

plaudits

K-State wins sweepstakes at 2009 CASE conference

Advancement professionals at K-State took home the 2009 Sweepstakes Award from the Council for the Advancement and Support of Education, also known as CASE, at the recent District 6 meeting in Kansas City, Mo.

K-State received 17 individual awards, the most for any school in the division for colleges and universities with enrollments of 7,500 or more students.

The K-State Alumni Association won eight awards, and three awards were presented to each of the following university units: the Kansas State University Foundation, university publications and K-State at Salina. Of the 17 total awards presented to K-State, three were grand gold awards, five were gold, three were silver and six were bronze. The grand gold, which is the best in its class, were for the alumni association's K-Stater magazine for news and feature photography; the foundation's tornado relief e-appeal in the fundraising videos and DVDs category; and university publications' "K-State e-news" in the electronic newsletter or magazine category.

The K-State awards include:

* The K-State Alumni Association, grand gold award in the news/editorial or feature photography category for a K-Stater magazine photo, "Time Saver"; gold award in the alumni event category for the "Wabash CannonBall"; a gold in the excellence in development writing category for the "Annual Fund Appeal to Life Members; a silver award in publications produced on a budget for the "Big 12 Recent Grad E-Solicitation" and a silver award in program mailing for annual fund support for the "Tradition Founders Fund"; a bronze award in the publication created exclusively for electronic distribution category, "Big 12 Recent Grad E-Solicitation," a bronze award in the membership appeal category for the "Upgrade to Life Membership Campaign" and a bronze award for the alumni association's Web site, K-State.com.

* The Kansas State University Foundation, grand gold in the fundraising videos and/or DVDs category for its "K-State Tornado Relief E-Appeal"; a gold award in the fundraising direct mail category for its "Annual Fund Appeal"; and a bronze award in the fundraising brochures/publications category for the "Changing Lives Campaign Impact Report."

* K-State at Salina, gold award in the poster, four or more colors, category, for the "K-State at Salina Aviation Poster"; a bronze award in the series or multiple piece project, four colors, single-page format, category for "K-State at Salina Enrollment Management Package"; and a bronze award in the single print ad category for the K-State at Salina aviation ad in Flying magazine.

* University publications, a grand gold in the electronic newsletter or magazine category for "K-State e-news"; a gold award in the Web site category for the "Consider K-State" site; and a silver award in the student recruitment publication category for "K-State e-news."

picture perfect

On fire



A worker cuts metal for the exterior of K-State's nuclear reactor, the shell of which was damaged in the June 2008 tornado.

Time to update your professional portrait? March 3 and 4 Photo Services is shooting portraits for just \$20. E-mail photo@k-state.edu to make your appointment.

Also, check us out on the Web at <http://www.k-state.edu/photo>.

February-March

on campus

Feb 27-28

'Dog Sees God: Confessions of a Teenage Blockhead'

This parody puts the characters of the Peanuts comic strip in their teenage years, where we see them struggling with the things real life throws at them. A haunting and powerful ending. 7:30 p.m., Feb. 26-28, Purple Masque Theater, East Stadium. Call 532-6428 for ticket information.

March 4

Jazz concert

K-State's big bands put on a show, 7:30 p.m., Forum Hall, K-State Student Union.

Classified Senate meeting

12:45 p.m., Staterooms 1 and 2, K-State Student Union.

March 5-7

'Die Fledermaus'

This charming musical romp is a hilarious look at the extravagant life of the upper-crust in late 19th century Vienna. Disguises, mistaken identities, royal parties and a practical joke gone awry, make for an evening of great fun. 7:30 p.m., March 5-7, McCain Auditorium. Call 532-6428 for tickets.

March 8

Gaelic Storm

Featured in the blockbuster hit Titanic, Gaelic Storm's dynamic stage show features rousing vocals, wildly energetic dance tunes, haunting Celtic ballads, and infectious madcap humor. This is part of the McCain Performance Series. 7:30 p.m., McCain Auditorium. Call 532-6428 for ticket information.



'Hairspray,' the Tony award-winning musical, is coming to K-State's McCain Auditorium at 7:30 p.m., March 11. This Broadway hit takes you back to 1962 as a teenage girl seeks to dance her way into TV's most popular dance show. For tickets, call 532-6428.

March 9

'Vegetarian or Carnivore - Wait! There's More!'

A panel discussion guided by K-State senior in dietetics Cathy Benco. The panel will consist of a variety of eaters including carnivores, vegetarians, vegans and lacto-vegetarians. 7 p.m., Little Theater, K-State Student Union.

