appalachian, and the designs are underway for a new 203,000 square foot health sciences building.
Images from a Boone Backyard Make National Geographic

Joshua White is a photographic artist, assistant professor and the Photography Area Coordinator in the Studio Art Program at Appalachian. His work explores scientific themes in a poetic way, using sculpture, photography and mixed media to investigate memory, mortality, ecology and sustainability.

White’s “A Photographic Survey of the American Yard” is featured in the September issue of National Geographic. Using an iPhone, White captures the unique beauty of backyard flora and fauna through a sepia-toned filter. His focus on the intricacies of a horsefly, wild grape vine or sunflower seed are reminiscent of the line art of a 19th century botanist.

“It is an unbelievable honor to be featured in National Geographic,” White said. “For many photographers it represents a lifelong dream. Knowing people all around the world have seen these images has been an amazing, humbling experience.”

White came to photography serendipitously. “I had finally decided on microbiology as a major,” he said, “when my mother bought me a camera and ruined my plans. I immediately fell in love with photography and began making pictures of everything I could find. I discovered I could combine my love of science with my newfound passion for art.”

White was awarded a 2015 Sustainability in the Arts grant from Appalachian to complete a photographic essay on the New River. Working in tandem with Maggie Flanigan, a senior Studio Art BFA candidate, they hope to provide a portrait of the New River that will benefit conservation efforts, show the beauty of the landscape, and tell the stories of the people who live along the banks of the New River.

College of Fine & Applied Arts

faa.appstate.edu
Indie band Rainbow Kitten Surprise (RKS) was part of the line up for the Outlaw Road show at New York’s Bowery Electric last month – not a bad gig for the five Appalachian students signed to the university’s record label, Split Rail Records.

“We have worked with some great artists through the years,” said Kim Wangler, Director of Music Industry Studies at the Hayes School of Music. “This band is off to a great start and we’re proud to have been instrumental in getting their music heard.”

When Split Rail Records was formed in 2005 it was one of only a handful of student-run record labels in the country. Since, it has gained national recognition, being featured in several articles from various publications, including the New York Times and Billboard Magazine.

The roster of artists Split Rail has signed spans a wide range including Indie Rock, Pop, Country, Heavy Metal, and acoustic Singer/Songwriter.

“We strongly believe in experiential learning in the Music Industry Studies program,” Wangler said.

“Many of our classes take on local bands for management, marketing, and recording projects. The culmination of our learning takes place at Split Rail. As part of our project we decide as a team who to sign. Then we help them record a professional CD in the Robert F. Gilley Recording Studio on campus, present a release show and market their music.”

Students’ real-world experience at Split Rail has lead to prestigious internships at Starstruck Studios, The Agency Group, Yamaha, Blackbird Studios and Big Machine Records, Wangler said.

Split Rail’s team also works with local businesses and venues in the high country to provide a variety of outlets for showcasing talent, building brand and experience for the artists, the Split Rail label and the students involved.

The members of RKS are: Sam Melo, a junior in dance studies; Darrick “Bozzy” Keller, a senior psychology student; Ethan Goodpaster, a freshman studying criminal justice; Jess Haney, a senior in graphic arts and imaging technology, and Charlie Holt, a senior in computer science.

Hayes School of Music
APPALACHIAN STATE UNIVERSITY

music.appstate.edu
Go for it. Why a Master’s Matters.

There are multiple reasons to pursue a master’s degree at Appalachian State University, according to Dr. Max Poole, dean of the Cratis D. Williams School of Graduate Studies. If you count enthusiastic, welcoming leadership, Poole is one of those reasons. Variety, convenience and fiscal prudence are among the others.

In a lively interview, Poole outlined distinguishing factors that make Appalachian’s graduate program an appealing choice:

• More than 50 master’s degree- and certificate programs are offered.
• Emphasis is on workforce development (85 percent of Appalachian master’s students enroll to improve employment/advancement opportunities.)
• The master’s degree is the premier degree and is not overshadowed by doctoral programs.
• Appalachian faculty are enthusiastic supporters of graduate education and choose to be engaged in master’s level education.
• Various methods of delivery are offered: on campus, face to face; online; or at off-campus locations.

Appalachian has several cost reduction programs in place. North Carolina graduate school tuition is among the lowest in the nation, Poole said. Appalachian does not charge by the credit hour but by the block, meaning students may sign up for nine credit hours or earn 12 – 15 credit hours for the same price.

An accelerated Baccalaureate to Master’s program allows undergraduate seniors to earn up to 12 hours of graduate credit applied toward both their bachelor’s requirements and master’s degree. When those courses are completed successfully, the Graduate Record Examination requirement also is waived.

Poole said each year Appalachian offers $3 million in graduate assistantships, wherein graduate students work up to 20 hours per week doing research, teaching or providing graduate assistant support. More than half of the 1,031 graduates studying on the Appalachian campus receive assistantship support.

Students who have invested in a bachelor’s degree may ask, Why pursue a master’s degree at all? “National data show master’s degrees return a starting income 25 percent higher than a bachelor’s degree,” Poole said. “Employment in a premium position is often about what a candidate can bring to the table,” he continued. “Staying on, getting that master’s degree, gives you the edge. Some working graduates with just a baccalaureate degree will often have difficulty cracking that glass ceiling for advancement because they don’t have the master’s degree. It just makes sense for employment and for advancement. Go on and do it now.”
Dublin Days for Scholars

Good morning, freshmen. Welcome to the Honors College. Your first assignment this semester is to build an itinerary for a four-day trip to Dublin, Ireland.

For the past four years, the freshmen Chancellor’s Scholars, all recipients of a full scholarship to Appalachian State University, have done just that. The trip to Dublin is part of their International Education requirement. The students plan the trip from start to finish and are charged with connecting a portion of the experience to their individual college and career interests.

