

# UNC Charlotte

The magazine of The University of North Carolina at Charlotte for Alumni and Friends • Summer • 2016



**A HALF CENTURY  
OF TRADITION**



"We have had another remarkable academic year with continuing enrollment growth, a variety of building and road projects completed or initiated, and dozens of accomplishments by and accolades for our hard-working faculty, staff, and students."



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# Growth never stops at this great University

Two recent events are cause to reflect on where our great University is heading at great velocity: 1) the May commencement ceremonies where we graduated 4,390 new 49er alumni; and 2) the Half-Century Society induction reception held in April when we celebrated the first graduating class of UNC Charlotte. These two events provide the supports that are bridged by 50 years of growth at UNC Charlotte. And if growth is a valid touchstone for our progress, then there's no doubt we have been on an amazing ride.

The cover story in this edition (see page 14) profiles some of the people who populated the inaugural graduating class of The University of North Carolina at Charlotte and are inductees of our new Half-Century Society. When they enrolled as first-year students, the institution was called Charlotte College. Within a few years, we had ascended to university status within the UNC system. According to University records, that Class of '66 numbered 92 out of a total campus enrollment of 1,815 – all undergraduates. In May, our 4,390 graduates grew out of a total enrollment of 27,983 – including 5,251 graduate students. In a space of 50 years – a blink of an eye in the life of a public university – our growth and maturation have been exponential.

We have had another remarkable academic year with continuing enrollment growth, a variety of building and road projects completed or initiated, and dozens of accomplishments by and accolades for our hard-working faculty, staff, and students. Here a few highlights, which are but the most recent examples of the march of progress that has accompanied UNC Charlotte's development into North Carolina's urban research university.

Unless you spent the spring semester stranded on a deserted island, you are certainly aware of the Connect NC bond that was passed by North Carolina voters in March. This \$2 billion bond included \$90 million for a much needed new science building here at UNC Charlotte. This was a big win for the University, and for the ever-increasing number of students coming to UNC Charlotte to study in the STEM fields. I would like to express my gratitude to alumnus Rep. Dean Arp ('99) for his leadership in developing the comprehensive bond package, guiding it through the state legislative process, and advocating for voter approval.

UNC Charlotte continues to capture the attention of many local and regional leaders who are recognizing what a gem this institution really is. Charlotte Mayor Pro Tem Vi Lyles and City Councilman Greg Phipps were recently on campus to review needed city and state road improvements adjacent to campus. Charlotte Mayor Jennifer Roberts came to tour campus to learn more about our role in economic development. We also hosted Congresswoman Alma Adams (NC-12) for a tour of our PORTAL facility during Small Business Week earlier this month. As a member of the U.S. House Small Business Committee and ranking member for the Small Business Subcommittee on Oversight and Investigations, Congresswoman Adams' visit is especially significant.

We are evaluating our progress on the University's 2011-16 Institutional Plan and finalizing the next phase of it for the next five years. The final blueprint for 2016-21 will be presented to the Board of Trustees during their summer retreat.

Perhaps the most obvious and impressive construction projects on campus are Levine Hall and the LYNX Blue Line Extension light rail project. In addition to those, a new county park connects UNC Charlotte Center City with the rest of Uptown, and we are moving forward with plans on our main campus for an admissions and visitors center, a new student counseling center, a reimagined Belk Plaza, and a new facility for student health, wellness, and recreational activities.

We are already looking forward to fall, and especially September 23. That's the date marking the 70th anniversary of the first class of students enrolled at the Charlotte Center of the University of North Carolina, the institution that became Charlotte College in 1949 and then UNC Charlotte in 1965. It will truly be a day of celebration, marking another in a torrid pace of milestones at our great University.

Philip L. Dubois  
Chancellor

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As Charlotte College became UNC Charlotte in 1965, the members of the Class of 1966 - the first class to graduate - embraced the opportunity of a new institution and helped to establish tradition at UNC Charlotte.

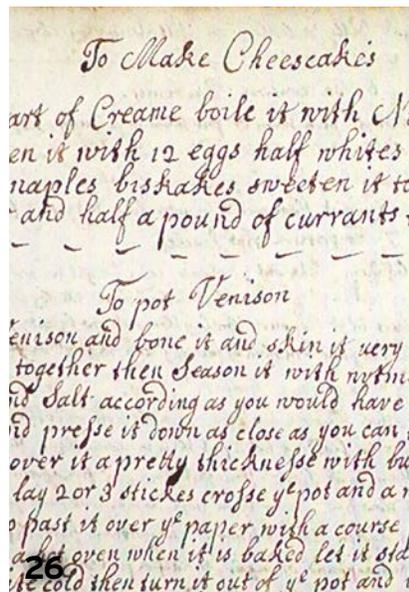


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On the Cover:

During the past half century, UNC Charlotte has transformed into North Carolina's urban research university, an economic driver in the region and has woven itself into the social and cultural fabric of the great Charlotte community. What's more, it's done this all while remaining true to its tradition to provide access to an affordable, high-quality education to all students.

# It takes - nearly - a village



With this edition, a team of talented, resourceful and dedicated people have published what likely appears to readers a modest, and hopefully attractive magazine. At 44 total pages, this edition actually is four pages longer than normal.

Publishing this magazine is a source of pride for the several people who work most closely to make it come alive. While a lengthy list of colleagues and associates contribute to this magazine (see the masthead on this page) the core team does the yeoman's work. And the remarkable thing is that not one of us works on this magazine full time. But we feel fully committed to doing our best to bring you a periodic snapshot of a University striving for greatness.

In this edition we have captured another snapshot of UNC Charlotte action happening on campus, in the local community and on a global stage.

I wish to thank all the contributing staff listed on this page, as well as the University Communications administrative creative services and Web communication teams, our design partners at Spark Publications, NEB Printing and the UNC Charlotte Mail Services Department. To produce even our modest magazine, it takes nearly a village.

Regards

John D. Bland, Editor  
Senior Director for Public  
Relations & News Services

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recycled paper



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**Stephen Ward**  
Executive Director of  
University Communication

Editor  
Senior Director for Public Relations  
& News Services  
**John D. Bland**

Associate Editors  
**Phillip Brown**  
**Susan Shackelford**

News Editor  
**Jared Moon**

Contributing Writers  
**Brittany Algieri**  
**Phillip Brown**  
**Wills City**  
**Tamara Johnson**  
**Abigail Maxim**  
**Jared Moon**  
**Melba Newsome**  
**Paul Nowell**  
**Leanna Pough**  
**Lynn Roberson**  
**Tom Whitestone**

Staff Photographer  
**Wade Bruton**

Design & Production  
**SPARK Publications**



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The University of North Carolina  
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704.687.7214

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# CLIFF CAMERON WAS 'GIANT' UNIVERSITY BENEFACTOR

The UNC Charlotte community is mourning the passing of Charles C. “Cliff” Cameron, a longtime and dedicated supporter of the University, who died in May at the age of 96.

Cameron’s service to the University began in 1967, when he became a member of the board of directors of the UNC Charlotte Foundation.

“It is impossible to measure the impact that Cliff Cameron made on UNC Charlotte and the whole University City region,” said Chancellor Philip L. Dubois.

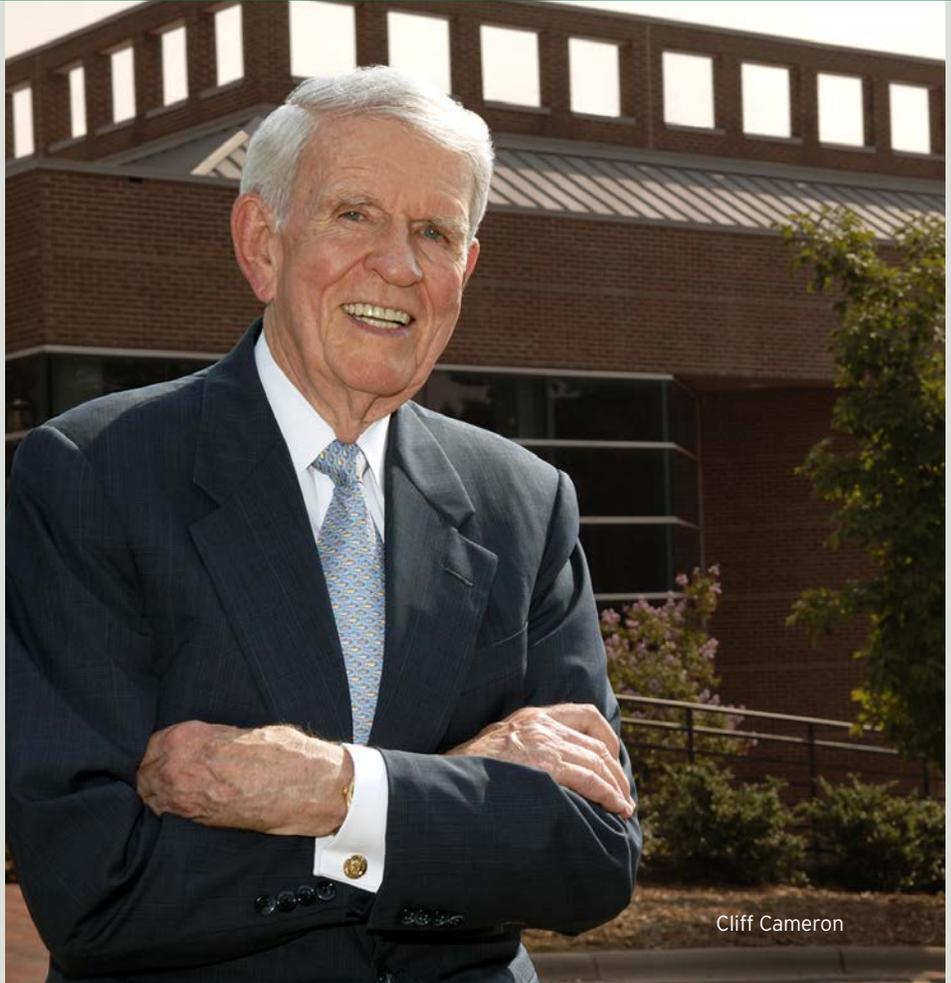
“His vision and leadership, from the late 1960s until the present day, helped shape our campus’s emergence as an important research university, and, through the development of the University Research Park, University City’s growth into the second-largest employment center in Mecklenburg County,” he said.

The former chairman and chief executive officer of First Union Bank, Cameron always found time to remain connected to UNC Charlotte, Dubois said.

“One of his biggest contributions occurred in the early 1980s, when Cliff co-chaired UNC Charlotte’s first capital campaign, the Campaign for Excellence,” he said. Cameron also served as a member and chairman of the UNC Charlotte Board of Trustees and the UNC Board of Governors.

Through his involvement with the UNC Charlotte Foundation, Cameron is credited with helping to create University Place and the resulting economic growth and development. He also played a part in the creation of the Ben Craig Center, which is now known as Ventureprise.

Cameron also played a key role in the establishment of University Research Park; he was called a driving force in the development of the research center, which is one of the largest university-affiliated



Cliff Cameron

parks in the country.

One of the University’s most prestigious scholarships, the C.C. Cameron Scholarship for Merit, bears his name in recognition of First Union’s and his personal contributions that made the financial assistance possible. In honor of his service to the University and the state, UNC Charlotte awarded Cameron an honorary Doctor of Public Service in 1983.

Dedicated on Sept. 25, 1991, the Cameron Applied Research Center contained roughly 74,000 square feet of laboratory, office and conference space to support world-class research.

In 2000, the center was renovated and expanded to add roughly 42,000 square

feet of space.

Today, the building is home to the University Writing Program and the Department of Systems Engineering and Engineering Management.

His name also appears on one of the campus’s main thoroughfares, Cameron Boulevard. Harris Alumni Center is located at the intersection of Cameron Boulevard and Alumni Way.

“He truly was a giant, and he will be deeply missed,” Dubois said.

Memorials can be sent to Hospice and Palliative Care Charlotte Region, UNC Charlotte (Cameron Scholars Endowment) or the charity of one’s choice.

The completion of Holshouser Hall is the first of four high-rise residence halls to be renovated in South Village as a part of a multi-year project expected to conclude in 2022.



### HOLSHOUSER HALL RENOVATION WINS CPN'S STAR AWARD

The renovation project for Holshouser Residence Hall, which reopened in 2015, received a 2016 Star Award from the Construction Professionals Network (CPN) of North Carolina.

The honor recognizes and promotes professionalism and excellence in “star quality” projects. The University received the award for projects that totaled between \$10 million and \$25 million.

Built in 1973, Holshouser now offers traditional-style doubles featuring two private bathrooms for every three rooms and suites with two double-occupancy bedrooms, a living room and bathroom. The approximately 100,138-square-foot reconfigured tower is located in South Village.

While there are many innovative qualities to the renovated Holshouser Residence Hall, enlargement of the ground and first floor student common spaces, a new monumental stair connector between the floors and a new exterior student plaza with views of the patio and courtyard are some of the most significant. The new student common locations have large windows, which provide an abundance of natural light.

### PROVOST RECOGNIZED AS A CATALYST FOR CIVIC ENGAGEMENT



Lorden

Throughout her time at UNC Charlotte, Provost Joan Lorden has constantly sought to bridge community needs with University assets. The results of her outstanding work were recognized

with the William M. Plater Award for Leadership in Civic Engagement from the American Association of State Colleges and Universities (AASCU).

As a catalyst for civic engagement and service learning at UNC Charlotte, Lorden has provided leadership that has resulted in the University receiving multiple honors for its civic engagement efforts from Pathways to Achieving Civic Engagement (PACE), the Council for Advancement and Support of Education (CASE), the Charlotte Chamber and North Carolina Campus Compact.

The Plater Award is given in recognition of exemplary leadership in advancing the civic learning of undergraduates through programs and activities that encourage greater knowledge, skills, experiences and reflection about the role of citizens in a democracy.

“We would not be the institution that we are today without having really engaged with this community,” said Lorden. “I think we can be a national model for thinking about how we interact with the community.”

Lorden joined UNC Charlotte as provost and vice chancellor for academic affairs in 2003. Previously, she served as associate provost for research and dean of the graduate school at the University of Alabama at Birmingham.

AASCU is a Washington-based higher education association of nearly 420 public colleges, universities and systems.

### LEAK AMONG INAUGURAL CLASS OF AASCU 'EMERGING LEADERS'

Jeffrey Leak, professor of English, was among 25 candidates selected to participate in the first class of the Emerging Leaders program of the

American Association of State Colleges and Universities (AASCU).

Leak took part in a three-day seminar designed for promising mid-career professionals and faculty leaders in higher education. Participants were nominated for the Emerging Leaders program by presidents, chancellors and cabinet-level administrators; each participant must have demonstrated to campus leaders the potential for advancement at their campus or another institution.