March 10

Provost's lecture series

John Ruffin will give a presentation from 1:30-3 p.m., Hemisphere Room, Hale Library

March 11

'Visible Sexualities and Invisible Nations: Big Eden, Johnny Greyeyes and The Business of Funnycancing'

Presented by Lisa Tatonetti as part of the English department's

Spring Colloquia Series. 4 p.m., Room 206 K-State Student Union.

March 12

Jazz concert

K-State's Jazz Combos will perform. 7:30 p.m., Union Station, K-State Student Union.

March 16-20

Spring Break

through March 29

'Little Black Dress on the Red Carpet'

This exhibition contains clothing and accessories from the permanent collection of the Kansas State Historic Costume and Textile Museum located in the department of apparel, textiles and interior design. Celebrity dresses will also be on display. Vanier Gallery, Beach Museum of Art.

opportunities

Classified

* A list of employment opportunities is posted at <http://www.k-state.edu/hr/vac.html>
* A recording of classified job opportunities is available 24 hours a day on the Employment Information Line, 532-6271.
* For additional information, call 532-6277 or visit the Division of Human Resources at 103 Edwards Hall. Applications are accepted 8 a.m. to 5 p.m. weekdays.

Unclassified

* A listing of vacancies can be seen at <http://www.k-state.edu/affact/Opportunities/unclass.htm>
* For additional information, call the office of affirmative action at 532-6220 or visit 214 Anderson Hall.

K-State's next president, continued

will bring a new energy and fresh ideas to K-State."

Schulz is married to Noel Nunnally Schulz, the Tennessee Valley Authority Professor of Electrical and Computer Engineering at Mississippi State. They have

two sons, Tim, 18, a senior at the Mississippi School for Mathematics and Science, and Andrew, 14, a student at Armstrong Middle School. Kirk Schulz' parents are Carl and Judy Schulz, who live in Norfolk, Va. ■

In it for the long haul, continued

he doesn't seem too excited about it.

"I'm going to retire at 65, if I hold up that long," Prockish joked. "I'd like to get a part-time job some place, maybe even here at Derby. I wouldn't be able to just sit at home and do nothing, because that's just not who I am."

Edwards said that it would be hard to imagine Derby without Prockish around. He

has become part of Derby culture.

"It definitely would be different here without Steve," Edwards said. "Steve is a big reason why Derby is known as a place that serves great food and is a great place to work. He is vital to the mixture of people who work here. Our quality would probably not be as great without Steve being here, and it certainly wouldn't be as fun." ■

Happy employees, continued

that the possibility of turnover was 0.57 times smaller for any one-unit increase in well-being. As with job performance, the knowledge of an employee's well-being can be highly useful in helping human resource personnel determine cost-effective employee retention strategies, he said.

Well-being has shown to be stable over time, though it can be influenced by situational circumstances through psychological-based interventions, Wright said. Methods to improve well-being include assisting workers so they fit their jobs more closely, providing social support to help reduce

the negative impact of stressful jobs, and teaching optimism to emphasize positive thought patterns.

Wright said one controversial approach to improving well-being in the workplace is by seeking and hiring employees who have high levels of well-being.

Wright's findings on psychological well-being and job satisfaction have appeared in several publications, including the Journal of Management, Organizational Dynamics, the Journal of Occupational Health Psychology, the Journal of Applied Psychology and the Journal of Organizational Behavior. ■

k-state statement

For Kansas State University faculty and staff

February 26, 2009 Vol. 31, No. 15

Kirk H. Schulz named K-State's next president

Land-grant, research experience a plus for former Mississippi State VP

Kirk H. Schulz, 45, an outstanding academic leader with experience at land grant universities and a Fellow of the American Association for the Advancement of Science, has been selected as the next president of K-State by the Kansas Board of Regents.

"I am delighted and thrilled to have been selected as the next president of Kansas State University," Schulz said. "I have a strong appreciation for the critical role that K-State has to the future of the state of Kansas, and it is an honor for me to lead this great institution. Noel and I have been very impressed with the passion K-Staters have for their university, and we look forward to being the two newest members of the K-State family."

Schulz's selection concludes a search which began with the naming in May 2008 of former regent Nelson Galle as search committee chair. The committee was then appointed in July. The search involved broad consultation with faculty, students, staff, alumni association, the foundation, the board of regents, the Manhattan community and other Kansas constituents.