Over fall break, Honors College Director Dr. Leslie Sargent Jones and Executive Assistant Jessica Yandow introduced the ten scholars to many of the Dublin standards: Christ Church, Book of Kells, National Museum, Dublin Castle and, one of Jones’ favorites, “the magnificent Long Room at Trinity College. Google it,” she said, “It’s actually in the original Star Wars as the library of the Jedi.”

They also branched out with a visit to The Museum of Decorative Arts, a must see for several of the students interested in design; took a trek along the seaside cliffs at Howth and attended a Catholic mass celebrated in Polish.

For freshmen who have never traveled, certainly not been out of America, a trip like this is something of a challenge, Jones said. “It is such a pleasure to watch them gain confidence. To realize it’s just people in another place after all.”

The students were particularly surprised by conversations they heard on the street, she continued, and they commented on “what a Babel it was… languages from all over the world – Russian, Spanish, Arabic, Iranian, Italian. That was not what they expected in Ireland.”

“These students are all very bright and very individual,” Jones said. “What they have in common is an intellectual curiosity. These students are all in tune, anxious to see it all. They are putting together the pieces.”
iPad Professor Closes the Distance

Today’s guest speaker weighs in at 15 pounds, is just under 5 feet tall and is 4,000 miles away. She can roll around the classroom, adjust to talk to students face-to-face, or check out an art project.

The Reich College of Education (RCOE) has six Double Robotics, best described as Skype-on-a-Segway. When equipped with an iPad and a robust Internet connection, John Spagnolo, RCOE tech specialist for faculty development, said anyone can use the doubles to “fly in to see what’s there. Deliver things. Show up and interact!” He’s dubbed them “educational drones.”

The devices play well with Google, support hangouts and even have a Chrome browser extension. Manually, they require practice. “No one wants to look silly,” Spagnolo said. “We need to learn to drive and then get creative with the technology.”

Spagnolo shared examples of how the Double Robotics are or might be used:

• To stretch resources, i.e., one professor can be in a number of locations.
• To offer tours of classrooms or laboratories for recruiting and admissions.
• To amplify global-to-local teaching with sister universities.
• To enable students pulled away from class to participate with the group.
• To access authors, speakers and business partners for educational exchange.
• And, to interact more intensely with an off-campus cohort.

Spagnolo himself is coordinating a doubles conference with Teaching Excellence and Achievement (TEA) alumni who cannot be on campus for an upcoming reunion. Already he has participants in Armenia and Estonia. “They’ll gather there and we’ll gather here,” he explained. “It’ll be a DigiFest.”
Preparing for Life

Preparing students for life beyond college is key to Appalachian’s mission and particularly top-of-mind for educators in University College. “Guiding students to become adaptable, critical thinkers, creative problem-solvers, responsible global citizens, and, ultimately, prepared, is why we build civic engagement into the learning experience,” said Dr. Brian MacHarg, director of academic civic engagement in the college.

What does this mean?

University College routinely takes learning beyond the classroom. It creates “engaged scholarship” opportunities for community-based research and for service-based internships, and integrates these experiences into a general education curriculum.

MacHarg shared these three examples:

- A videography professor assigns a project in which students produce professional shorts for agencies such as the Watauga Humane Society. Students gain hands-on experience and the not-for-profit agencies get free access to professional communication tools.
- A graduate-level gerontology class volunteers in agencies serving the aged. While learning first-hand about life cycles, they assist the elderly and test classroom theories.
- Students in a Government and Justice Studies class research area non-profits, determine needs, write and submit grants. “If they get the grant, great.” MacHarg said. (He added there are cases in which meaningful grants are awarded.) “If not, they have been through the experience.”

According to MacHarg, the civic engagement model impacts students in many positive ways:

- Literature consistently shows students who are engaged in service-learning, particularly first-generation college students and under-represented populations, are more likely to persist and have a stronger institutional affinity.
- Students with alternative service-learning experiences articulate some type of transformational experience, in many cases referencing that work ten to 15 years out;
- And, MacHarg concluded, prospective employers weigh alternative service-learning experiences positively. “They are seeking students who have critical thinking skills developed in service-learning. Employers want people who can contribute to the organization, yes; but they also want civically minded ones. Appalachian produces highly competent accountants and artists and physicists. But we want them to be civically engaged as well.”
Dr. Mary Reichel has returned to work part time as a librarian in Special Collections of Appalachian State University's Belk Library and Information Commons. She is absorbed in the revival of two oral history projects begun in 1995 by University Archives personnel. For the Appalachian State University Memory and Oral History project, she will interview alumni, faculty and administrators from as early as the 1940s.

Reichel is in a three-year phased retirement during which she hopes to complete 45 interviews. In expressing her enthusiasm for the project, she said “I am so excited about how willing alumni are to be interviewed and how many people on campus see the value of this project. It shows the respect the alumni have for the faculty and university.”

“Gathering and documenting our history is important to understanding how large events and small moments have influenced Appalachian State and the region, said Joyce Ogburn, dean of libraries. These stories will illuminate the passions and persuasions of people who care about each other and the wider world, and they can serve as lessons for all of us.”

Reichel researches each interviewee. Interviews run about 90 minutes and are digitally recorded and then uploaded to the university’s computer system. “The dream,” Reichel said, “is to have a website with related archives – a time line of the university and history of enrollment combined with excerpts from the interviews. The full interviews also will be available from the library’s website.”

Reichel’s questions revolve around family life, residence hall living, social life, faculty, weather, athletics and campus culture.

She shared some of the nuggets gleaned during interviews: In the early years daily chapel, called Assembly, was required. Women and men entered from separated doors and were segregated. Women were not allowed in automobiles without parental permission and “only met boys in the lounges of the residence halls.” As late as the mid-1960s women were not allowed to wear slacks to class. (Reichel noted, “And, it was cold in Boone!”)