Nancy Gutierrez, dean of the College of Liberal Arts & Sciences, noted, “Jeffrey Leak has demonstrated exceptional leadership for many years in positions of increasing responsibility across widely divergent areas of the University, ranging from positions



focused on research and community engagement to faculty governance to athletics. Most recently, he has ably provided leadership as past director of the Center for the Study of the New South, as president of the University Faculty Council and as the faculty athletics representative. It is a tribute to Dr. Leak’s inherent integrity that in every role, he earns the respect and trust of the people he serves.”

Participants in the Emerging Leaders program have the opportunity to engage in a national dialogue with experienced leaders and experts in higher education and to develop a network of colleagues from across the country. The program includes opportunities for hands-on practical exercises, a leadership self-assessment and the development of a plan designed to help participants achieve their leadership goals.

### PROJECTIVE EYE GALLERY TO PRESENT ‘DIGITAL DIALOGUES’

The Projective Eye Gallery at UNC Charlotte Center City will present “Digital Dialogues,” two multimedia installations that incorporate full-scale digital fabrication with a touch of the hand and a topographic perspective. Newly formed collaborative teams of College of Arts + Architecture professors and students have expanded the creative process, removing the control of the



Adam Reitzel in his UNC Charlotte lab.

### INTERNATIONAL TEAM INVESTIGATING MARINE SPECIES ADAPTATION

Animals can adapt to their environment through changes to their DNA, but more recently, research has shown that non-genetic components may be important, too.

UNC Charlotte biological sciences professor Adam Reitzel is leading an international team to investigate how epigenetic regulations and microbial communities are influencing the adaptation of coastal marine species to climate change.

“Evidence is growing that climate change has profound effects on marine ecosystems, yet our understanding and ability to predict how species respond in these ecosystems is still very limited,” Reitzel stated.

Unlike the genes of an animal, epigenetics – the study of changes in organisms caused by modifications of “gene expression,” rather than alteration of the genetic code itself – and microbial composition can rapidly alter due to changes in the environment, making them ideal mechanisms to study how species respond to environmental threats like global warming.

The researchers hypothesize that changes in the microbial community improve the thermal tolerance of the host and that the epigenetic landscape is responding both to the shifts in temperature and to the altered microbial composition.

The research team also will explore how epigenetics, microbiomes and genomic mutations intersect, as they are largely studied in isolation at the moment.



solely autonomous artist.

Funded with “Research Through Making” grants by the college’s Digital

Arts Center, the projects realize the center’s mission to inspire digital making across the disciplines of the college, each pairing a professor in the School of Architecture with a professor in the Department of Art and Art History. Their collaborative, interdisciplinary installations include video and two-dimensional works as well as elements created with the use of the college’s latest digital devices, including the KUKA robotic arm and CNC router and laser

## MARCHING BAND TO PLAY AT 2018 D-DAY CEREMONY IN NORMANDY, FRANCE

The UNC Charlotte “Pride of Niner Nation” Marching Band has been selected as the official band to represent the United States in Normandy, France, in June 2018. The performance will mark the 74th anniversary of D-Day. Each year, one band is chosen to represent the United States at the D-Day commemoration. The honor was reserved historically for official military bands, but, in recent years, it has been assigned to university marching bands of distinction.

The band has been invited to give multiple performances during its week-long stay in France in 2018, including a parade performance in the village of Sainte-Mere-Eglise, the first village to be liberated by American troops in 1944.

The “Pride of Niner Nation” Marching Band made its debut Sept. 12, 2015, at the first UNC Charlotte home football game of the year. The 2015-16 band had 145 students representing 40 different majors and all colleges in the University.



'Pride of Niner Nation'  
Marching band

The University hopes to send 150 musicians to France. Students will be asked to cover a portion of the costs; the band will raise funds to cover the rest.

cutter. The exhibition runs from June 10 to July 28.

“Public Time” explores how data may be visualized and materialized with an aim to illuminate the social impact and potential of the region’s circulatory systems.

“Hybrid Skins” explores the aesthetic and conceptual implications of merging ancient analog and contemporary digital methods – low-tech and high-tech – in the production of porcelain and polymer architectural skins.

## SLUGGISH ECONOMY FORECAST FOR REST OF 2016 AND 2017

The North Carolina economy continues to grow, but at a lackluster pace, UNC Charlotte economist John Connaughton reported in the Babson Capital Management/UNC Charlotte Economic Forecast on June 2.

“The N.C. economy is growing slightly more than expected and continues the trend of growth in N.C. Gross State Product for the past four years. Indicators have adjusted downward slightly over last quarter due to a reduction in consumer confidence,” Connaughton said. “And 2017 is expected to look a lot like 2016 – slow growth. We will especially need to keep our eye on energy and consumer confidence as key indicators of the economy.”

During his quarterly economic forecast, Connaughton highlighted three areas to watch this quarter.

The Federal Reserve is poised to raise interest rates again, Connaughton said. He expects a rate increase to be announced in June but not a significant increase. He stated the Federal Reserve is basing the rate increase on employment data, which has improved over time.

More importantly, consumer confidence as the Federal Reserve should be observing and monitoring the consumer confidence index, Connaughton said. “Labor markets are improving but not consumer confidence. The latter is just as important to our economy.”

Both the U.S. and N.C. unemployment rates are expected to continue a downward trend throughout 2016.

## KRISTA NEWKIRK NAMED PRESIDENT OF CONVERSE COLLEGE



Newkirk

Converse College in Spartanburg, S.C., announced that Krista Newkirk, chief of staff for Chancellor Philip L. Dubois, will be the college’s new president. Newkirk, a 13-year employee of UNC Charlotte, will assume her new role at Converse on July 1.

As UNC Charlotte’s first chief of staff, Newkirk has provided oversight of the University’s strategic goals and initiatives,

playing a central role in addressing major issues confronting the University and managing large-scale institutional projects across divisions. She has worked closely with the Board of Trustees and has been instrumental in developing the University’s compliance and Title IX offices and the Institute for Social Capital.

Prior to serving as chief of staff, she was senior associate general counsel for UNC Charlotte, supporting the chancellor, Board of Trustees, and faculty and staff on a wide range of legal topics; managing complex litigation; and serving as counsel for several startup nonprofit corporations. Before joining UNC Charlotte, she worked as an attorney in both private practice and at a Fortune 300 company.

Newkirk earned her Juris Doctor degree from the College of William & Mary and a bachelor’s degree from the University of Nebraska-Lincoln.

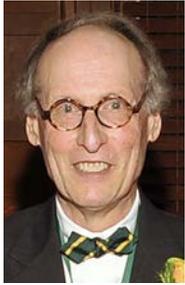
## NOTED HISTORIAN AWARDED FIRST CITIZENS MEDAL

John David Smith, the Charles H. Stone Distinguished Professor of American History, is the 2016 recipient of the First Citizens Bank Scholars Medal, UNC Charlotte’s most prestigious faculty award in recognition of excellence in research.

Research conducted by Smith contributes to the current body of knowledge on slavery, race and race relations in American and

Southern history. His interests include questions of race, slavery, war and post-emancipation adaptations of the formerly enslaved and enslavers.

As a historian, Smith expanded the understanding of the dynamics and directions of “racial thought” by examining German-speaking racial theorists in Europe as well



Smith

as white Southern mythmakers for the “lost cause” of the Confederacy in the American South. His book-in-progress on the slave reparation movement, under contract with Oxford University Press, points to the persistence of

expectations for acknowledgment of past wrongs and injustices.

Colleagues distinguish Smith’s scholarship by the depth of research. One of them, an award-winning author, said, “It is impressive by any measure. His record of scholarship ranks him among the most productive historians of our day. In a word, Dr. Smith is a scholar’s scholar.”

The First Citizens Bank Scholars Medal was created to spotlight the important contributions UNC Charlotte and its faculty are making, not only in its community, but also throughout the Carolinas, the nation and the world.



### CONFERENCE HELPS POSITION UNIVERSITY, CHARLOTTE AS DATA SCIENCE HUB

UNC Charlotte took another significant move to stake its claim as a national leader in data analytics.

The Data Science Initiative at UNC Charlotte convened the Analytics Frontiers Conference on March 30, to address the latest updates in the high-powered use of technology to analyze massive amounts of data generated by consumers and organizations. The conference was an outgrowth of the University’s top-priority Data Science Initiative (DSI), which has deep-seated support from prominent



Sammy Hajmahmoud and Jennifer Huddleston act out a scene from Romeo and Juliet.

### STUDENTS PORTRAY ROMEO AND JULIET WITH CHARLOTTE SYMPHONY

Theatre students Sammy Hajmahmoud and Jennifer Huddleston were featured performers in the Charlotte Symphony’s “KnightSounds” concerts in May.

In connection with the international celebration of the 400th anniversary of Shakespeare’s death, the programs presented Romeo and Juliet in a montage of orchestral pieces, opera arias, a ballet pas de deux and brief scenes from Shakespeare’s tragedy. Charlotte Symphony Music Director Christopher Warren-Green conducted the performance.

Hajmahmoud, a junior, and Huddleston, a senior, performed the title roles in the play excerpts, directed by Robinson Distinguished Professor of Shakespeare Andrew Hartley, who served as the program’s dramaturg.

The two theatre majors participated in the UNC Charlotte Department of Theatre/Shakespeare in Action “36 in 6 Project,” performing in productions such as “Hamlet,” “The Shrew Project” (“The Taming of the Shrew”) and “Romeo and Juliet.”

The “36 in 6 Project,” in which 36 Shakespeare works were addressed during a six-year period, culminated on April 23 with “As We Like It,” a celebration and performance in Robinson Hall for the Performing Arts.

corporations and other institutions in retail, health care, energy and financial services.

Hundreds of senior executives, professional analysts, data scientists and business leaders participated in the conference that featured keynote addresses by two of the most prominent voices in data analytics – Tom Davenport, who teaches at Babson College, Boston University, Harvard Business School and the Sloan School at Massachusetts Institute of Technology; and David Kiron, executive editor of MIT Sloan Management Review’s Big Ideas initiative.

In addition to keynotes from Kiron and Davenport, an afternoon keynote

addressed “The Promises and Challenges of Predictive Analytics in the Age of Big Data.” That presentation was followed by a panel commentary moderated by Derek Raghavan, president, Levine Cancer Institute, and panelists Sully McConnell, Time Warner Cable’s vice president of business intelligence, and Ahmer Inam, head of analytics for Nike.

### PROFESSOR HELPS TRACK ILLEGAL DRUG USE VIA SOCIAL MEDIA

Yong Ge, an assistant professor in the College of Computing and Informatics Department of Computer Science, has

developed a tool that leverages social media data to help analyze use patterns of illegal drugs by young adults across the country. The National Institutes of Health funded his work.

“Up until now the Substance Abuse and Mental Health Services Administration conducts a national survey once a year in which thousands of people are randomly selected to supply information,” said Ge. “Essentially, it tries to determine what types of illegal drugs people are using. Not only was it very costly, but it generated hundreds of pages of information, some of which might not even be accurate based on the responses of those being surveyed.”



Ge stated by doing the survey only once a year it makes it nearly impossible to capture the dynamics of illegal drug usage on an ongoing basis. He said through the use of social media analysis that has all changed. According to Ge, researchers can now capture and analyze data on an ongoing basis, track trends, etc., which gives them a much more powerful tool to figure out what is actually going on.

Another challenge in creating this database is the different names used to describe drugs.

“People use many different street names to describe illegal drugs,” said Ge. “Therefore, we need to capture that data in order to get a good sampling of what people are using. It is very rare that folks will use the real names of the illegal drug.”

Ge explained that by tracking illegal drug use via social media analysis, they are able to see where certain illegal drugs are being used, sort patterns of usage of drugs, detect new ways of using drugs, etc. He said as they acquire this real-time information, they will be able to detect and report immediately what is trending and where.

The researcher said they hope to be able to supply this information to the Substance Abuse and Mental Health Services Administration and law enforcement authorities, eventually.

### CONNECT NC BOND APPROVED, UNC CHARLOTTE TO GET \$90 MILLION

In March, North Carolina voters displayed wide-ranging bipartisan support

for higher education by approving \$2 billion in bonds for public universities, community colleges, state parks and other projects across the Tar Heel state.



Of the \$2 billion total in the bond package, some \$980 million is earmarked for constructing new academic facilities and other improvements across the UNC system, including \$90 million to build a new science building at UNC Charlotte.

UNC Charlotte has grown from 11,000 students to 28,000 since the current science building was built in 1985. More students are choosing science-related majors, with more than 50 percent of students in sciences, engineering and math. Investments across the UNC system are focused on STEM-related buildings, including the new science building.

Connect NC bond package also supports state parks, local water and sewer system improvements, the National Guard and public safety.



N.C. Teacher of the Year Bobbie Cavnar interacts with a student.

### ENGLISH ALUMNUS NAMED N.C. TEACHER OF THE YEAR

UNC Charlotte alumnus Bobbie Cavnar of Gaston County is the North Carolina Teacher of the Year for 2016-17.

Cavnar, an English teacher, completed a master's degree in English at UNC Charlotte in 2011. This is his 17th year in the teaching

profession; he has taught since 2003 at South Point High School in Belmont.

Visitors to Cavnar's classroom enter a world of writers. He has pulled elements into his classroom that illustrate the subjects studied, including portraits and other items. Cavnar brings to life the works of British writers including Shakespeare, Shelley, Byron and Dickens.

Cavnar nurtured his knowledge and enthusiasm for literature in his classes at UNC Charlotte, and he draws upon his deep knowledge of literature to reflect upon the themes and make really complex connections, not just surface observations.

That ability translates to Cavnar's classroom, as he helps students analyze difficult texts and construct meaning from what they are reading and researching.

Students said they enjoy being in Cavnar's classroom because he is engaging, asks their opinions and values what they say and believe.

Cavnar participates in the Gaston County Teacher Induction Program for Success, educating incoming teachers in model classroom best practices.

For his efforts, Cavnar has received the 2016 Southwest Region Teacher of the Year, 2015 Wells Fargo Educator of the Year for Gaston County Schools, 2014 South Point High School Teacher of the Year and South Point High School Most Influential Educator, voted on by students, for 2013, 2011, 2009, 2006 and 2004.

### EDUCATION PROFESSOR RECEIVES SERVICE AWARD

Bruce Taylor, an associate professor in the College of Education Department of Reading and Elementary Education, is among the 2016 recipients of the Governor's Volunteer Service Award.

This honor, created in 1979, recognizes individuals, groups and businesses that make a significant contribution to their community through volunteer service.

Taylor was nominated by the United Way of Central Carolinas for his work with the United Way's Project 1,000 effort.