"I am confident that Kirk Schulz will continue to take K-State to the next level of success," said Lydia Peele, K-State student body president. "His passion for leading our university was obvious while visiting with various constituents on campus, and especially with the students. I am excited for the future of our school, and am happy to welcome Dr. Schulz to the K-State family."

Schulz began his academic career in 1991 as an assistant professor of chemical engineering at the University of North Dakota, Grand Forks. He moved in 1995 to Michigan Tech as an assistant professor of chemical engineering. He was promoted to associate professor in 1998, and was named chair of the department of chemical engineering at Michigan Tech that same year.

In 2001, he moved to Mississippi State University to become director of the Dave C. Swalm School of Chemical Engineering and holder of the Earnest W. Deavenport Jr. endowed chair. In 2005, he was selected as dean of the James Worth Bagley College of Engineering and the inaugural holder of the Earnest



K-State's next president, Kirk Schulz, speaks with current president Jon Wefald and Donna Shank, chair of the Kansas Board of Regents, during a meet and greet event Feb. 19. His term begins July 1.

W. and Mary Ann Deavenport Jr. endowed chair. In 2007, he was named interim vice president for research and economic development, and was named to the permanent position later in the same year.

"Dr. Schulz brings a strong background in 'shared governance' by seeking and sharing faculty input in the university decision making process," said Fred Fairchild, president of the faculty senate and professor of grain science and industry. "His administrative experience, enthusiasm and initiative will set a progressive course for the future of Kansas State University."

Schulz was born in Portsmouth, Va., in 1963 and grew up in Norfolk, Va., where he attended Norfolk Christian High School. He attended Old Dominion University for three years, then transferred to Virginia Tech in 1984. He graduated with B.S. and Ph.D. degrees in chemical engineering in 1986 and 1991, respectively. He did his doctoral work in metal oxide surface chemistry under the direction of Dr. David Cox.

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Homeland Security officials visit K-State

Two officials from the U.S. Department of Homeland Security visited K-State recently to say that the National Bio and Agro-defense Facility, or NBAF, is still being planned for Manhattan, and that the greatest attention will be paid to safety and security.

"NBAF's mission is to protect U.S. agriculture by developing proactive solutions to diseases threatening the nation's food supply," said Ron Trewyn, K-State's vice president for research.

"The latest technology and smartest practices will be used to make this beneficial research possible, and to protect both researchers and the community."

Napolitano visited campus Feb. 10 and toured K-State's Biosecurity Research Institute, or BRI. She said the NBAF project is set to go under the new administration and that some of homeland security's research initiatives could begin at the BRI.

James Johnson, NBAF program manager, was in town Feb. 19-20 to meet with Trewyn and other campus officials and discuss various details of the upcoming construction project. Construction on NBAF is scheduled to begin in fiscal year 2010 and end in 2014.

The NBAF is a high-level research facility dedicated to animal and agricultural health.



Janet Napolitano



James Johnson

Inside



After 40-plus years, he just keeps on going. **Up Close**

oh, by the way

Photo services has new Web site, lower prices

K-State's office of photo services has launched a new Web site, allowing units across campus to access professional photos at more affordable prices.

The new site — <http://www.k-state.edu/photo> — features up-to-date galleries of people, campus life and events, historical shots of campus and a brand new price list. University photographer David Mayes can also be hired for specific events and photo shoots.

Mayes said his mission is to provide quality images for every department on campus so that not only is the university's look consistent, it's high quality.

"Photo services has always been here to provide excellent images to K-State," he said. "But by using a new Web hosting site we've brought our service into the modern age. Besides offering prints for sale online, we'll also soon be offering digital downloads of images."

The new Web hosting site can be accessed via a link on photo services' Web site.

Sabbaticals granted for next academic year

Sabbatical leaves are being granted to 39 K-State faculty members in the 2009-2010 school year. The purpose and length of each leave varies.

Faculty members being granted sabbatical leave include: David Andrus, professor of marketing; Lynda Andrus, professor of art; David Auckly, professor of mathematics; Glen Brown, professor of art; Amit Chakrabarti, professor of physics; John Crespi, associate professor of agricultural economics; Torry Dickinson, professor of women's studies; Ike Ehie, associate professor of management; Jacqueline Fassler-Kerstetter, associate professor of music; Carolyn Ferguson, associate professor of biology; Sherry Haar, associate professor of apparel, textiles and interior design; John Harrington Jr., professor of geography; Derek Hillard, associate professor of modern languages; James Shawn Hutchinson, associate professor of geography; Stacy Lewis Hutchinson, associate professor of biological and agricultural engineering; Dennis Law, dean of the College of Architecture, Planning and Design and professor of landscape architecture and regional and community planning; David Littrell, university distinguished professor of music; John Maginnis, associate professor of mathematics; Brent Maner, associate professor of history; Martha Murphy, instructor, Extension nutrition program in Crawford County.