Reichel was university librarian from 1992 until 2012, when she was named Appalachian’s first Dean of Libraries. After stepping down as the library administrator in 2013, she served as special assistant to the provost for two years. collections.library.appstate.edu/subjects/oral-history

Capturing Appalachianian memories

A sound wave from the Appalachian State University Memory and Oral History project.
“Energetic, enthusiastic, and engaged – Walker College of Business (WCOB) graduates are, hands down, an incredibly smart new hire for your business.” So reads the WCOB’s website, and employers are buying it, big time.

“Job placement rates are very high thanks to the partnerships that faculty, staff, students and industry have forged,” said Interim Dean Heather Norris. “Events like Business Connections have helped make those partnerships possible.”

Designed to help prepare Appalachian business students for the realities of the business world, Business Connections consists of practice interview sessions, track-specific workshops around current industry trends and issues, a career fair and a networking reception.

“Students are graduating with the complete package: academic preparation, leadership experience, applied work and professional polish,” added Norris.

Eighty-four percent of 2014-15 graduates* are at first-destination jobs three months after graduation. “A job in one’s major, starting your own business, enrolled in the military or graduate school are considered first destination positions,” explained director of the BB&T Student Leadership Center, Michelle Boisclair. “Working as a waitress while you’re looking is not.” She expects that figure to be 90 percent at six months.

Last year BUS 2000 was introduced as a prerequisite to acceptance into the college. The course is funded by the center and designed to make business students aware of all the business majors and types of jobs associated with each, as well as the variety of resources and co-curricular activities available outside the classroom. It also includes a leadership assessment.

“Through the assessment, students begin to understand their leadership style.” Boisclair explained. “They identify strengths and weaknesses and learn how to use those skills to be successful. This is a zero credit class. We say, ‘This is a life credit.’”

Learn more at leadership.business.appstate.edu

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*Survey of 598 graduates had a 94 percent response rate and indicated average salary of $49,934.
App House ART

the Chancellor’s new gallery

by Elizbeth Wall

A student and faculty art exhibit is on display at Appalachian House, the home of Appalachian State University Chancellor Sheri N. Everts and her husband, Dr. Jay Noren.

Soon after moving to campus in 2014, Noren learned art faculty would be willing to display art at Appalachian House. After exploring the possibility with Senior Associate Vice Chancellor for University Advancement and Director and Chief Curator Hank Foreman, Noren proposed the idea of having a “small art gallery at App House to celebrate faculty and student art.”

Appalachian House Director Andrea Elaver approached the Art Management Organization (AMO) last fall about getting student work for display. The club put out a call for submissions via social media, announcements and fliers. The submissions were vetted by AMO members, selected faculty advisors, Elaver, the chancellor and Noren, and selected on the basis of quality, overall exhibition composition and appropriate subject matter. The first exhibit opened last March. The second show was installed in late September. The plan is to mount two exhibits each year.

AMO is responsible for the promotion, selection and hanging of the show and club President Miranda Heins, said it has been huge success so far. “The Chancellor and her staff have continually offered AMO and the participating artists positive feedback regarding the selected works on display,” Heins said. And the work is widely viewed. “Many events occur at App House,” Noren said. “So our visitors have the benefit of seeing great art work from faculty and students. And of course Sheri and I have the enjoyment of creative art work in the house every day.”

AMO’s purpose is to promote visual arts around campus. “This is a great way for undergraduates to get a real world glimpse at how art hanging and installation works in real context,” Heins said.

“We are looking for other places to exhibit the art,” Heins said. “We have more submissions than wall space at Appalachian House.”

Departments or offices interested in displaying art should contact amo.asuart@gmail.com.
Setting the Stage

HannaH Crowell brings her visual arts talent to the theatre

by Emily Nunn

It might have surprised one or two people at the Turchin Center for the Visual Arts to discover their colleague and Exhibit Specialist HannaH Crowell had – in her few hours of spare time – designed the powerful, poetic set for the Appalachian production of “The Diary of Anne Frank” this past April.

But everyone else who knows Crowell was aware of her passionate, dual pursuits in the performing and visual arts, including Trimella Chaney, an adjunct professor in the Department of Theatre and Dance, who “knew quickly that HannaH had a very special vision and the talent to make it happen.” Crowell’s Watauga High School theatre teacher, Chaney recalls Crowell designing and building an “incredible” set her senior year for Watauga High’s spring musical “Once Upon A Mattress,” while also performing in the show.

“Trimella is the reason I do theatre,” said Crowell, who graduated with a B.F.A. in design and production from the University of North Carolina School of the Arts in 2007, followed by a William R. Kenan Fellowship at the Kennedy Center for the Performing Arts. But design was already in her blood, thanks to her father, Mark Crowell ’98, who earned a degree in housing and interior design from Appalachian. “He is such a visual, creative person – which had a huge impact on me. He would take me to art galleries when I was a baby and just hold me up in front of paintings. Growing up, I would design LEGO houses and draw up plans,” Crowell said. All of this informed her career as a freelance designer, working in and around Washington, D.C., where her productions included the scene design for a Kennedy Center Theatre for Young Audiences production that toured nationally as well as productions with Ford’s Theatre, the Folger Theater and the venerable Theater J.

“The set has to be a character in its own right,” she said, regarding her approach to the Anne Frank design. “An element that both guides – and adds to – the story.”