According to the United Way, Taylor has displayed an “overwhelming commitment to helping the youth of our community achieve their reading goals. He has personally mentored and tutored many students from basic reading skills to helping with specific areas of need. He also provides volunteer

literacy training for community volunteers that are interested in tutoring students through Project 1,000. With the help of Dr. Taylor's expertise, we have been able to train over 540 literacy tutor volunteers with at-risk students in our area since the beginning of the initiative in 2012. Dr. Taylor is leading the way by example and also providing the resources for others to get involved."

### UNIVERSITY RECOGNIZES KIMBLE WITH DISTINGUISHED SERVICE AWARD

The 2016 UNC Charlotte Distinguished Service Award was presented to Ronald R. (Ron) Kimble, deputy city manager for the city of Charlotte, on Friday, June 3.

In honoring Kimble, UNC Charlotte Chancellor Philip L. Dubois said he personifies the purpose of the award, which honors individuals who are devoted community servants and selfless in their dedication to the betterment of Charlotte and the greater region.

The deputy city manager for the city of Charlotte since 2007, Kimble has led several major initiatives including the NASCAR Hall of Fame, cultural arts facilities expansion and the U.S. National Whitewater Center. He also is the lead staff member for several city council committees, including economic development and planning and government affairs.

Kimble has been the lead partner with UNC

Charlotte and the city on landmark projects and issues including UNC Charlotte Center City, the Blue Line Extension of light rail and other economic development partnerships. He has promoted the value of UNC Charlotte throughout the city and has been one of the University's strongest allies.

"Ron is a gifted civic leader and economic development icon who brings people together to make impossible things happen," said Cathy Bessant, Bank of America chief operations and technology officer and a UNC Charlotte trustee. "Without doubt, Charlotte and UNC Charlotte wouldn't be what we know today without Ron Kimble."

Kimble and his wife, Jan, founded the Jamie Kimble Foundation for Courage after their daughter, Jamie, was murdered as a result of domestic violence. The foundation funded an economic impact study of domestic violence in North Carolina by UNC Charlotte researchers.

Ron and Jan Kimble were the first recipients of the "Community Partner Award" from the University's Center for Wellness Promotion and the Interpersonal Violence Prevention and Education Committee.

He is currently active with the Charlotte Rotary Club, the Charlotte Regional Sports Commission and the United Way of the Central Carolinas. He is past president of the Greenville Noon Rotary and past state vice president of the North Carolina Government Finance Officers Association.

### COLLEGES PARTNER TO TRANSFORM CHARLOTTE'S EAST SIDE COMMUNITY

The colleges of Education and Health and Human Services are partnering with the nonprofit Aldersgate retirement community to establish the Center for Health, Education and Opportunity, an outpost directed at reshaping Charlotte's east side community.

The 6,000-square-foot center is the first venture of an overall master plan to improve the physical and economic health of the area.

Slated to open this fall in the existing Shamrock Senior Center on the Aldersgate campus, the facility will be an education center and will provide caregivers and families in the surrounding area access to community-based health and disease-prevention services.

The Center for Health, Education and Opportunity, and ultimately, the entire Aldersgate campus, will be a model of multigenerational living and caregiving.

"We don't think it's a stretch to call the Center for Health, Education and Opportunity a game-changer for Charlotte's east side," said Tim Rogers, director of mission advancement at Aldersgate. "We regard it as our responsibility – and also a privilege – to take care of our neighbors."

### CAMPUS CHEF MEDALS IN COLLEGIATE CULINARY CHALLENGE

Nicholas Brawner, catering chef for UNC Charlotte Center City, earned a silver medal in a culinary challenge held at the Southern regional conference of the National Association of College and University Food Services.

Brawner's dish was a rendition of saag paneer (a classic Indian dish of leafy greens and fried, fresh cheese) with carrot chutney and coconut roti (a griddle-baked bread). The recipe included black kale, edamame and red rice. It was one of six chosen from 100-plus entries to compete in the NACUFS Culinary Challenge event.

The UNC Charlotte chef and five competitors had 60 minutes to display their culinary skills as they prepared qualifying recipes in front of American Culinary Federation-approved judges. The competing chefs were from Vanderbilt University, Georgia Tech, University of Georgia, Tulane University and the University of New Mexico.

This is the second consecutive year that a UNC Charlotte chef has brought home silver from the annual event.



Ron Kimble (center) is pictured with UNC Charlotte trustees Joe Price and Cathy Bessant, and Chancellor Dubois.



**Social work professor's research shows implicit bias by institutions**

# 'DISMANTLING RACISM'

**By Melba Newsome**

Susan McCarter has one of those engaging personalities that draws you in the moment you meet her. Even when she's giving an academic presentation, the School of Social Work professor is warm, engaging and almost relentlessly cheerful. Still, when she starts talking about her research, her audience — regardless of its size or composition — often becomes visibly uncomfortable.

That's because McCarter's subject is always race. She has spent the last 20 years researching and talking about disproportionate minority contacts (DMC), or the over-

representation of minority youth who come into contact with the juvenile justice system.

She readily acknowledges that even the official name for her work tends to make people defensive. “The word ‘disproportionality’ has taken on a bad connotation, but it only means that things are out of whack mathematically,” explained McCarter. “It simply means when a phenomenon doesn’t reflect the population at the time.”

### SEEKING DIALOGUE, SOLUTIONS

She uses the example of baking chocolate chip cookies to make the concept more palatable. If the baker puts in more of an ingredient than the recipe calls for, the cookies will be out-of-balance. However, when she’s referring to disparate treatment and outcomes as it relates to race and ethnicity, many people find the topic simply too difficult to discuss. Yet, McCarter forges ahead because she believes to understand the root cause of these problems and ultimately find solutions, we must be willing to confront them openly.

The recent deaths of Freddie Gray in Baltimore, Michael Brown in Ferguson, Tamir Rice in Cleveland and Jonathan Ferrell in Charlotte at the hands of white police officers have made McCarter the go-to person on the issue and put her leadership role with Race Matters for Juvenile Justice (RMJJ) in the spotlight.

RMJJ is a consortium of community and systems experts who use institutional organizing and workplace development to reduce disproportionality and disparate outcomes for children and families of color. Working closely with the group since its infancy, she leads workshops, speaks at conferences and, perhaps most importantly, uses her research to make the case for its necessity. McCarter also advises the Children’s Alliance, Council for Children’s Rights and Teen Health Connection.

As the DMC data maven, she relies on the numbers to document the prevalence of structural racism and implicit bias, not just in law enforcement but in all of our institutions — education, judicial, housing, social services. You name it. No one is exempt.

“A lot of time, when we approach problems, we’re shooting in the dark because the evidence is anecdotal,” said N.C.



Photo by Wills City

Susan McCarter has spent the last 20 years researching and talking about the over-representation of minority youth who come into contact with the juvenile justice system.

District Court Judge and RMJJ co-chair Lou Trosch. “Susan provides the data that is critical to what we’re doing. Her numbers can confirm belief and add a lot of depth to the discussion.”

### SHARING THE DATA

Through trial and error, McCarter has learned the right and wrong way to reel in and keep an audience with her, despite their discomfort. “You don’t walk in the door and ask questions about race,” she said. “You give them the findings and the numbers because people can talk about numbers without being

defensive. When you ask ‘does this jibe with your experience?’, they will speak at length about their experiences.”

McCarter’s academic work expanded from social work to social justice almost by happenstance. She was pursuing her doctorate at Virginia Commonwealth University in Richmond while working as a social worker and probation officer. A good deal of her time was spent assisting adolescents in the criminal, delinquency and child welfare systems. She noticed that few of these youths were white. The quest to know why that was the case became the subject of

her dissertation and the focus of her career going forward.

Blindfolded, scale in one hand, sword in the other, Lady Justice symbolizes a judicial system that is powerful, evenhanded and blind to race, ethnicity, gender and/or socioeconomic status. However, research proves the reality is something altogether different.

Using data from the state of Virginia, McCarter set out to determine how different groups move within the justice system. For example, who is stopped by police? Is that person detained? Once in the criminal justice system, was he/she given incarceration or diversion?

McCarter looked at the role two legal variables (crime severity and prior records) and five extralegal variables (socioeconomic status, education, where one lives, race and family structure) played in determining who would be incarcerated. Race and education (whether the offender had repeated a grade) were the top two extralegal predictors, respectively.

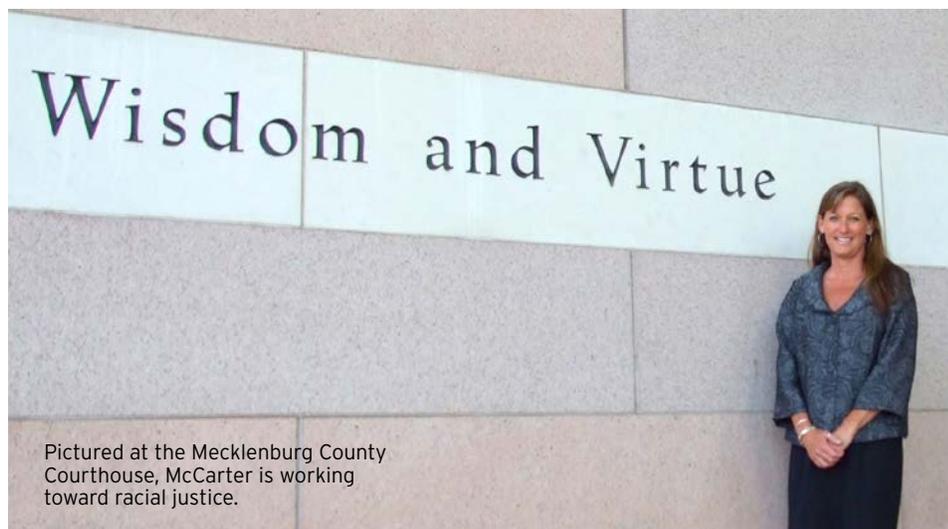
## HER RESEARCH REPLICATED

Why do two things to which Lady Justice is supposedly blind carry so much weight? The answer is as straightforward as it is disturbing: Institutional racism and implicit bias or subconscious and often unintentional judgment and/or behavior. In the nearly 20 years since McCarter conducted the Virginia study, many others have replicated her findings and, she notes, little if anything has changed.

Vivian Lord, interim director of the School of Social Work, calls McCarter's work an encompassing passion and notes that it goes beyond the ivory tower of academia. "In addition to being a scholar and researcher, she is particularly involved from the community service, national service and policy change perspectives," said Lord. "She's been involved in shaping policy around disproportionality and implicit bias and the conversation around the school-to-prison pipeline."

To make change, McCarter believes that we must begin by dispelling the many misconceptions surrounding race itself. "When I lecture on this topic, I continue to be struck by how many people suggest there's a DNA connection to race or that you can test someone and identify them racially," she said.

While she notes that race is not scientific, but simply a social construct that changes over



Pictured at the Mecklenburg County Courthouse, McCarter is working toward racial justice.

Photo by Wills City

time and throughout history, she insists that measuring its impact is critical. "As long as people's outcomes vary based on this construct, then we need to continue to disaggregate data based on race and ethnicity."

RMJJ uses the two-day "Dismantling Racism" workshop as the starting point to help people understand the history of racism, how racial inequities affect communities and ways to begin eliminating disproportionality and disparities in society.

McCarter received a \$5,000 Chancellor's Diversity Grant intended to support and promote understanding of diversity and foster a culture of inclusion and respect. "The grant allows us to have influence in all the departments and colleges to say what we're looking for around implicit bias and make an impact in the community," said McCarter.

## ACKNOWLEDGING RACE

The money provided funding for 25 staff and faculty members to attend the Dismantling Racism workshop, and to date, almost 100 people from UNC Charlotte have been trained. Social Work Associate Professor Robert Herman-Smith was one of the attendees. He acknowledges that, while much of the information was difficult to hear, it was a worthwhile experience.

"This helped me and others think about ways to accommodate diversity in the curriculum," he explained. "Susan's work makes me better able to meet and deal with people wherever they are and to understand we have to acknowledge the race component and work through it."

UNC Charlotte faculty and staff aren't the

only employees attending the Dismantling Racism training as a group. RMJJ now has more than a dozen community partners, including district attorneys, juvenile court judges, the Charlotte-Mecklenburg Schools, the Charlotte-Mecklenburg Police Department and the Council for Children's Rights. The training is mandatory for their employees.

RMJJ received the 2016 Bridge Builder Award from Mecklenburg Ministries for its role in addressing and reducing disproportionality in Charlotte-Mecklenburg. Trosch believes McCarter's role has been key in the organization's growth and enhanced stature, locally, statewide and nationally.

"Susan pushes us. She's always in the room asking the questions from a research point of view that we don't understand how to ask," Trosch said. "Being able to say 'Dr. McCarter from UNCC is on our team' lends credibility to our work."

McCarter prefers to keep the focus on the team and its overall objective. "The goal is to erase things like institutional racism or implicit bias so that we won't be able to predict outcomes based on race," she explained. "This is a community problem which will require a community solution. Looking at the data for all the partner organizations, we've seen positive change throughout Charlotte because of the work that RMJJ has done."

If this is the proximate result of making people a bit uncomfortable, she's OK with that. ●

*Melba Newsome is a self-employed writer based in Charlotte.*



Fumie Kato has greatly expanded student exchange programs with Japan.

Photo by Bobby Hobwood

# UNC Charlotte Professor Honored by Japanese Foreign Ministry

By Paul Nowell

When knowledgeable observers weigh in on the impressive growth at UNC Charlotte, several academic disciplines usually come to mind, including business, engineering, computer science and data analytics.

Should Japanese studies be added to this list? Actually, yes.

Under the leadership of associate professor Fumie Kato, UNC Charlotte has developed one of the largest undergraduate Japanese programs in North Carolina.

“I started to work with one adjunct professor with less than 150 students enrolled in one semester in 2002,” she said. “Now in the spring semester of 2016, we have 432 students enrolled with seven Japanese faculty members.”

In February, Kato was honored by the Ministry of Foreign Affairs of Japan for outstanding achievements in promoting friendship between Japan and the United States.

Kato was one of 28 people and 14 groups nationwide honored with the “Foreign Minister’s Commendations in Honor of the 70th Anniversary of the End of the War with the United States of America.”

“It was an amazing and impressive award because the Japanese government recognized my achievement,” Kato said, calling it “the best memory in my life.”

The Japanese program is housed in the Department of Languages and Culture Studies in the College of Liberal Arts & Sciences. Along with her other accomplishments, Kato was lauded for increasing the number of students who are involved in study abroad exchanges between Japan and the United States.

“I didn’t make any specific effort to disseminate our program outside the University,” she said. “However, we realized that these days the number of the students who transferred from other universities in order to achieve a Japanese degree at UNC Charlotte had gradually increased.”