After extensive (and “emotionally painful”) research, Crowell came up with the concept for her daunting theatrical space, which served as both a prison – the major characters never exited the set, even when they were not part of the action – and a sort of release. “It was built out of these broken-out boxcars... which were the fate of so many, when they were sent to the camps,” Crowell said. “It was important to me to somehow allow the audience to feel like they are a part of the characters’ fate.”
IT's a case of happy synchronicity—maybe even a sign of a great leap forward—that three of the Turchin Center for the Visual Arts' latest exhibitions reflect the ideals of sustainability to which Appalachian State University has long been dedicated: equity, ecology, and economics.

In fact, the powerful visions and empathetic worldviews of the three female artists in question seem almost tailor-made to the university’s goals.

Endia Beal uses a delicate but incisive wit to tackle the often-ridiculous quandaries facing black women in the everyday world. Kirsten Stolle slyly examines the sinister influence of agribusiness and biotech companies on the world’s food supplies. And Ruth Ava Lyons paints lush yet wistful canvases reflecting profound concerns about man’s fragile coexistence with the earth.

“What’s really going on here?” That’s a question artist Endia Beal asks throughout “The Performance Review,” which shines a bright, unwavering light on the ways in which black women are relegated to obscurity in our culture. “Beal is acutely aware of the underrepresentation of minority stories in contemporary art circles; it is even more rare to find stories of black women working within the structures of corporate America,” said Turchin Center Curator Mary Anne Redding.

In fact, one featured video is based on an experience Beal had as a tall, young black woman in a mostly white male office, working in the IT Department while completing her MFA at Yale University. “A rumor circulated that my thick, kinky Afro and ethnic hairstyles fascinated my white male colleagues,” Beal says. “These men were curious about how my hair felt and wanted to touch it.”

So Beal actually let them. She interviewed her male coworkers afterward, and transformed this highly unorthodox office experience into “The Office,” which, Beal said, explores “the thin line between personal and private within the workspace.” The show also includes Beal’s acclaimed series of photographs of “white corporate women” wearing “black hairstyles.”

While Beal’s recent work has focused on life as a black woman in America, the initial impetus behind her powerful work as a photographer had its roots in her teen years. “The first guy I ever loved was shot and killed at a party; I was a sophomore in high school,” she said. “[He] got labeled in the press as a thug. But he was in the wrong place at the wrong time. “That made me want to be an artist more than ever: in order to tell the truth. Art doesn’t tell you what to think, it makes you think.”

Like Beal, the multimedia artist Stolle also manages to reflect her concerns about disturbing issues with unexpected humor and grace, in her show “Intervention.” For instance: if you take a closer look at the pretty floral wallpaper featured in her mid-century kitchen installation, “Miracle Grow,” you’ll notice not-so-innocent pesticide cans and herbicide containers where a daisy’s cheery center should be. “Using the 1950s as a post-atomic stage set with its inherent tensions between domestic contentment and the ongoing threat of nuclear annihilation,” said
Redding, “Stolle explores the complex relationships between economy and ecology, creating interactive environments for the viewer to contemplate where their food comes from, how it was grown, and how the choices big business make ‘behind the scenes’ impact every-day choices about consumption.”

Stolle is an almost fanatical researcher who employs text-based embroidery, audio loops and reference materials such as 20th century agricultural magazines and mid-century chemical-company print ads to create “elegant environments within the context of disturbing genetic realities.”

Stolle’s ethos was put to the test when, like plenty of artists, she found herself at a point during the recession when money was scarce. “I didn’t really have money for food,” she said. So she made the hard decision to go on food stamps.

“People talk about the stigma,” Stolle said, but the unique Hobson’s choice created by food-stamp shopping proved more difficult for Stolle, a devout vegetarian, than the simple embarrassment did.

“I went to my little grocer and was going to buy some broccoli. There was the expensive organic broccoli and the regular broccoli. I stood there for what seemed like forever. I couldn’t decide to just go ahead and buy the cheaper broccoli, but I couldn’t afford the organic. So I walked out.”

While that particular decision – eat and poison yourself or don’t eat at all – shouldn’t exist at any level of society, Stolle points out, she was made keenly aware of how being poor takes the choice away entirely.

Ten years ago, the artist Ruth Ava Lyons – an avid diver and adventurer – made a monumental choice as well, to completely redirect her life as a painter. Elements of the landscape had always been present in her art, but one day she saw a video of a drowning polar bear. The phenomenon, caused by the melting of polar ice, “deeply saddened me... I turned all my paintings in the studio to face the wall and decided to work in a radically different style and subject matter.”

Rather than a dark and gloomy vision, however, Lyons translated her preoccupations into ‘brightly colored mixed media paintings that evoke the shimmering hues of the sea and the sensuality of moist surroundings,” says curator Redding. Lyons is also a hoop-dancer and a motorcyclist whose adventures at the Great Barrier Reef in Australia, the Florida Everglades, Congaree National Park, Cumberland Island and other national parks and forests have further intensified her concern about climate change in the natural world.

Her paintings are frankly beautiful – a balance to the ugly aspects of man’s encroachment on the earth, she says, as well as a redemptive message for conservation and renewal. Many of them are flecked with gleaming metallic paint and gold leaf. The gold has a double meaning, “It is an earth substance, but it represents greed and avarice... symbolically raining down in man-made graphic forms on the organic imagery,” said Lyons.
On April 6, 2015, Doug Gillin assumed his role as Appalachian’s director of athletics. Gillin has been deputy athletics director at the University of Missouri since 2012, was assistant marketing director from 1999-97 and general manager of Mizzou Sports Properties from 1997-99. He also has held posts at Lehigh University and the University of New Mexico, in addition to managerial roles with ISP-Syracuse Sports Properties.

In 2002, he joined ISP Sports Winston-Salem and was named executive vice president in 2007. ISP Sports became part of IMG in 2010. IMG is the country’s leading collegiate multimedia, marketing and licensing/brand management company. Gillin was IMG-Winston-Salem senior vice president-college properties until 2012.