Through her efforts, UNC Charlotte was chosen by the Japan-U.S. Educational Commission (Fulbright Japan) and the Ministry of Foreign Affairs of Japan for the Kakehashi Project: The Bridge for Tomorrow.

“The project aims to build stronger relationships between future Japanese and American leaders through cultural youth exchange,” Kato said. “UNC Charlotte was chosen to participate because

our students were viewed with high potential by the Consulate General of Japan in Atlanta and were hoped that they used this experience to fuel a lifelong interest in Japan and Japan-U.S. relations.”

The youth exchange program allowed 23 UNC Charlotte students to visit Japan in 2014. They participated in cultural, political, economic and historical excursions in Tokyo and Osaka, while visiting Osaka City University.

In 2015, 23 Osaka City University students visited UNC Charlotte for similar experiences.

“When I joined the faculty in 2002, there were two exchange partner universities in Japan. Now, we have seven exchange partner universities,” she said. “The number of the students who will go to Japan to study abroad increases year after year.”

In 2016, approximately 40 UNC Charlotte students will go to Japan to study. Around 80 percent of these students stay in Japan for an entire academic year.

Credited with creating “a Japanese family” at UNC Charlotte, Kato received the Bonnie E. Cone Early-Career Professorship in Teaching in 2014. She also was named a finalist for the Bank of America Award for Teaching Excellence.

Kato’s students and colleagues credit her with initiating an inclusive approach. As a result, interest in the Japanese Studies program at UNC Charlotte has skyrocketed. The growth facilitated the establishment of the Bachelor of Arts in Japanese Studies in 2011.

Kato has demonstrated her commitment to experiential learning beyond the classroom, both locally and in Japan. She works with students on their awareness of Japanese customs, culture, business etiquette and lifestyle.

In addition, she organizes speech contests, year-end presentations, a Japanese film series and even Japanese dinner nights for her students.

Kato’s book “Improving Student Motivation toward Japanese Learning,” published in both English and Japanese in 2010, enables other instructors to benefit from pedagogical successes. She seeks to help students understand that learning Japanese, while difficult in some respects, can still be an enjoyable experience.

“Japanese is recognized as the most difficult foreign language for American students to master, generally three or four times longer to master it compared with European languages,” she said.

“We, therefore, need to increase student motivation to overcome many obstacles which learners are facing in the process of learning language because motivation is the driving force in any situation.” ●



Aerial view of the roughly 1,000-acre campus with the Charlotte Research Institute campus in the foreground and main campus in the distance.

# A HALF CENTURY of TRADITION

University honors its history with new alumni society

By Jared Moon

Webster's Dictionary defines the word tradition as a way of thinking, behaving or doing something that has been used by the people in a particular group for a long time. As such, UNC Charlotte and the individuals that helped shape it have been building its tradition for the past half century.

While the institution can trace its roots back to the Charlotte Center in 1946, on March 2, 1965, the North Carolina General Assembly passed a bill designating Charlotte College as the University of North Carolina at Charlotte – the fourth institution to join the consolidated system.

Perhaps no group played a more integral role in this building of tradition than

**THEN:**

**Enrollment** - 1,815 students  
**Faculty** - 85 faculty members  
**Degrees** - Two associate and 18 bachelor's degrees  
**Athletics** - Four athletic programs; competed in the Dixie Intercollegiate Athletic Conference

**NOW:**

**Enrollment** - 27,983 students (22,732 undergraduate)  
**Faculty** - 1,140 faculty members  
**Degrees** - 78 bachelor's, 61 master's and 22 doctoral programs  
**Athletics** - 18 athletic programs competing in Conference USA Athletic Conference

the Class of 1966 – the first to graduate from UNC Charlotte. Their timely walk across the stage at commencement in 1966 provided a touchstone for a University that has grown exponentially during the subsequent five decades.

Embodying the pioneering spirit of University founder Bonnie Cone, members of the Class of 1966 welcomed the opportunity of a new institution and forged their own path that, in turn, helped to establish and cultivate a new culture and tradition at UNC Charlotte.

To honor the customs, legacies and history of the institution, the University has established the Half-Century Society. In its inaugural year, the Half-Century Society celebrates 50 years of UNC

Charlotte as a four-year, UNC system institution in addition to honoring its first graduating class.

“The Half-Century Society is a small but highly valued group of alumni who stand as living legacies to the history of Charlotte College and UNC Charlotte,” said Chancellor Philip L. Dubois. “They provide the foundation for building the great institution that UNC Charlotte has become today.”

**THE BEGINNING OF AN ERA**

The campus was little more than a cow pasture when Gus Psomadakis first started taking classes in 1962.

“When I started going, it was mainly a night school,” recalled Psomadakis,

who earned a political science degree as a member of the Class of 1966 and is retired after working for the city of Charlotte for many years. “However, in the time I was there, it really took off, especially when we became a University.”

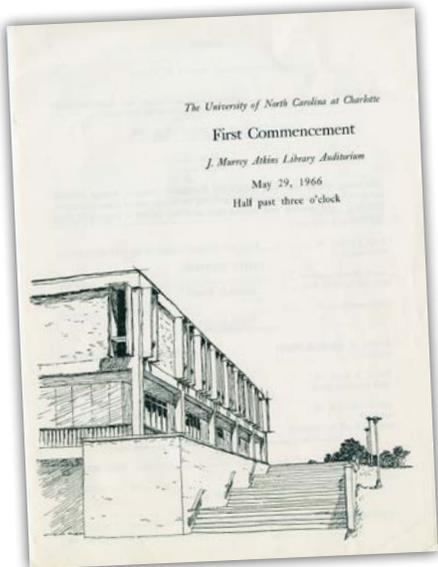
Fellow classmate Judy Richardson, who has worked in education for her entire career, had similar recollections.

“I started in 1964 when it was Charlotte College and only had three buildings,” Richardson recounted. “When I graduated in '66, it had become UNC Charlotte and had already grown to seven buildings on campus.”

Because of the transition to a four-year institution, the growing student body was a mix of traditional and nontraditional



Gus Psomadakis posing with the same shovel Miss Bonnie Cone used in the photo beside him at the Half-Century Society induction.



The program from UNC Charlotte's first commencement.

students. That commitment to serving a wide-ranging student body continues to be a hallmark of UNC Charlotte.

“In fact, our valedictorian was a lady in her 50s,” Richardson stated. “She, like a lot of our students, had come to realize the importance of education later in life, and UNC Charlotte provided the perfect setting for those individuals to return to earn their degrees.

“I was just so fortunate to go to UNC Charlotte that I really appreciated everything that was happening on campus at the time. And I think that was true for everyone that was there. The professors welcomed the opportunity to begin at a new University, and the students were eager to soak up as much as they could,” she added.

The faculty and student body bonded over the shared notion of forging a new path at UNC Charlotte. It was, in part, this mutual respect for navigating the early road together that created a unique sense of

family and connectedness at the University.

“I was so impressed with the quality of the professors Miss Bonnie was able to bring to UNC Charlotte,” Psomadakis recalled. “We had some good professors and they were good people. They were so knowledgeable that you learned a lot and really enjoyed your classes.”

“Fifty years later, they still stand out in my mind, their names, the things we did in class and what we talked about,” remarked Richardson. “The professors that made you learn are the ones you remember, and it’s a testament to the quality of professors we had that I remember them all.”

The members of that class also remember Miss Bonnie fondly, as well as her knack for always understanding the importance of a situation in history, and she always made sure everyone else did, too.

“You’d see Miss Bonnie on campus all the time,” said Psomadakis. “And she always instilled in us that we were going to be a



Ellison Clary being recognized at the Half-Century Society induction by Chancellor Dubois and Alumni Association Board members Madeline Keeter and Steve Steiger.



part of the UNC system.”

“I remember thinking that whatever we did, we were doing it for the first time,” said Ellison Clary, who earned a political science degree as a member of the Class of 1966 and recently retired from Blue Cross Blue Shield of North Carolina. “We were starting traditions at what was, in a sense, a new school, and we were very proud of that.”

“I’m so proud to tell everybody that I was in the first graduating class at UNC Charlotte. It was beautiful back then but now it’s phenomenal to witness the change the school has undergone and the transformation it has experienced,” Richardson added.

Judy Richardson searching for herself in the 1966 University yearbook.



### MOVING FORWARD

During the past half century, UNC Charlotte has undergone a significant transformation, driven by its tradition to provide access to the opportunities and the intellectual capital that have helped to build one of America’s most vibrant regions.

The institution has grown to become North Carolina’s urban research university, an economic driver in the region and has woven itself into the social and cultural fabric of the greater Charlotte community.

What’s more, it’s become the University it is today all while remaining true to its tradition and history of serving both tradition and nontraditional students. In addition, UNC Charlotte continues to fulfill its founding mission to serve veterans

returning from active duty who seek advanced educational opportunities.

The University is able to exist as it is today, in part, because of those that came before and laid the framework for the next generation of students and alumni. It owes a debt of gratitude to individuals like Bonnie Cone and the members of the Half-Century Society who seized the opportunity 50 years ago to take ownership of a new university and make it their own. And now, the burden falls on the next generation to take the reigns to ensure the University is supported and continues its successful trajectory. ●

*Jared Moon is the feature projects manager in the Office of Public Relations*

“I remember thinking that whatever we did, we were doing it for the first time.”

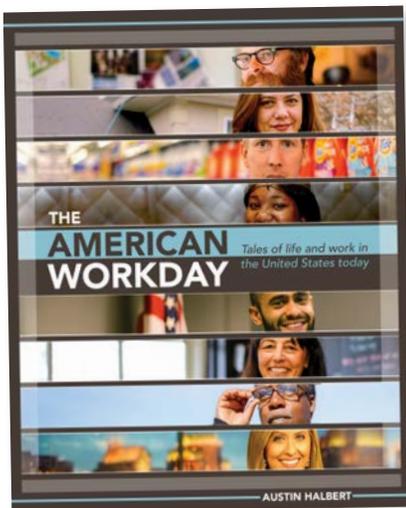


Austin Halbert

Photo courtesy of Austin Halbert

# SCHOLAR POWER

Halbert pens 'The American Workday,' earns Fulbright to study sustainability



**By Leanna Pough**

Study, go to class, graduate and land a job — that’s a familiar path to college students searching for the American dream of prosperity.

As part of the process, astute college students seek out mentors or participate in internships to develop career insight. These opportunities can provide valuable tips on what to expect in the future. But what does it really mean to be a member of the American workforce?

Levine Scholar and UNC Charlotte alumnus Austin Halbert sought the answer. The resulting book, “The American Workday: Tales of Life and Work in the United States Today,” published in January 2016, shares

stories of America’s workers. It explores how one’s career can affect an individual’s personal life off the clock, along with misconceptions associated with jobs and class.

**HORIZONS EXPAND WITH LEVINE GRANT**

A native of Shelby, N.C., Halbert attended Crest High School. Growing up in a small town just west of Charlotte, he was exposed to a working-class population and had little understanding of how people lived outside of that lifestyle.

“When I became a Levine Scholar, I was given an opportunity to go to school in a diverse city, to travel and meet people from backgrounds that were foreign to me,” noted

Halbert. “This taught me so much about people whose conditions I could have only speculated upon before leaving my hometown. As soon as I heard someone’s story directly from them, I was then able to feel empathy for others facing similar circumstances.”

To gain a better understanding of how society functions, Halbert listened to people’s stories and connected them to larger social trends.

“I believe storytelling is the best way to foster empathy. When I heard discussions in America becoming increasingly divisive — politically, economically and socially — I wanted to find a way to inject a little bit of empathy into the equation. Fortunately, I found many generous people who were willing to share their stories for this purpose,” Halbert said.

During a three-year period, he and fellow Levine Scholars Laura Outlaw and Vrushab Gowda interviewed and photographed 38 diverse workers across occupations. Interviewees ranged from stock clerks to Fortune 500 executives.

## WORKERS HAVE SIMILAR MOTIVATIONS

“Most of the workers interviewed were from the Charlotte area, and if they are any indication, the people of Charlotte are an incredibly resilient, compassionate and hard-working bunch,” Halbert said. “I found that each person I spoke to had fundamentally similar motivations: to provide for the people who depended on them, to find pride and dignity through their work and to find balance between working hard and leading a fulfilled life.”

A member of the Class of 2015, Halbert completed a bachelor’s degree in management with a concentration in organizational management. He also earned a minor in economics.

“The American Workday” was funded through a grant from the Levine Scholars Program, which enabled Halbert to complete the work. The book is endorsed by the Global Engagement Summit and the Clinton Global Initiative University. Proceeds from the book, available at [www.americanworkday.com](http://www.americanworkday.com) in hardcover and e-book formats, benefit Charlotte Works and Hired Heroes, organizations working to end unemployment by matching jobless citizens with workforce-training opportunities.

In September 2015, Halbert began

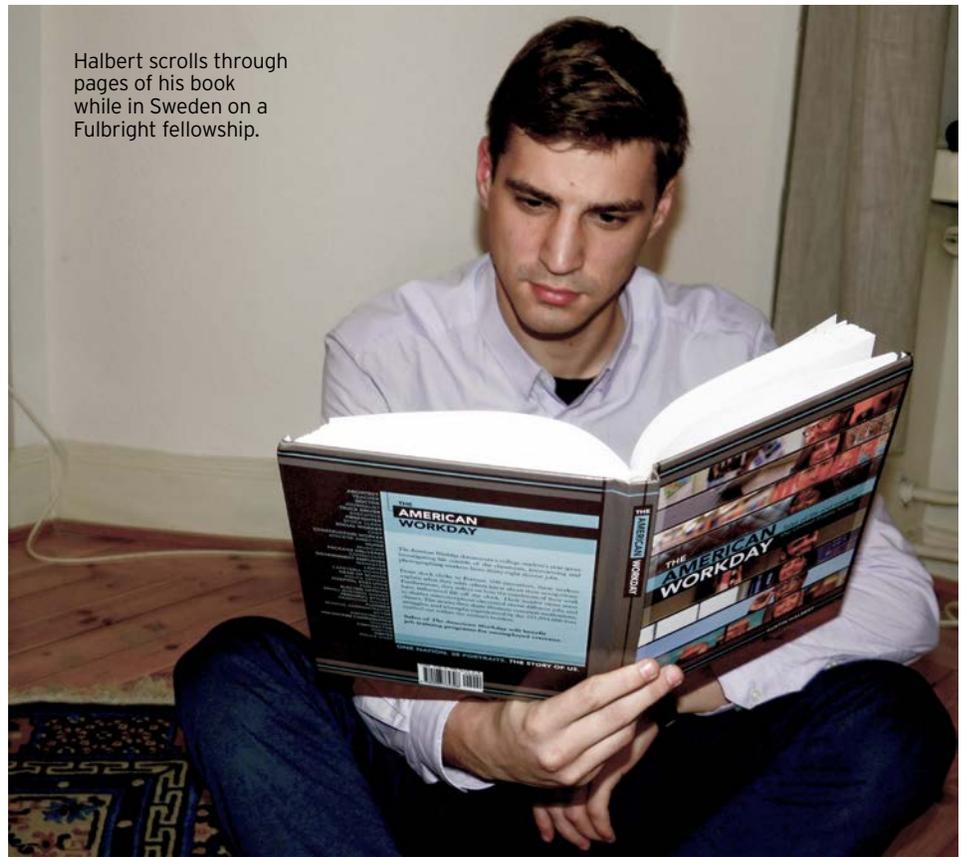


Photo courtesy of Austin Halbert

a yearlong Fulbright graduate research fellowship at Sweden’s University of Gothenburg School of Business, Economics and Law. He is studying sustainable development through an assessment of public-private partnerships. Additionally, he is interviewing government and business officials in the capital of Stockholm.

## SUSTAINABILITY ACROSS SECTORS

“My mission is to find out how institutions approach social, economic and environmental sustainability across sectors and to determine what can be done to further efforts,” explained Halbert. “Sweden is a world leader in sustainability and innovation, so hopefully these insights can serve as a lesson for institutions around the world on how to meet the needs of society while growing strong businesses.”

Interviewees have included ministers and ambassadors for the Swedish government, as well as top executives at global companies such as Ericsson, Electrolux, Ikea and H&M.

The Fulbright program is one of the largest and most prestigious international exchange programs in the world today. Its main objective is to increase mutual understanding

between the people of the United States and the citizenry of other nations through the sharing of ideas, knowledge, skills and individual experiences.

Recently, Halbert was appointed to the Youth Working Group for the U.S. National Commission to UNESCO. The 12 American leaders who make up the group endeavor to engage youth and share UNESCO’s mission of international peace and universal respect.

“As a new member of the Youth Working Group, I am leading the creation of the UNESCO Action Coalition, which will pair young activists and social entrepreneurs with experienced mentors in their fields. The mission is to connect new and experienced generations of change-makers, while providing guidance to high-impact projects focused on sustainable development,” Halbert explained.

With the help of two co-founders he has met while conducting research in Sweden, Halbert is also planning the launch of a social enterprise he calls “ImpactEd,” which will empower universities to bring real-world problem solving into the classroom. ●

*Leanna Pough is communications coordinator in the Office of Public Relations.*





# (WORLD) CITIZEN DUBOIS

UNC Charlotte Chancellor Philip L. Dubois is the 2016 recipient of the World Citizen Award, presented by the World Affairs Council of Charlotte. The honor recognizes his commitment to improving the international presence of the Charlotte region. He was given the award formally at a dinner on April 20. Here, he celebrates with some of his many well-wishers.

Dubois has helped drive the success of UNC Charlotte's internationalization through a global network of alliances. He has strengthened exchange partnerships that University has enjoyed for decades, and supported new partnerships in South Africa, China and Australia that enhance diversity and increase study and research opportunities for students and faculty. ●



Photos by Tamara Johnson

UNC Charlotte student Christina Harris works alongside a South African organic farmer to remove weeds from his fields while discussing sustainable organic farming practices.

# SAWUBONA!

## South Africa

**University forges strong connections at Stellenbosch University**

**By Tamara Johnson and Abigail Maxim**

UNC Charlotte has a robust global network of alliances that enhance diversity and increase study and research opportunities for students and faculty members.

One currently in the spotlight is South Africa, where “sawubona” means “hello” in Zulu. UNC Charlotte has received more than a warm hello from South Africa.

This summer two faculty-led programs involving 11 students will return to the

country’s Stellenbosch University to build upon pioneering work started in summer 2015, when 23 students participated in three programs — the largest contingent of UNC Charlotte scholars who have visited that country at the same time.

And new this summer, 20 South African students led by Jako Volschenk, a faculty member in the Stellenbosch University Business School, will participate in a weeklong program coordinated by the UNC Charlotte Office of International Programs and Belk College of Business.

“Thinking Your Way to Success: The Corporate World and Societal Good” will require students to confront the traditional image of big business. They will examine real-world examples and explore creativity, critical thinking and forward-looking leadership in companies that have a commitment to public interest.

## 'GATEWAYS FOR FUTURE ENGAGEMENT'

Stellenbosch University is a leading higher education institution in South Africa, noted UNC Charlotte Assistant Provost for International Programs Joël Gallegos. “These summer programs are excellent opportunities for students to be immersed in the rich cultural environment of the Western Cape,” he said, referring to a province of South Africa. “They also can serve as gateways for future engagement, including faculty exchanges and collaborative research partnerships.”

Stellenbosch University, nestled in a wine-producing region of South Africa, is 34 miles from Cape Town and home to approximately 29,000 students.

Education majors who visited last summer explored diversity in South African schools. They interacted with Stellenbosch University staff and others at South African schools and gained new perspectives on poverty, diversity, globalization and cultural competency.

“Every day that I was there I discovered something new about myself as an individual and as a teacher. Each school taught me something different and showed me a way of teaching that I had never considered before,” said one UNC Charlotte participant. Another student said the opportunity to be “immersed in a completely different culture” made her realize that there was no “right or wrong way” to be an educator — there were just different ways.

Michael Putnam, chair of the Department of Reading and Elementary Education in the College of Education, said, “It is amazing to watch the students process their experiences in schools, growing personally as educators. Not only are they more committed to becoming teachers, but nearly all of the participants have expressed a desire to engage in additional teaching experiences in South Africa or other international contexts.”

Tamara Johnson, research associate for academic planning and analysis in the Office of the Provost, led a program on “Food Justice and Sustainability: Agriculture and Urban Development in South Africa,” offered through the Department of Global, International and Area Studies. Food security is influenced by history, geography, sociology, health, education and economics.

“During the first week of the course, my Stellenbosch University colleague, Grant Demas, guided the students’ learning and

Four UNC Charlotte students volunteering at Tyisa Nabanye, an urban farm in Cape Town, South Africa, pose in front of Table Mountain.



community engagement,” said Johnson. “It was wonderful to see them implementing the principles of ethical engagement to their work in Cape Town.”

Lara Al-Nadi, a student who participated in the program, said, “The biggest thing I learned about myself over the course of the trip is that I am not powerless. I am not powerless to affect immediate positive change in my life.”

### LEVINE SCHOLARS INVOLVED

A third program, “Health and Health Care in South Africa,” involved 12 students from the Levine Scholars Program. They examined HIV and AIDS in South Africa through cultural and historical lenses and learned about how social institutions impact the prevention, education and treatment of diseases, visiting Stellenbosch University sites and clinics to learn more about grassroots movements.

The Levine Scholars also worked with students and staff at a primary school and developed strategies to deal with HIV and AIDS, an issue still widespread in South Africa.

Levine Scholar and public health minor Quinn Barnett said, “‘Health and Health Care in South Africa’ exposed me to a culture where social issues could be viewed in a uniquely visible way through the lens of health care. It’s an experience with a distinct setting that has the capacity to be applied on a global context. This trip has forever changed how I view culture, globalization, health care and so many

other social issues, both at home and abroad.”

UNC Charlotte’s Division for Academic Affairs and the Office of International Programs continue to promote these cultural exchanges. They attract international students and faculty to the University and enable UNC Charlotte faculty to teach and conduct collaborative research abroad.

Johan Enslin, director of the Energy Production and Infrastructure Center, has visited South Africa. He is working with Wikus van Niekerk, director of the Centre for Renewable and Sustainable Energy Studies in the College of Engineering at the University of Stellenbosch, to initiate student and faculty exchanges related to research in energy.

Collaborative ventures involving UNC Charlotte’s expertise in bioinformatics and computing are areas of possible collaboration, too, according to Robert Wilhelm, vice chancellor for research and economic development. In the meantime, UNC Charlotte already has a thriving relationship with Stellenbosch University that benefits students, faculty and staff at both institutions. This summer’s two faculty-led programs are just the latest chapters. ●

*Tamara Johnson is research associate for academic planning and analysis in the Office of the Provost. Abigail Maxim is a student intern in the same department. Phillip Brown, assistant director for internal communication in the Office of University Communications, contributed to the story.*

# SETTING THE BAR

## Dave Broome leaves impressive mark as general counsel

By Wills Citty

Many people begin their professional lives with a plan, with a goal in mind and a mentally defined series of steps to get there. It's a view that prevails in American office culture. But some go another way.

Rather than spend his 40 years in the legal profession micromanaging a career arc, retiring UNC Charlotte Vice Chancellor and General Counsel Dave Broome focused on the day-to-day — on excelling at his job and cultivating relationships with others. It turns out, when you pay attention to the latter, the former often takes shape on its own.

"I've got news for you — my whole career just kind of happened," Broome said. But even a cursory examination of his accomplishments reveals that Broome's relaxed persona belies his tenacity for getting things done.

He steps away from the job in June after 12 years as UNC Charlotte's general counsel and two as a vice chancellor. Over that time, Broome has overseen an increasingly complex web of legal and regulatory issues that have materialized in response to the University's explosive growth. Under his leadership, the Legal Affairs Office has more than doubled in size and has helped bring intercollegiate football and a \$1.1 billion light-rail extension to campus.

Broome arrived at UNC Charlotte in 2004 as the University stood on the shore of a sea change. "It was clear this place was primed for some really important growth, and I thought it would be good to be a part of that," he said.

His prediction was prescient, and over the next dozen years, Broome would indeed play a role in many major projects. He describes victories on the football program and light-rail extension as a product of team efforts. "That's the thing about working here, from athletics to research, people know their work," Broome said.

In consultation with the Board of Trustees, Broome took the lead on establishing a campuswide ethics and compliance program — the first such initiative in the 17-campus UNC system. It was a calculated step based on UNC



Charlotte's growth and trends in University regulations. "We're at least as complex and at least as highly regulated as any bank. It was something other campuses weren't doing, but why not get going and be a little bit out in front of the curve," Broome said.

Staying ahead of the curve has been a hallmark of Broome's tenure at UNC Charlotte, according to Chancellor Philip L. Dubois.

"A rapidly growing and changing institution like ours, when combined with the changing dynamics of higher education nationally and within North Carolina, requires someone who's at the top of his legal and regulatory game," Dubois said. "Dave could not only address the question at hand but anticipate the next question."

Over his time at UNC Charlotte, Broome

## “I’ve got news for you – my whole career just kind of happened.”

was a finalist for the Charlotte Business Journal’s Corporate Counsel of the Year Award and received the Ann L. Majestic Distinguished Service Award from the N.C. Bar Association’s Education Law Section.

### EDUCATION, EARLY CAREER

A native of Morganton, N.C., Broome attended UNC Chapel Hill as a Morehead Scholar, majoring in history and English. After graduation, he stayed in Chapel Hill to attend law school.

Broome had spent many summers as a young man in Newton, N.C., where his grandmother was register of deeds for Catawba County. During days spent in her office and the country courtroom, he developed a respect for lawyers as pillars of the community and was drawn to the profession.

Ranked in the top 15 percent of his law class when he graduated in 1976, Broome assumed he would soon be working in private practice. “Unfortunately at that time there were a lot of lawyers in the market and not as many jobs,” Broome recalled. Thus began his path to where he is today.

After a short stint working as a clerk for a Chapel Hill attorney, Broome was offered a job back at UNC Chapel Hill. He describes the position as “less university attorney and more attorney working for a university.” He did some legal work, but his responsibilities also covered an interesting assortment of odd jobs — including acting as custodian of the keys to a warehouse where the university stored archaeological artifacts.

Before his legal career could join the Brontosaurus bones in UNC’s long-term storage, Broome developed connections at the state attorney general’s office and was offered a position there. Four years later, UNC Chapel Hill came calling again with a legal counsel position, and eight years after that, N.C. State proffered an even better offer.

“It’s always been me doing my job and someone saying ‘we’d like for you to come work for us,’” Broome said, “My advancement all came from networking and knowing people.”

It also came from his personality and quality of his work. “The first thing I noticed about Dave was what a thoroughly decent human being he was — that he was a good spirit,”

said Susan Ehringhaus, who served as general counsel at UNC Chapel Hill for more than 30 years and supervised Broome early in his career.

Ehringhaus said she also quickly recognized Broome was a great legal mind. Others soon learned the same.

At N.C. State, Broome was lead attorney in negotiating contracts surrounding the RBC Center (now PNC Arena), the \$170 million venue where the Wolfpack host many athletic events. He also helped put together the legal framework to establish the university’s Centennial Campus, now a favorite location of many faculty, students and alumni.

With fewer staff, he served as a mentor for current N.C. State general counsel Eileen Goldgeier, who arrived at N.C. State shortly after Broome. “He was a superb colleague, he essentially took me under his wing and taught me how to practice law in the South,” said Goldgeier, who left what she calls a more “cutthroat” atmosphere at Johns Hopkins University in Baltimore.

### LEGACY

Ten years after his arrival at N.C. State, Broome was worn down and considering a new career path, perhaps outside of law. A call from a friend at UNC Charlotte would prevent that. The University’s general counsel, Bill Steimer, was retiring. Rejuvenated by the opportunity, Broome sought and was offered the job. Twelve years of impactful service would follow.

As significant as his achievements have been, it’s his friendly demeanor, mentorship and concern for others that colleagues say that will remember him for the most.

“I can’t possibly overstate the impact Dave has had on my life as a mentor,” said Jesh Humphrey, UNC Charlotte deputy counsel. “He took a chance on me a decade ago by hiring me ... and he took an interest in who I was as a man as much as who I was as an attorney.”

This is the legacy Broome most hopes he left behind. “If there’s one thing I’ve done right, it’s hire good people. I don’t know of a better team of lawyers on any other campus,” he said, “I hope my colleagues believe I did my best to prepare them.”

While the desire to help others has

remained constant throughout Broome’s career, the way he practices law has changed.

“I think when I was younger I thought there was one answer. Now I know not everything is a puzzle to work out. The conclusion I’ve come to is it’s all about relationships and understanding what you’re trying to accomplish,” he said.

This philosophical shift began with advice from Eddie Speas, Broome’s supervisor at the state attorney general’s office in the ’80s. Speas told an exasperated Broome that even the most confident lawyers often don’t have all of the answers.

“(That) was meant to convey the message that unassuming, modest but very talented lawyers whose sole agenda is their client’s best interests — like David — are far more effective lawyers than that their sometimes brash or boastful opponents,” Speas said.

Broome also left colleagues with memorable moments outside the office. Chancellor Dubois recalls he inexplicably lost a putter during a summer golf outing with University leaders.

“You may have to be a golfer to understand how difficult it is to lose a putter, but it is the club in your hands as you complete each hole,” Dubois said. “How someone as precise and careful as Dave Broome could lose a putter made for a lasting memory — and several testimonial toasts at dinner that night!”