“I commend the search committee members for their hard work and welcome Doug to this amazing university,” said Chancellor Sheri N. Everts. “I am confident he is the athletics director to build on our history of athletic success and address the opportunities associated with moving to the Sun Belt Conference, while remaining focused on the core academic experience of our student-athletes. In keeping with the university’s mission, I look forward to working with Doug to ensure that Appalachian’s tradition of excellent education-focused support for our student-athletes remains central to our athletic program.”

While at the University of Missouri, Gillin was responsible for oversight of all facets of day-to-day operations in the athletics director’s absence. He was involved in every aspect of financial planning and budget development, was a member of the department’s strategic plan development team and was responsible for developing and refining strategic priorities for external relations units.

He also worked with compliance on related issues, had direct oversight over men’s basketball and was part of a three-person team that oversaw all football operations.

He was responsible for external operations for the athletics department, including Tiger Scholarship Fund, ticketing, strategic communications, Mizzou...
Sports Properties and game operations. He helped lead Mizzou Athletics’ capital campaign and was involved in a $102 million facility enhancement plan for football, softball, baseball, golf, tennis and track and field facilities.

“On behalf of the Board of Trustees, I welcome Doug Gillin to the Appalachian Community and share that the board looks forward to working with him in support of our student-athletes and the athletics program,” said Chairman Bradley T. Adcock.

Gillin replaces Charlie Cobb who was athletics director at Appalachian for nine years. He reports to Chancellor Everts, and directs all aspects of the university’s intercollegiate athletics program, including hiring and evaluating staff; overseeing and directing the Athletics Department’s budget; developing, implementing and managing the expectations and vision for the athletics program; marketing and promoting the athletics program, and fundraising in conjunction with University Advancement and Alumni Affairs and Annual Giving. He also represents the university in matters relating to athletics, including Yosef Club and Alumni Association events; ensures the compliance of all athletics department employees with the laws, policies, rules and regulations governing the university and its employees, as well as the rules of the National Collegiate Athletic Association (NCAA) and the Sun Belt Conference; and ensures compliance with Title IX regulations.

A native of Binghamton, N.Y., Gillin earned a Bachelor of Science degree in physical education with an emphasis on sport management from State University of New York Cortland. He earned a Master of Science degree in physical education with an emphasis in athletic administration from Ohio University.

He is a former NCAA student-athlete and four-year letter winner and team captain in ice hockey at SUNY Cortland.

Gillin and his wife, Leslie, are the parents of two daughters and a son.
More than 100,000 households across the Carolinas watched live coverage of Appalachian State University’s football season opener – beamed directly from Kidd Brewer Stadium through the new App State TV broadcast control center to a satellite uplink in Raleigh.

The idea for fiber-optically connecting all the campus sports venues to a single control room was conceived in November of 2014, and was up and running by this semester’s first home game. Associate Athletic Director for Broadcast David Jackson ’00 led the project for Athletics with tech help from Director for IT Infrastructure and Systems David Hayler ’89 ’98 and his team. Now, through a partnership with Microspace, a satellite uplink provider in Raleigh, Jackson said “we can send, for satellite uplink, a live, top-quality broadcast, all through the Internet. “And,” he added, “the broadcast possibilities definitely are not limited to athletics.”

“The satellite-linked control center improves the versatility of all types of news gathering in the area,” he said. “There is no longer a need for a news station to send a satellite truck to the area. If CNN wants to do an interview, they can do it right here. We have a live path that enhances our ability to spread the word. We can get practice highlights on the 6 p.m. news in Raleigh or send Charlotte clips from events like the ‘Walk for Awareness.’ We want our facility shining the light on all the good things happening on campus.”

For the opening game against Howard University, Jackson secured air time with a number of Carolina stations. “We were cleared for broadcast in all the major markets (Charlotte, Raleigh, Greensboro and Asheville). The game aired on four of the top 50 market stations and on ESPN3. We’ve proven this is an acceptable model and we’ll be able to build brand awareness across the state. That is good for departments like Admissions and also helps the Sun Belt [Conference] solidify its foothold in the Carolinas.”

In the future there is potential for advertising revenue to be generated on the live broadcasts through relationships with IMG, Appalachian’s sports marketing, licensing and media business partner. Currently all expenses are being paid out of the athletic department budget.

Real life experience and exposure for students

Nine students were behind the scenes for the Howard game and, according to Kelsey Sharkey ’13, director of video broadcasting for the athletic department, student interns are critical. “It would be impossible to do what we
do with our limited staff. We really rely on
the student interns and recruit actively,”
she said.

Sharkey was a student athlete and an
intern as well. (A six-foot basketball
forward, she was named first team all
SoCon Tournament and SoCon Academic
honor roll.) Her senior year internship
was “pretty much full time,” she said.
When she graduated, she landed one of
two new content producer positions and
ultimately replaced her boss as director.
“It’s a great path. It allows students to
show their value before they interview and
also to know what they’re getting into.”

Sharkey said working with her team in
the control center and on the road is real-
world experience for the interns. “When
you’re live on air, your mistakes are out
there for every one to see. Sometimes the
best way to learn is by getting thrown into
the fire.”

When you do something right, you’re
exposed to some of the best sports’
producers in the world, Harrison
Battle, countered. Battle, an intern since
his senior year at Watauga High School,
said he learned broadcasting from the
ground floor up. “Before I ever had a mic
in my hand, I learned how to construct
the game, learned to study the players and
gather stats.”

ESPN pays close attention to all of its own
broadcasts, he pointed out. “If you nail
it on air, there’s a person at ESPN that
could very well get in touch with Kelsey
or David (Jackson). ‘Hey,’ they might say.
‘I really liked what I saw. Maybe we have
a place for him.’” Harrison has landed a
second internship with ESPN 730 radio in
Charlotte through Jackson’s contacts.