In his office, Broome shifts in his chair and winces at the surgically repaired hip that should heal just in time for him to get back on the golf course when he retires in June. He reflects on his relationship with UNC Charlotte. “It really is a special place. It’s gotten into my blood,” he said.

A willingness to embrace with full-hearted conviction the people and organizations whose paths he crossed on his rise through the ranks defines Dave Broome’s career — and it’s why the mark left on him by UNC Charlotte is undoubtedly surpassed by the mark he left on the University.

Now, if he could only find that putter. ●

*Wills City is director of communications for the College of Education and College of Health and Human Services.*



Members of UNC Charlotte's Early Modern Paleography Society gather at Atkins Library to transcribe a recipe book. The group is open to the campus and broader community.

Photo by Lynn Roberson

# Peering Into the Past

By **Brittany Algieri**  
and **Lynn Roberson**

In fragile pages of recipe books from the early modern period, UNC Charlotte researcher Jennifer Munroe and her students find traces of life and death.

They decipher the words and absorb the daily struggles and joys of the women (and some men) who created these chronicles of life between 1550 and 1800. These books are much more than repositories for recipes.

“Imagine a handwritten recipe book from, say, 1615,” said English graduate student Robin Kello. “It contains various recipes for food, remedies for varied maladies, maybe notes from a sermon, doodles or astrological advice about unlucky days. Plum wine, pudding, gall stones, insomnia, frenzy or madness — we have found all of this between the pages of a bound, handwritten volume.”

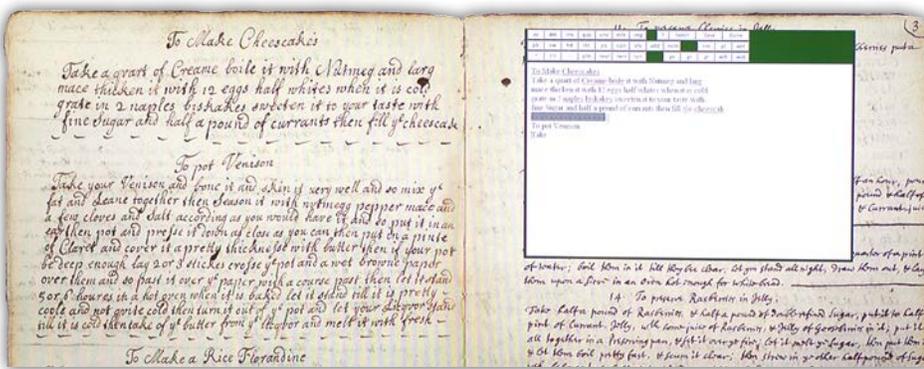
The books were seldom if ever published. They were private documents used in

households and often by groups of women. Until recently, these voices have been silent in the quiet, dusty stacks of far-flung libraries or tucked away in basements of farmhouses in the English countryside.

With advances in technology, scholars are finding new audiences for these women's thoughts and ways of life. Through the process of transcription, scholars worldwide are digitizing images of each page of the old books, transcribing the vocabulary and script and publishing the content in online databases for the world to study and share.

## CONNECTION TO NATURE

“It's important to give these early modern women a voice,” said English graduate student Breanne Weber. “Western culture is really beginning to return to nature as we realize now how much has been lost as we've become more industrialized. The women — and men, but mostly women — who kept these recipe books exemplify that connection to the earth that we as a society have been missing. It's almost like



The transcribers project pages from early modern recipe books onto a screen and work as a group to transcribe the text into a digital database. This recipe is from a 17th century cookbook.

validation that our ‘back to nature’ movement is legitimate. We’re just longing for something fulfilling that we’ve had in the past.”

As an associate professor in the Department of English, Munroe focuses her research on the intersection of ecological and feminist theory in literature. She has written or co-edited five books and teaches courses in early modern English poetry and prose, Shakespeare, ecocriticism, gender studies, literary theory and film.

“Including manuscript documents in our collective research and teaching gives us a way to uncover experiences and perspectives that previously were marginalized,” Munroe said. “We find new ways to think about questions of feminism and ecofeminism, related to the women’s relationship in particular with the nonhuman world.”

When using recipes as texts in her classes, Munroe and her students consider what the documents reveal about early modern domestic work, the differences between amateur and professional labor and the historical context of early modern science and practices related to what we call “sustainability” today. They also explore the way in which women’s views were unfiltered opinions.

“Transcribing helps us understand sustainability as it relates to these women, thinking about their environment and how they used the plants and animals around them,” Munroe said. “They were connected in ways we are disconnected, because they knew where their medicine and food came from.”

## READING DIFFERENTLY

Munroe uses recipes as one tool to help students learn new ways to approach texts. The handwritten documents, with their unfamiliar words, spellings and construction, require the reader to read differently.

Because they were texts to be used in the

kitchen, they do not follow a conventional linear narrative. To grasp the meaning completely, the reader must move back and forth through the text more than once and adapt to what was not said — to know, for example, what constitutes a “soft fire” or “take when ready.” This nonlinear approach can be applied to other texts, yielding new skills and knowledge.

One of Munroe’s goals is to facilitate greater sensitivity to relational thinking. This includes how neglecting a fundamental connection to nonhuman things that surround us can lead to problems, such as environmental destruction and climate change.

To learn more and to build connections within the transcription field, also known as paleography, Munroe and four graduate students traveled to the Folger Shakespeare Library in Washington, D.C., for a “transcribathon” in fall 2015.

More than 90 students and scholars gathered at the library and were connected digitally around the globe. They spent 12 hours transcribing all 200 pages of a recipe manuscript in the Folger’s collection.

“The transcribathon at the Folger Shakespeare Library was incredible,” Weber recalled. “We were there with some of the most prominent scholars in their respective fields and were warmly welcomed as equal partners in the communal project of transcribing the late 17th century recipe book of Rebeckah Winche.”

Inspired by their digital humanities research, the students have formed the Early Modern Paleography Society (EMPS), an official UNC Charlotte student organization open to all students, faculty, staff, alumni and community members, to work as a group to transcribe recipe books.

“Our intention is to share the amazing experience of transcription, everything from frustrations to triumphs, with others and to build our own transcription community on the

campus of UNC Charlotte,” noted Weber, who is interning this summer at the Early Modern Manuscripts Online database project at the Folger Shakespeare Library.

“At our meetings, we project pages from early modern recipe books onto a screen and work as a group to transcribe into the Folger Shakespeare Library’s database, where our transcriptions will be accessible to the public at some point,” she explained.

## TRANSCRIBATHON ON CAMPUS

The society hosted its first transcribathon at UNC Charlotte in early April. More than 70 students, faculty and alumni from the University and other campuses across the country transcribed an anonymous, circa 1720 English cookbook. Members of a roundtable talked about growing herbs, cooking, transcription, the connection to sustainability, digital humanities work and other research. Attendees sampled candied angelica made from a 17th century recipe found in a manuscript and created by EMPS members from plants grown by the Botanical Gardens staff at UNC Charlotte.

As the University continues to grow its research and teaching in this digital humanities area, those involved are focusing on the breadth of what these books say.

“This cutting-edge research is wide-ranging and interdisciplinary,” said Kello, who heads to UCLA this fall on full fellowship funding, with an intention to explore transnational and ecological issues in early modern literary and nonliterary texts.

“A student of history, literature, anthropology, political science, environmental science or any interested party can look into these books and see how larger cultural ideas about food and medicine were changing, how increased transnational trade provided different commodities to middle class English families of the 17th century, how folk knowledge was passed on and interpreted before the standardization of medicine, how the English language has changed, or — not to be too much of a nerd — find a recipe for cheesecake that goes back four centuries.” ●

*Brittany Algiere is student communications assistant in the College of Liberal Arts & Sciences. Lynn Roberson is communications director for the college.*



UNC Charlotte student-athletes during one of their study hall sessions.

Photos courtesy of Charlotte 49ers

# CLASSROOM 'CLASS'

49ers achieve 92% graduation rate, rank third among Division I Schools in N.C.

UNC Charlotte has a lot to be proud of with its athletes — academics included.

In data out last fall, UNC Charlotte ranked in the top 50 of the nation's 345 Division I schools in the NCAA's Graduation Success Rate (GSR). The University also tied for third with Wake Forest among North Carolina's 18 Division I schools, trailing only Duke and Davidson.

In the 2014-15 NCAA report, the 49ers boasted a 92 percent GSR for the second straight season. In addition, more than 50 percent of athletes posted a GPA of 3.0 or higher during the 2015 fall semester and 210 made the 2016 Conference USA Commissioner's Honor Roll for maintaining a cumulative GPA of 3.0 or better.

The men's cross country and men's tennis teams also received the NCAA Public Recognition Award for being in the top 10 percent of all teams based on the Academic Progress Rate (APR).

"It's great to see our student-athletes being recognized for continued achievement

in the classroom and for the culture of academic excellence that we have at Charlotte," said Lisa Hibbs, director of the Athletic Academic Center. "Men's cross country and men's tennis have done a great job over the years performing at a high level academically."

The 92 percent GSR matches the 49ers' highest rate over the last 11 years of the NCAA report. In each of the last five years, the 49ers have posted a GSR of 89 percent or higher.

The 2014-15 GSR assesses data on incoming classes from 2005-06 to 2008-09 and measures the graduation success rate during a six-year period. Student-athletes who fail to graduate or who transfer in poor academic standing count against the GSR. Student-athletes who transfer in good academic standing are not included in the data.

Five programs recorded a team GSR of 100 percent: men's cross-country/track and field, men's golf, women's volleyball and

men's and women's tennis. Exceeding 90 percent were women's soccer (96 percent), women's basketball (92 percent) and men's soccer (91 percent).

The 49ers had 223 student-athletes, or 56 percent of all rostered players, earn academic honors with GPAs of 3.0 or better during the fall 2015 semester. The University had 45 student-athletes earn the C-USA Commissioner's Academic Medal for maintaining a GPA of 3.75 or better.

Twenty-seven 49ers posted 4.0 GPAs in the fall, including all-Conference USA stars Martha Thomas (women's soccer), Lexi Betancourt (softball) and Jordi Massalle Ferrer (men's tennis), as well as football starters Lee McNeill and Jarred Barr. Women's soccer had seven perfect 4.0s, and softball had six to top the 49ers programs.

In April, when the NCAA released its APR Public Recognition Awards, men's cross country appeared on the list for the sixth straight year and the men's tennis team for the fifth straight year.

## FOOTBALL FEATURES TOP NON-LEAGUE FOES

The football program may be young — but it continues to grow.

The 49ers will open the 2016 season at Louisville, a member of the Atlantic Coast Conference. Last year, the 49ers played at Kentucky in the Southeastern Conference. In 2017, the 49ers head to the Big 12's Kansas State.

Looking forward even more, the 49ers have added an opponent from a "Power 5" conference in each season through 2025. And that includes bringing some of those foes to Jerry Richardson Stadium — Duke in 2021, Maryland in 2022 and North Carolina in 2025.

## UPCOMING NON-LEAGUE SLATES *(dates subject to change)*

**2016:** Sept. 1 at Louisville, Sept. 10 Elon, Sept. 17 Eastern Michigan, Sept. 24 at Temple.

**2017:** Sept. 2 at Eastern Michigan, Sept. 9 Georgia State, Sept. 16 North Carolina A&T, Sept. 23 at Kansas State.

**2018:** Sept. 1 Fordham, Sept. 8 Appalachian State, Sept. 22 at Massachusetts, Nov. 3 at Tennessee.

**2019:** Aug. 31 Gardner-Webb, Sept. 7 at Appalachian State, Sept. 14 Massachusetts, Sept. 21 at Clemson.

**2020:** Sept. 19 at Duke, Sept. 26 Georgia State.

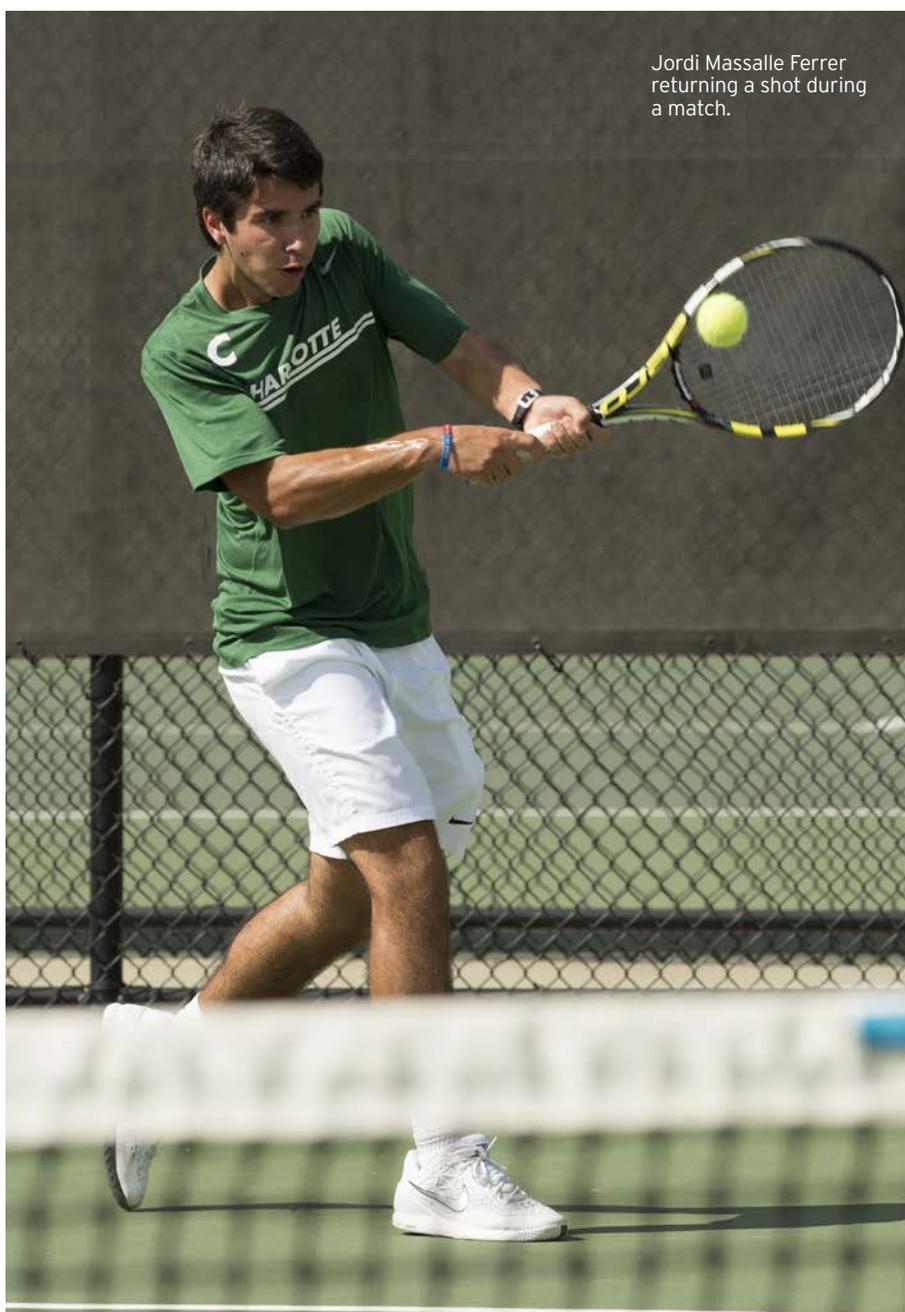
**2021:** Sept. 11 Duke, Sept. 18 at Georgia State, Oct. 2 at Illinois.