“There are Appalachian grads
everywhere,” Jackson said. “We want to
help our students cultivate contacts in
every field, not just in sports. There are
business owners and highly placed people
in production companies. We want to
bridge those connections.”

**Zero Waste at the Stadium**

For the second football season, Appalachian’s Office of
Sustainability, Athletics and the Physical Plant have put muscle
behind achieving a Zero Waste Stadium, reporting a 74 percent
diversion rate last season and are projecting at least a 75 percent
diversion rate for the 2015 season. The field house also is
participating this year.

Zero Waste is a philosophy that encourages the redesign of
resource life cycles so that all products are reused. According
to University Sustainability Program Specialist Jen Maxwell,
“Through thoughtful purchasing decisions, reducing
consumption and increasing recycling we can change the culture,
change the world.”

**Appalachian student-athletes win 2015 Sun Belt
graduation rate award**

Appalachian State University Athletics Department collected one
of the Sun Belt Conference’s most prestigious honors when it was
named the winner of the Sun Belt’s 2015 Institutional Graduation
Rate Award.

Appalachian’s student-athletes earned the highest Federal
Graduation Rate among all current Sun Belt members for the
2013-14 academic year, with a 73 percent rate, which is five
percentage points above the Sun Belt institution with the second-
highest rate. Graduation rates are calculated and published yearly
by the NCAA in its Division I Graduation Rate Annual Report.

“We’re proud and honored to receive this award,” Appalachian
State Director of Athletics Doug Gillin said. “Our No. 1 goal
as a department is for student-athletes to earn a degree from
Appalachian State. This award is a testimony to the commitment
of our coaches, academic services personnel, faculty, staff and
student-athletes to achieve that goal.”

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**Watch Appalachian’s institutional ad that played during televised games during the 2015 football season at**

[appstate.edu/watch20](http://appstate.edu/watch20)
Laura B. Aiken ‘98 ‘00 has distinguished herself through her service to Appalachian, her community and those she assists through her work as a healthcare professional.

The Apex resident is a patient experience advisor for Press Ganey & Associates (PGA). She works with healthcare professionals to improve patient experiences and outcomes in PGA’s hospitals and physician practices.

Aiken also has had a distinguished career in other healthcare positions. She was director of Advocates for Health in Action, a collaborative housed at WakeMed Health & Hospitals, which works with more than 50 members to increase access to healthy food and physical activity in Wake County. Aiken also served as a cardiac rehabilitation specialist with WakeMed, and was included in the Triangle Business Journal’s “Top 40 Under 40” in 2010 in recognition of her work in the healthcare industry. She has served her community as chair of the N.C. Alliance for Health Executive Board and N.C. Action for Healthy Kids, as a board member of N.C. Child and the Poe Center for Health Education and a committee member of Eat Smart, Move More.

Former president of Appalachian’s Alumni Council and ex-officio member of the Board of Trustees, she held the position of president of the Triangle Appalachian Alumni Chapter, and was a member of the Board of Visitors. She currently serves Appalachian as a member of the Donald C. Beaver College of Health Sciences Advisory Council and as a member of the Health, Leisure and Exercise Science Advisory Board. She recently assisted with the college’s first Alumni Symposium, which gave students the opportunity to meet alumni working in healthcare, and learn about changes that are occurring across health science professions. Aiken and her family are also loyal supporters of The Yosef Club, The Appalachian Fund and the Alumni Association.

Aiken has shared her career experiences with students at Appalachian, adding to the value of their in-class experiences, and with faculty and administrators to help them prepare students for careers in the healthcare profession.

“Laura embodies the true meaning of ‘giving your all to Appalachian State,’” wrote Kindsay Reeder ’02, associate athletic director for external relations. “She is willing to serve, to give, to help, to go above and beyond. She does what it takes to make Appalachian better.”
Distinguished Alumni Award

J. Nelson Dollar ’83 ’85

J. Nelson Dollar ’83 ’85 is in his sixth term as a member of the N.C. House of Representatives. The Cary resident serves as senior chairman of the House Appropriations Committee and vice chairman of the Finance Committee and the Health and Human Services Committee. He also has held leadership positions on the Joint Legislative Oversight Committee for Health and Human Services, the State Personnel Committee and the UNC Board of Governors’ Nominating Committee, among others.

Through his leadership on the House Appropriations Committee, Dollar was instrumental in securing funds to plan and design a building for Appalachian’s College of Health Sciences.

Dollar has been recognized by AARP for his commitment to support services for seniors and family caregivers and by the National Alliance on Mental Illness North Carolina as its 2014 Legislator of the Year.

Dollar’s interest in public service and leadership was honed at Appalachian when he served as president pro tempore of the student senate. It developed further with internships with the UNC Chapel Hill Institute of Government and the Petroleum Marketers Association of America in Washington, D.C. While a graduate student at Appalachian, he was a member of the Graduate Student Senate.

Dollar also served as special assistant to Gov. Jim Martin from 1985-89 before joining the N.C. Department of Commerce, where he was human resources director from 1989-92.

Among his honors, Dollar was named Legislator of the Year in 2009 by the State Employees Association of North Carolina and a Top Ten Most Effective Legislator by the nonpartisan North Carolina Center for Public Policy. He also was recognized by the North Carolina Free Enterprise Foundation with a Top Ten Business Ranking.

Dollar has spent more than 30 years working with youth to develop their leadership and service capacity through Boy Scouts of America and other organizations that provide personal and spiritual growth opportunities to young people.

“Our lives can be made more meaningful and fruitful through service.” – Sheri N. Everts, Chancellor

appstate.edu/watch16
Reba S. Moretz ’52 ’53 is a true ambassador for Appalachian State University.

Moretz all but grew up on Appalachian’s campus. Her father was Dr. Wiley F. Smith, who taught at Appalachian from 1936-1964 and was the Department of Psychology’s first chairman. She has known every president or chancellor of the university from Dr. B.B. Dougherty to current chancellor Dr. Sheri N. Everts.

Moretz earned a bachelor’s degree in music from Appalachian in 1952 and master’s degree in music in 1953.

As co-owner of Appalachian Ski Mtn., she has hosted numerous events at the ski resort to benefit the university and the Alumni Association.

She has spent countless hours providing guidance to university boards and committees, and was a member of the Appalachian State University Board of Trustees for eight years. She and her husband, Grady, are founding members of An Appalachian Summer Festival, and she served on the festival’s Advisory Committee for three years. She also served on the College of Arts and Sciences Advisory Board and was a member of the chancellor search committee in 2004. She currently serves on Appalachian’s Board of Visitors.

Together, the Moretzes have financially supported 40 different areas of the university, including The Appalachian Fund, Yosef Club, Appalachian Athletics, Alumni Memorial Scholarship, Chancellor Installation Fund in 2005 and 2015, Dr. Wiley F. Smith Psychology Endowment and the Appalachian Collection in Belk Library and Information Commons.

Moretz also has been a leader in advancing the state’s tourism industry. She and her husband were honored as North Carolina Tourism Leaders of the 20th Century in 2000, and she has been honored for her work with N.C. High Country Host.

Chancellor Sheri N. Everts commended Moretz’s tireless service to the university and added, “She is thoughtful in all she does and never ceases finding ways to connect Appalachian to individuals or businesses that have the potential to benefit the university. She is a true ambassador for Appalachian, and I have no doubt several of the university’s greatest achievements bear her thumbprint.”
On April 17, Appalachian State University’s seventh chancellor, Dr. Sheri N. Everts, was formally installed into office during ceremonies held on campus. The University of North Carolina System President Thomas W. Ross presided over the installation of Everts saying, “There is not a doubt in my mind that Sheri Everts is the right person to lead Appalachian State University today and in the years ahead.”

Among the distinguished guests were Gov. Patrick L. McCrory, U.S. Congresswoman Virginia Foxx, N.C. House Rep. Nelson J. Dollar ’83 ’85, Scott Lampe ’94 (representing The University of North Carolina Board of Governors), former Town of Boone Mayor Andy Ball, Appalachian Faculty Senate Chair Andy Koch, Appalachian Staff Senate Chair Amy Sanders ’08, Appalachian Alumni Council President James K. Reaves ’93, Appalachian Student Government Association President Carson Rich and former Appalachian Graduate Student Association Senate President Mason Calhoun ’15.

Addressing the assembly, Chancellor Everts said, “To the brothers, Drs. Dougherty, we say thank you for charting the path for App State ‘to be’ now and continue ‘to be’ hereafter risk-taking and passionate pioneers for our students’ futures.

“Today I am profoundly grateful for the privilege to serve as your colleague, advocate and supporter as we engage in the pioneering, imaginative and courageous work before us. I commend our students, faculty, staff, friends and community for living our university motto each and every day. Appalachian is indeed the place ‘to be.’”

appstate.edu/watch18
Clockwise from top left: Chancellor Sheri N. Everts pauses after the ceremony and before greeting guests; James K. Reeves and Gary ’92 ’94 and Karen Henderson celebrate the historic day; Combined Appalachian University Singers, Chamber Singers, Gospel Choir, Treble Choir and Appalachian Chorale, conducted by Dr. Stephen Hopkins, perform during the event; and, Chancellor Everts receives well wishes from students during a reception in Roess Dining Hall.
Clockwise from top left: Gov. Pat McCrory addresses the assembly and welcomes Chancellor Sheri N. Everts; Chancellor Everts’ sisters join the celebration surrounded by Appalachian memorabilia; Reba ’52 ’53 and Grady Moretz welcome Chancellor Everts; the combined Appalachian Symphony and Repertory Orchestras, with Dr. Chung Park conducting, fill the Holmes Convocation Center with music for the occasion; and, Chancellor Everts takes the podium for the first time as Appalachian’s leader.
The Campaign for Appalachian

The Campaign for Appalachian raised $203,593,769 in support of academics, the arts and athletics at Appalachian State University, surpassing its $200 million goal. $32.7 million was contributed to support new facilities or the renovation of facilities on campus.

The Campaign for Appalachian was the university's largest fundraising effort to date. The previous campaign, The Campaign for the Second Century, concluded in December 2002 after exceeding its original $50 million goal by raising $83.2 million.

“It was a group effort,” Carole Wilson ’75, a member of Appalachian State University’s Board of Trustees and co-chair of the campaign steering committee, said of work undertaken by university volunteers, board members and fundraising staff. “It has taken the entire Appalachian Family to exceed the $200 million goal. I especially am grateful for the invaluable assistance of the campaign steering committee and my campaign co-chair Brad Wilson ’75, members of the Board of Trustees, Appalachian State University Foundation, Board of Visitors and Appalachian Alumni Council,” she said.

About the gifts

- More than half of the campaign total – $112,484,191 – came from cash and in-kind gifts.
- 10 professorships were established.
- $107.6 million was directed to program support across the university.
- $9.8 million was designated for programs and activities that support faculty and staff.
- $45.7 million was earmarked for scholarship support.
- $32.7 million was contributed to support new facilities or the renovation of facilities on campus.
Fundraising priorities moving forward

Beyond the Campaign for Appalachian. What’s next?