**2022:** Sept. 10 Maryland, Sept. 17 at Georgia State, Oct. 1 at Indiana.

**2023:** Sept. 9 at Maryland, Sept. 16 Georgia State, Sept. 23 at Indiana.

**2024:** Sept. 7 at North Carolina.

**2025:** Sept. 6 North Carolina.



Jordi Massalle Ferrer returning a shot during a match.

## MASSALLE FERRER: WINNINGEST SINGLES, DOUBLES PLAYER

Diehard 49ers tennis fans will recognize the names Ola Jonsson, Sasha Parc, Alex Calott, Ricardo Segovia and Roy Sichel.

Now Jordi Massalle Ferrer has joined them, but first, let's look at his predecessors.

Segovia set the school record for singles wins back in 1998 after becoming the first 49er to post 20-plus wins in three straight seasons. Parc claimed the record in 2000, the year the 49ers entered the Intercollegiate Tennis Association national rankings for the first time.

Two years later, academic all-America Jonsson took over the top spot and became the 49ers first to make the all-Conference USA team all four years. Sichel, who went to back-to-back NCAA tournaments, pursued the record, and Calott became just the third to reach 80 career wins.

Now, those outstanding players have all been surpassed by Jordi Massalle Ferrer, who completed his career with 96 singles wins.

Massalle Ferrer broke Jonsson's 14-year mark of 84 wins on March 7 with a 6-1, 7-5 victory over Fairfield's Ofir Solomon. He would go on to win his next 11 singles matches and finish the season with a 12-match win streak on his way to an impressive school record.

He also surpassed Jonsson's mark of 80 career doubles wins when the 49ers knocked off Boston College. He finished his career with 90 doubles victories to claim the title as the school's all-time singles and doubles ace.

"He is a coach's dream," head coach Jesse Tarr said. "He is a tremendous tennis player, a great teammate, a great student and more than anything, a great person with a huge heart. Jordi is a once-in-a-career player for a coach."

## 49ers, Campus Facilities on National TV

The University was buzzing this spring as 49ers and campus facilities were the focus of national television programming.

Head men's basketball coach Mark Price served as a guest analyst in the ESPN studios as the network analyzed the 2016 NCAA Final Four. ESPN also visited Carolina Panthers owner and UNC Charlotte benefactor Jerry Richardson to film its "Spring Blitz" broadcast. In the show, analysts Mike Bellotti and Jason Sehorn used 49ers players to illustrate drills that are staples of spring football practices.

In addition, the 49ers welcomed comedian Gabriel Iglesias to Jerry Richardson Stadium to film a segment of Fuse Network's "Fluffy Breaks Even" with Carolina Panthers head coach Ron Rivera and 49ers head football coach Brad Lambert.

Finally, FOX came to Robert & Mariah Hayes Baseball Stadium to shoot a portion of its event series "Shots Fired," starring Helen Hunt and Richard Dreyfuss.



Comedian Gabriel Iglesias and head football coach Brad Lambert

### HOLLY CLARK LEADS NEW WOMEN'S GOLF TEAM

The 49ers' first women's golf coach, Holly Clark, stood on the tee of the 11th hole at Pine Island Country Club in Charlotte this spring. She was offering to hit drives for participants in the 39th annual Golf Outing fundraiser sponsored by the Charlotte 49ers Athletic Foundation.

Clark may not have a roster yet. She may not have a schedule yet. But she has fans.

"The opportunity to start up a program is rare and exciting," Clark said. "I've done it once and was very fortunate to do that. And the opportunity to do it again and have an idea of what I want to do is exciting. The support here that we have for women's golf is incredible."

Clark took advantage of the opportunity to promote her startup program to several members of the 49er Club, meeting her fans and letting them know what she's been doing since being hired in November and what awaits on the horizon.

"Starting a program from the ground up will be a fun challenge," Clark said. "I look forward to working incredibly hard to put together a successful women's golf program — one that the Charlotte community will be excited about."

The women's golf program, UNC



49ers' women's golf coach, Holly Clark

Charlotte's 18th sport, will begin competition in fall 2017 as a member of Conference USA in NCAA's Division I. Charlotte will be the 12th member school with the sport.

"We received tremendous interest in the head coaching position," Director of Athletics Judy Rose said. "Holly's experience as a player and a coach at the highest levels assures me that our program is in great hands."

Clark had been an associate head coach at Vanderbilt after starting the program at

Division II Carson-Newman in 2008. She spent the last six seasons with Division I Vanderbilt in the Southeastern Conference (SEC) and helped the Commodores to four NCAA championship appearances and six-straight NCAA regional bids.

During her time in Nashville, Clark helped coach a two-time SEC Player of the Year, two first-team All-Americans, an NCAA regional champion and an SEC Freshman of the Year.

In her first year with the startup Eagles, Clark guided Carson-Newman to the 2009 South Atlantic Conference Championship and had an individual earn an NCAA regional bid. The Eagles earned an NCAA regional berth in the very next season, 2010.

In her playing days, Clark was a four-year star at the University of Tennessee, helping lead the Volunteers to a 2006 NCAA East Regional title. Clark also earned academic all-America honors from the National Golf Coaches Association, academic all-SEC honors and was named to the all-SEC Good Works team for her community service and giving-back efforts.

In 2003, Clark led the Morristown West High School Lady Trojans to the state title as the individual state champion in Tennessee.

The women's golf team will train at the

Stubblefield Golf Center at Rocky River Golf Club, which also is the home of the men's golf program. A planned expansion of the practice facility will benefit both programs.

"I am really excited that we are adding our women's golf program here at Charlotte," said Ryan Cabbage, men's head golf coach. "I think it will be fantastic for our Athletic Department, and I think it will be wonderful for our men's golf program as well. Holly is a fantastic coach, will do a tremendous job and on top of that, is a great person. I am really looking forward to working with her."

"The expansion of the practice facility and building shows Charlotte's commitment to both the men's and women's golf programs and their commitment to excellence," Clark added. "It will be awesome! The Stubblefield Golf Center will be a special place for our players to practice, study and call home."

Looks like Holly Clark has found a new home as well.



Clark had been an associate head coach at Vanderbilt after starting the program at Division II Carson-Newman in 2008. She spent the last six seasons with Division I Vanderbilt in the Southeastern Conference and helped the Commodores to four NCAA championship appearances and six straight NCAA regional bids.

# #NINERNATIONGIVES

## 9.23.2016

### FOUNDER'S CELEBRATION

Save the date:  
September 21-23, 2016

[uncc.edu](http://uncc.edu)



A group discusses the conceptual designs of the new Belk Plaza at the final forum.

# A GATHERING

“The functional flexibility of the space reflects classic design and introduces contemporary expression.”

**By Phillip Brown**

An oval-shaped great lawn to provide opportunities for people to be around other people, a monumental water element and more “pocket” spaces for activities, amenities and gatherings were the major elements of the conceptual design revealed at the final Belk Plaza Forum April 11.

“We created a palate that would accommodate just about anything. The functional flexibility of the space reflects classic design and introduces contemporary expression,” said Adam Martin, a LandDesign associate and UNC Charlotte alumnus.

Richard Petersheim, also with LandDesign,

the Charlotte-based firm that worked with the Belk Plaza Design Committee to develop plans to transform Belk Plaza, added, “The form and function (of the design) is to accommodate multiple uses, but it will be up to the University and students on how to use it.”

## WATER ELEMENT

A raised-rock fountain, part of the great lawn, is planned for the plaza near the Kennedy Building. According to the designers, this location for the water element is in keeping with the quiet technological work associated with the nearby buildings.



Members of the campus community are eager to see how the space will be transformed.

# PLACE

## Conceptual design for Belk Plaza focuses on attracting people, flexible use

The great lawn would slope downward from the crest of the fountain toward Rowe Arts Building/Robinson Hall. The slightly tilted lawn plane would provide a space to recline and watch quad activities or amphitheater-type seating for events. As it continues toward Rowe, it would then flatten out to provide a larger, flexible lawn space for unprogrammed activities.

Also, the concept recommends constructing a raised terrace off the Colvard Building with lighting along the atrium to extend this space for use at night; the wall could serve as a backdrop for artistic purposes. Pockets of space surrounding the

plaza could accommodate food/beverage amenities, swings or other seating and temporary shade canopies until bosques, also known as “gallery forests,” mature. A gallery forest is a row of trees.

### FEEDBACK FROM FORUMS

LandDesign created its concept based upon feedback obtained through two public forums in February and input from the Belk Plaza Design Committee, appointed by Chancellor Philip L. Dubois. The 14-member committee included representatives from the campus community, alumni and the city.

“We want Belk Plaza to be more inviting to the campus community,” Peter Franz, chair of the Belk Plaza Design Committee, said at the April 11 forum. “All of what you see is the culmination of your input.”

The Belk Plaza concept design plans will be presented to the UNC Charlotte Board of Trustees for approval at its October meetings. If accepted, the University will solicit bids to build the project and develop a timeline for its completion. ●

*Phillip Brown is assistant director for internal communication in the Office of University Communications.*



**ALUMNI AWARD MEDALLION**  
The UNC Charlotte Alumni Association this spring recognized eight individuals for outstanding contributions to their professions, their communities and to the University.

# Outstanding Advocates

**Alumni Association honors eight with annual awards**

**By Phillip Brown**

Alumni are among the most valuable advocates for their alma mater, and the UNC Charlotte Alumni Association recently recognized eight individuals for outstanding contributions to their professions, their communities and to the University.

“Some of the most rewarding experiences we associate with our University actually begin at graduation, when former students enter the Alumni Association,” said Madeline Keeter ('08), president-elect of the UNC Charlotte Alumni Association. “Alumni

are an essential part of our University and are among UNC Charlotte’s most valued supporters. Our Alumni Association is comprised of more than 120,000 graduates who remain connected with the University through service, fellowship and loyalty.”

Held during the inaugural Alumniner Weekend, the UNC Charlotte Alumni Awards presentation ceremony recognized Dhiaa Jamil ('78) with the Bonnie Cone Lifetime Achievement Award. Susan DeVore ('81), U.S. Rep. Richard Hudson ('96), Donnie Koonce ('81) and Robyn Massey ('81) were honored with the Distinguished Alumnus Award.

Triple degree graduate Brett Tempest ('04, '07, '10) was named Outstanding Young Alumnus, and Melba Spooner ('79, '85) received the Distinguished Faculty Award.

Former Vice Chancellor for Student Affairs Charles “Chuck” Lynch, who retired in summer 2007, was presented the Honorary Alumnus Award.



Dhiaa Jamil ('78)

Jamil, executive vice president and president of Duke Nuclear Energy, currently serves on the UNC Charlotte Board of Trustees. A 1978 graduate with a bachelor's degree in electrical engineering, Jamil was lauded

for his "leadership and dedication that have helped to transform both UNC Charlotte and the Charlotte region." He was instrumental in the campaign to fund the University's Energy Production and Infrastructure Center.



Susan DeVore ('81)

DeVore, president and CEO of Premier Inc., a Charlotte-based health solutions company, also is a member of the UNC Charlotte Board of Trustees. Under her leadership, Premier has been recognized for building an industry-

leading code of ethics, and she has received numerous awards for work to improve the health of communities, including being named one of the 25 Most Influential Women in Health Care by Modern Healthcare. She completed a Bachelor of Arts in Business Administration from the Belk College of Business.



Richard Hudson ('96)

Hudson, who represents North Carolina's 8th Congressional District, earned Bachelor of Arts in History and Political Science. In 2012, he was elected to his first term in Congress.

Currently, he serves on the House Agriculture, the Education Workforce and the Homeland Security committees. A former Student Government Association president, Hudson has served on the Alumni Board of Directors. In his Washington, D.C., office, he displays his UNC Charlotte diploma and a 49ers jersey.



Donnie Koonce ('81)

Koonce, who graduated with a Bachelor of Arts in Economics, is senior vice president and credit manager for mortgage underwriting at Bank of America. A past president of the UNC Charlotte Alumni Board of

Directors and 100 Black Men of Greater Charlotte, Koonce is a donor to athletics and a member of the Bonnie Cone Society. "He is both a gentleman and a giant in the arena of competition, from the basketball court to the boardroom, with an unswerving commitment to excellence in performance," said Herman Thomas, a former faculty member and mentor to many UNC Charlotte alumni.



Robyn Massey ('81)

Massey earned a bachelor's degree in mathematics from the University and completed an MBA from Wake Forest University. Upon graduation from Wake Forest, she embarked upon a career with IBM

that has spanned almost 30 years. The last 13, she has served as a project executive for IBM Global Services. From 2008-10, Massey served as president of the UNC Charlotte Alumni Association. She also was a board member of the UNC Charlotte Black Alumni Chapter, an advisory council member for the College of Liberal Arts & Sciences, and currently, she serves on the UNC Charlotte Foundation Board. "Robyn exudes quiet determination and is committed to making the University and the greater Charlotte communities more engaging, active and inclusive," said Nancy Gutierrez, dean of the College of Liberal Arts & Sciences.

Tempest, an assistant professor of civil and environmental engineering in the Lee College of Engineering, began his education at UNC Chapel Hill, graduating with a bachelor's degree in international studies. He came to UNC Charlotte and remained to earn three degrees – bachelor's,



Brett Tempest ('04, '07, '10)

master's and a Ph.D. in civil engineering. He is an expert on reuse applications of power generation derived from fly ash, a particularly pressing environmental problem in North Carolina. His research is related to the development and performance evaluation of concrete and masonry construction materials, particularly from the standpoint of sustainability.



Melba Spooner ('79, '85)

Spooner, senior associate dean in the College of Education, arrived at UNC Charlotte in 1974, and "it seems like she never left." She completed a bachelor's degree in elementary education and a Master of Education. She

earned a doctorate from UNC Greensboro in 1991. She began her career with Charlotte-Mecklenburg Schools, where she served as a teacher's assistant, classroom teacher and assistant principal. She joined UNC Charlotte as a faculty member in 1987 and has held various roles within the College of Education.