Building on the success of the largest campaign in Appalachian’s history, fundraising goals for the future will focus on:

- need-based and merit-based student scholarships for students
- faculty and staff support including new distinguished professorships and professional development
- facilities that support the university’s strategic initiatives
- support for strategic priorities as identified through campus-wide collaborative visioning

Find out more: give.appstate.edu
Making a difference:
retired professor ensures Appalachian’s history of helping local families with special needs will continue

by Jane Nicholson

Alice Naylor has a passion for education, a long-held commitment to helping children and a desire to support families with children who have special needs. After more than three decades at Appalachian State University working for all of these aspirations, Naylor has decided to make them her legacy.

Naylor, now retired, is not wealthy, but she has a second home and she wanted to make a difference for local families while supporting the university. So, she worked with the Appalachian State University Foundation to create a charitable remainder trust, which will benefit Parent to Parent – Family Support Network of the High Country.

Parent to Parent, a program of the Reich College of Education, provides information, resources and support to families of children with special needs. The organization serves families in seven counties in the High Country whose children may require specialized medical, educational or psychological care, or a combination of these. The broad range of services and support the program provides to local families, who often face additional challenges living in a rural setting, is one reason Naylor chose to support Parent to Parent.

“The first thing that people assume is that I have experience with special needs children,” Naylor said of her gift designation. “I don’t, but I do have experience with a number of students who were parents of children with special needs, and as a result, have tremendous empathy and respect for these parents.” One of those students was Kaaren Hayes ’96, who worked with Parent to Parent while a student of Naylor’s, and became the program’s director in 1998.

For well over 20 years, Naylor provided mentorship and advising to Hayes while Parent to Parent expanded its services as well as its geographical range. The organization now provides free and confidential services in Alleghany, Ashe, Avery, Mitchell, Watauga, Wilkes and Yancey counties.

In addition to providing information, referrals, training and resources to families of children with special needs, the organization has grown to serve professionals in Western North Carolina who work with those families as well. Today, Naylor is the chair of the organization’s advisory board.

Naylor, a professor emeritus who retired from Appalachian in June 2008 after 33 years as a member of the faculty in the Reich College of Education, spoke of parents’ creativity to ensure the needs of their children were met. “When I worked with these parents, who were also my students, I saw the way they went through resources. I respect the sacrifices they made and their innovation to meet the needs of their children and incorporate them into the world,” she said.

While at Appalachian, Naylor was instrumental in creating a children’s literature symposium for librarians, parents, teachers and others. As a professor of children’s literature, she promoted introducing books to children by having parents read to their children and encouraging children to read on their own as a way to improve communication skills. The last ten years of her career at Appalachian, she served...
as director of the doctoral program in educational leadership.

While serving as chair of the Parent to Parent advisory board, Naylor developed a renewed appreciation for the positive impact the program has for families who need support, and often do not know where or how to find it. “This program is so important to the health and wellbeing of our community,” Naylor said. “I want it to live on.”

The Alice Naylor Charitable Remainder Unitrust is being funded through the sale of Naylor’s second home. The trust will provide income to Naylor, while also providing immediate financial support to Parent to Parent. “I knew nothing about what a charitable trust was. My financial advisor recommended it as a good thing to do financially and at the same time help others,” she said. “I decided this was an opportunity to help Parent to Parent continue to support families in the High Country. So many of us assume we have to have significant wealth to make a difference in our community, but we don’t. We just have to care.”

Campus LGBT Center named for Blowing Rock residents

A center for lesbian, gay, bisexual and transgender students and their allies has been named for university benefactors Bo Henderson ’79 and Ed Springs of Blowing Rock.

Henderson, a graduate of Appalachian’s Department of History, and Springs, owner of Edward H. Springs Interiors in Charlotte, have supported university programs and activities since 2001. They have been partners for 31 years and married for the past three years.

Chancellor Sheri N. Everts said that since its opening in 2008 in Plemmons Student Union, the center has provided resources, support, advocacy, information and a welcoming atmosphere for LGBT individuals and their allies.

“This center has changed hearts. This center has changed lives. This center has changed Appalachian, for the better,” Rich said. “It provides an environment where students are able to develop selflessness, other leadership skills and advocate for others, especially the LGBT community.”

The center is staffed by a graduate student and student volunteers.

“I work with and am friends with many people on this campus that are a part of the LGBT community, and they are students that have experienced some tough and rough situations, some difficult circumstances that are hard to recuperate from,” Rich said. “To know that this center is here as a resource, a safe haven and an advocacy center that makes Appalachian State what it is today, is a beautiful thing.” Rich added that the center’s location in the student union shows “how important the LGBT community is to this university. This center is an asset to the students, and a home for many.”
Past, Present and Future

This would have been a sweet moment under any circumstances: Chancellor Sheri N. Everts wishing D.D. Dougherty’s granddaughter Lillie Perry a happy 95th birthday while Lillie Dougherty, Dr. D.D.’s wife and the original first lady of our university, looks on from above. But more, I was struck by the powerful roles these three women have had and will play in shaping Appalachian’s legacy.

Marie Freeman ’85
University Photographer
A legacy of advocacy for African-American students

During his tenure at Appalachian, Dr. Willie Fleming ’80 ’84 made a difference in the lives of African American students.

To many, he was more than a professor and advisor. His former students recall a generous mentor and father figure who would buy meals for those whose meal cards had run out, or make sure they could get home over break, even if he had to drive them himself.

The students whose lives Dr. Fleming touched are now alumni, and they are excited about the growth and development of the university, but they are also concerned about the lack of corresponding growth in the number of African-American students. They want to honor Dr. Fleming by helping to increase minority student enrollment at Appalachian.

Led by Gary Henderson ’92 ’94, these alumni created a scholarship in Dr. Fleming’s name. “Dr. Fleming was a confident and vigorous advocate for African-American students,” says Henderson. “We want to see more minority students benefit from the excellent opportunities Appalachian provides.”

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