Chuck Lynch

Lynch, who arrived at UNC Charlotte in 1973 as director of housing, is said to have touched and shaped the lives of countless students during his lengthy tenure on campus. From 1978 to 1987, he was dean of students before

being named vice chancellor for student affairs. A position he held for two decades. "Chuck has committed himself to improving the lives of students for his entire career at UNC Charlotte," said Chancellor Philip L. Dubois. "It is no exaggeration to say that Chuck Lynch is an institution at UNC Charlotte. He has left an imprint of historic proportions on the campus." ●

*Phillip Brown is assistant director for internal communication in the Office of Public Relations.*

# Class Notes

## 1980s



Harwood

**Dean Harwood ('88)** was appointed executive vice president of operations for Parsons, an engineering, construction, technical and management services firm. In this role, he will be responsible for managing operations and business support across the global organization and will report to the chairman and chief executive officer. Harwood holds a bachelor's degree in accounting from UNC Charlotte.

**Steve Wangerin ('86)** was appointed to the Rural Infrastructure Authority by Gov. Pat McCrory. The Rural Infrastructure Authority is tasked with reviewing and authorizing grants and loans in addition to determining ways in which the Rural Economic Development Division can effectively aid local governments. Wangerin is currently the chief executive officer of the W.T. Humphrey Group. He earned a bachelor's degree in business administration from UNC Charlotte.

## 1990s



Eury

**Keith Eury ('97)** earned the rank of major at the Concord Police Department. Eury began his career in law enforcement in 1997, when he completed an internship with the department. After graduation, he was hired by the department and has served multiple posts during his tenure, including patrol division, criminal investigations division and SWAT, which he was assigned as commander from 2012 to 2015. He received a bachelor's degree in criminal justice with a minor in sociology from UNC Charlotte.



Goller

**Leigh Goller ('93)** is the executive director of the Office of Audit, Risk and Compliance at Duke University. Previously,

Goller served as director of university audit in Office of Audit, Risk and Compliance, where she oversaw all financial, operational and compliance audit activities for the university and its business units. She received a bachelor's degree in accounting from UNC Charlotte.

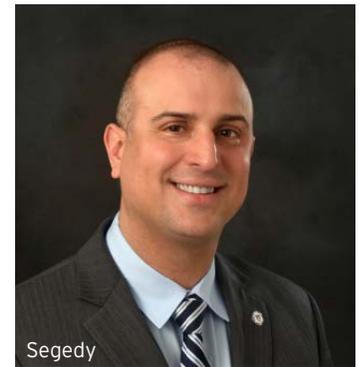


Harris

**Cavan Harris ('96)** is the regional vice president of Wells Fargo's Charlotte West Commercial Banking team, which provides local service and decision-making for Charlotte and western North Carolina's businesses with annual revenues of greater than \$20 million. An 18-year company veteran, he joined the commercial banking team in Charlotte in 2001 and worked his way up to senior relationship manager. He earned a master's degree in business administration from UNC Charlotte.

**Jennifer Newcombe ('97)** is lower school director at Brookwood School, an independent, co-educational college-preparatory school. For the past 15 years, Newcombe

has served as an administrator and faculty member at Gaston Day School. She earned a master's degree in reading education from UNC Charlotte.



Segedy

**Jason Segedy ('97)** was appointed director of planning and urban development on mayor-elect Dan Horrigan's cabinet in Akron, Ohio. Segedy works as director of the Akron Metropolitan Area Transportation Study. He earned a master's degree in geography and urban planning from UNC Charlotte.

**Christopher Washburn ('91)** was named controller at Doshier Memorial Hospital in Southport, N.C. Washburn joined the hospital from Caldwell Memorial Hospital in Lenoir, N.C., where he served in the same position. He received a bachelor's degree in accounting and business administration from UNC Charlotte.

**Ambra Watkins ('97)** published a book that shared the personal story of how she and her millennial son battled anxiety and depression, titled "Escape from Dark

### Want to submit a Class Note?

If you're a proud 49er alum and have exciting news, we want to know. Join the Alumni Association's online community to submit news and to stay engaged with the University by visiting [49erAlumni.uncc.edu](http://49erAlumni.uncc.edu). Additionally, you can submit news via email to [49erAlumni@uncc.edu](mailto:49erAlumni@uncc.edu). Accompanying photos are encouraged.



Watkins

Places: Guidepost to Hope in an Age of Anxiety and Depression." The book focuses on the rising levels of anxiety and depression in young people and what parents, grandparents, mentors and church leaders can do to help. Watkins is a certified training and change expert who provides tools for intergenerational dialogue that empowers young people to triumph over anxiety and depression. She earned a master's in English from UNC Charlotte.

## 2000s



Stocks

**Betty Stocks ('05)** was promoted to deputy chief of police of the Concord Police Department. Stocks began her career with the department in 1990 as a patrol

officer. Since then, she has served a variety of positions including DARE (Drug Abuse Resistance Education) office, crime prevention specialist and police planner, which she held most recently. She earned a master's degree in public administration from UNC Charlotte.

**Brad Hicks ('07)** was appointed to lead the newly created Employee Classification Section by Gov. Pat McCrory. The first-of-its-kind unit was established to combat employee misclassification practices with enhanced inter-agency cooperation. Hicks previously served as deputy director of the Department of Administration's Office for Historically Underutilized Businesses, where he managed the state's underutilized business certification and outreach programs. He holds a bachelor's degree in finance from UNC Charlotte.

**Timothy Hopkins ('07)** has been named president of the Carolinas College of Health Sciences, the third in its history. Hopkins has served as dean of student affairs and enrollment management at the college, and has been instrumental in increasing student enrollment by 31 percent during his time there. He earned a doctorate in educational leadership from UNC Charlotte.

**Chaka Jordan ('02)** was named vice president of marketing and strategic planning for

Blessing Health System. Previously, she worked at UNC Healthcare, where she managed physician-practice marketing. She earned a master's degree in health administration from UNC Charlotte.

## 2010s



Bumgarner

**Brittany Bumgarner ('15)** is donor relations coordinator at UNC Charlotte. She is responsible for correspondence with donors on behalf of the chancellor, vice chancellor for University advancement and executive director of development. Additionally, she oversees student philanthropy activities including the Student Philanthropy Council, Green with Gratitude, #GivingTuesday and the student component of Niner Nation Gives. Bumgarner earned a master's degree in public administration from UNC Charlotte.

**LaTonya Summers** was selected as a fellow for the National Board for Certified Counselors Minority Fellowship Program. Along with 22 other doctoral counseling

student fellows, Summers was awarded \$20,000 to support her education and facilitate her service to underserved minority populations. In addition to her work as a post-doctoral researcher at UNC Charlotte, she founded the LifeSkills Counseling and Consulting Group, where she oversees a free counseling program for people who are uninsured and unemployed.

**Sharon Horinka ('11)** is gift analyst at UNC Charlotte. She is responsible for processing and overseeing gifts and pledges from alumni, parents, friends, corporations, foundations and other constituent groups of UNC Charlotte. Previously, she has served a variety of positions at UNC Charlotte, including student call center manager. Horinka earned a bachelor's degree in psychology with a minor in English from UNC Charlotte.

**Natalie Huie ('14)** is employee award and recognition coordinator at UNC Charlotte. Huie is responsible for coordinating employee recognition initiatives including the quarterly service award program, staff recognition week, employee of the year and other similar programs, in addition to assisting with special projects related to Employee Relations and Human Resources functions. She received a bachelor's degree in organizational communication from UNC Charlotte.

# ENDOWING CHANGED LIVES

## Young alums start STEM scholarship

By Paul Nowell

When Zacch Estrada-Petersen attended UNC Charlotte, his academic focus was not a technology-based curriculum. Graduating in 2005 with a degree in accounting, he also explored Spanish, journalism and music.

When he graduated, he set his sights on an entirely different sphere.

“I became increasingly concerned about the lack of diversity in the technology field,” Estrada-Petersen said. “I reached out to my friend, Kevin Jackson, who is in the IT field and also an alumnus of UNC Charlotte.”

Jackson and Estrada-Petersen were inspired by President Obama’s initiative, My Brother’s Keeper. They decided to start an endowment to provide a scholarship in a STEM field, specifically for students from underrepresented populations.

It was a remarkable and daunting challenge for the two young men.

“We are both still early in our careers - I am 31, and he is 36,” Estrada-Petersen said. “We each donate a little more than \$200 per month, and our endowment will be fully funded within five years.”

In September 2014, President Obama issued a challenge to cities, towns, counties and tribes across the country “to implement a coherent cradle-to-college and career strategy for



Kevin Jackson (left) and  
Zacch Estrada-Petersen



Jackson and Estrada-Petersen are paying it forward with STEM scholarship.

improving the life outcomes of all young people to ensure that they can reach their full potential, regardless of who they are, where they come from or the circumstances into which they are born.”

Of concern to the two were the rising cost of higher education and the number of students at schools like UNC Charlotte who needed financial assistance. After they did their research, they learned the average student debt at graduation was \$26,000.

“I know from personal experience how a scholarship like this can change your life,” Estrada-Petersen said. “I was fortunate to get some scholarships, but I still had to borrow a lot of money to finish my degree.”

And the impact of student loan debt is felt years after graduation. For him, it means waiting a few more years before launching his own business venture.

“I think of the bright student who might be the next great innovator but is limited in what he or she can do because of debt,” he said. “It really changes how you can move ahead with some of your dreams.”

During his time at UNC Charlotte, Estrada-Petersen worked at University Times, the student-run newspaper. As

“I think of the bright student who might be the next great innovator but is limited in what he or she can do because of debt. It really changes how you can move ahead with some of your dreams.”

a senior, he founded the Voices of Eden Gospel Choir, a student organization with which he still very active.

Since 2008, he has worked as a senior accountant for the Charlotte office of a New York-based multinational diversified-media company. In addition to serving as a member on the UNC Charlotte Alumni Association board of directors, he is co-marketing chair on the board for

the Charlotte chapter of Habitat Young Professionals and the social media chair for the Charlotte chapter of 100 Black Men of America.

Jackson is a 2007 graduate of UNC Charlotte with a degree in software and information systems. Prior to enrolling at the University, he served in the U.S. Army for five years. He currently works as a middleware engineer for a Charlotte financial services company.

Both Estrada-Petersen and Jackson know that what they are doing is unique.

“This idea may seem a little crazy to some people, and I can tell you neither one of us is independently wealthy,” said Estrada-Petersen. “We had to take the long route to fund this endowment, paying about \$2,500 each per year for five years.”

It’s tough to be patient and wait to see the fruits of their hard work and sacrifice.

“We hope to do a couple of other small things in the interim,” said Estrada-Petersen. “We will feel a lot better when we get to see the impact of this scholarship.” ●

*Paul Nowell is senior communications manager at UNC Charlotte.*



**UNC CHARLOTTE**

The Bonnie E. Cone Society

University of North Carolina at Charlotte Invites you to become a member of the Bonnie E. Cone Society. Fifty years ago, Bonnie Cone led an ambitious battle moving the two-year Charlotte College to the University of North Carolina at Charlotte with characteristic grace and determination. She worked tirelessly for the University to inspire students, win friends and attract donors.

Join Miss Bonnie and hundreds of others by making a planned gift and becoming a member of the Bonnie E. Cone Society.

Please contact Parker Ingalls at **704-687-8003** or [pingalls@uncc.edu](mailto:pingalls@uncc.edu)

[www.plannedgiving.uncc.edu](http://www.plannedgiving.uncc.edu)

For more information on the shovel used at the first groundbreaking and finding it 55 years later, watch:

<http://youtu.be/dAToMx4xZD0>



Celine LaTulipe

# WELCOMING PATHWAYS FOR WOMEN

## Careers in computing aren't just for males

By Celine LaTulipe

Yes, tech has become cool, but let's be clear: it's cool to be a *user* of tech, as all our students already know. In contrast, not many think a developer is so cool. If you ask the average 13-year-old-girl, you might find that her image of a computer scientist is of a nerdy guy who spends all his time alone behind a computer screen in a dark lab. This negative stereotype of both the professional identity and the career context is not a compellingly attractive scenario for most young girls to imagine themselves in, so very few girls take computer science in high school.

When you combine this stereotype with a consumer economy that says video games and building toys are for boys and girls should play with dolls, you end up with kids coming out of high school with vastly

different levels of experience and interest in computing, strongly differentiated along gender lines. Research shows that baby girls are *equally* as interested in mechanical things as they are in faces, while baby boys are *more* interested in mechanical things than faces. So, there is some small level of inherent biological difference that could account for stronger interest in STEM fields among men. But this marginal difference doesn't explain why the percentage of women graduating from computer science departments in the U.S. has *decreased* from an average of 33 percent in the mid-eighties to about 14 percent currently. UNC Charlotte's College of Computing and Informatics undergraduate class consists of about 16 percent women.

The College of Computing and Informatics recently has launched the

Women in Computing Initiative to try to attract and retain more female students. While our initiative can't change the ways toys are marketed or how media portrays computer scientists, we can highlight the other side of the story and provide welcoming pathways into our programs, even for students with no prior experience. Computer science is a field that allows people to work together to solve real problems. Creative is the word that really captures the field best: computer scientists work on challenging problems, build new things that never existed before and, through data analytics and application development, enable people to live more enriching lives. Who wouldn't want to be a part of that?

The Women in Computing Initiative focuses on three main areas: scholarships, recruitment and climate. One of the current issues for women in computing right now is that the numbers are low, so it can feel lonely to be a female student in a computer science class. We want to build up a critical mass of female students to address that issue. I teach a new FemmeTech course that shows undeclared majors what computing is all about. The course highlights inspiring female tech leaders, while giving students some basic exposure to computing activities and terminology. We are also working with our current students and faculty to ensure that the climate for women in the college is made as welcoming as possible.

One exciting way we are doing this is through participatory "Sexism Response Workshops" that allow students and faculty to role-play alternative responses to difficult situations and rehearse social change. We are also transforming the way we teach many of our core courses so that our classes are much more social, active and collaborative, rather than following the traditional "sage on the stage" lecture model.

We hope these efforts will lead to many more female computer science majors graduating and making a difference in the way technology is designed and built. After all, women make up half the population of tech users, so shouldn't they also make up half the population of tech creators? ●

*Celine LaTulipe is associate professor of software and information systems*



At commencement ceremonies in May, Chancellor Dubois arranged traffic cones to simulate the multiple ongoing campus construction projects that attendees navigated. In addition to a new bridge and traffic pattern that greatly improves flow on Phillips Road, major construction projects include the light rail line onto campus and the construction of Levine Hall.