Mark Parillo, associate professor of history; Dunja Peric, associate professor of civil engineering; Anne Phillips, associate professor of English; Louis Pigno, professor and head of the department of mathematics; Om Prakash, professor of biochemistry; Alexander Ramm, professor of mathematics; N. Sanjay Rebello, associate professor of physics; Brett Sandercock, associate professor of biology; Silvia Sauter, professor of modern languages; Dragoslav Simic, associate professor of architecture; Charlene Simser, professor, K-State Libraries; Iakov Soibelman, professor of mathematics; Lloyd Thomas, professor and head of the department of economics; Tracy Margo Turner, associate professor of economics; Virgil Wallentine, professor and head of the department of computing and information sciences; Dennis Weisman, professor of economics; Frank White, professor of plant pathology; Stephen White, dean of the College of Arts and Sciences and professor of geography; and Sue Zschoche, associate professor and chair of the department of history.

French films showing on campus in March

Five noted French films will be shown at K-State in March as part of the Toumees French Film Festival, sponsored by the French American Cultural Exchange.

Co-sponsors include K-State's French Club, department of modern languages and the Dow Chemical Multicultural Resource Center at Hale Library.

Admission to all of the films is free and all are open to the public. All of the films will be in French but will have English subtitles.

Films to be presented include: "Elle s'appelle Sabine" or "Her Name is Sabine," 8:30 p.m. Tuesday, March 3, K-State Student Union's Little Theater; "La Faute a Fidel" or "Blame it on Fidel," 7 p.m. Thursday, March 5, 106 Kedzie Hall; "Clean," 7 p.m. Thursday, March 12, 106 Kedzie Hall; "Persepolis," 8 p.m. Tuesday, March 24, Union's Forum Hall; and "Lili et le Baobab" or "Lili and the Baobab," 7 p.m. Thursday, March 26, 106 Kedzie Hall.

For more information on the festival, contact Melissa McCaw at mmm924@k-state.edu.

research



Don't worry, be happy

K-State researcher says happy employees are productive employees

One's happiness might seem like a personal subject, but a K-State researcher says employers should be concerned about the well-being of their employees because it could be the underlying factor to success.

Thomas Wright, Jon Wefald Leadership Chair in Business Administration and professor of management at K-State, has found that when employees have high levels of psychological well-being and job satisfaction, they perform better and are less likely to leave their job — making happiness a valuable tool for maximizing organizational outcomes.

"The benefits of a psychologically well work force are quite consequential to employers, especially so in our highly troubled economic environment," Wright said. "Simply put, psychologically well employees are better performers. Since higher employee performance is inextricably tied to an organization's bottom line, employee well-being can play a key role in establishing a competitive advantage."

Happiness is a broad and subjective word, but a person's

well-being includes the presence of positive emotions, like joy and interest, and the absence of negative emotions, like apathy and sadness, Wright said.

A negative focus in the workplace could be harmful, such as in performance evaluations where things like what an employee failed to do are the focus, he said. When properly implemented in the workplace environment, positive emotions can enhance employee perceptions of finding meaning in their work.

In addition, studies have shown that being psychologically well has many benefits for the individual, Wright said. Employees with high well-being tend to be superior decision makers, demonstrate better interpersonal behaviors and receive higher pay, he said. His recent research also indicates that psychologically well individuals are more likely to demonstrate better cardiovascular health.

Wright said psychologically well employees consistently exhibit higher job performance, with significant correlations in the 0.30 to 0.50 range. A correla-

tion of 0.30 between well-being and performance indicates that roughly 10 percent of the variance in job performance is associated with differences in well-being, while a correlation of 0.50 points to a substantial 25 percent of the variance.

In some of Wright's academic and consulting work, he has used a form of utility analysis to determine the level of actual savings tied to employee well-being. For example, in a sample of management personnel with average salaries in the \$65,000 range, he found that being psychologically distressed could cost the organization roughly \$75 a week per person in lost productivity. With 10 employees that translates to \$750 per week in performance variance; for 100 employees the numbers are \$7,500 per week or \$390,000 per year.

When employees have low levels of well-being and job satisfaction, they are more likely to quit their job, and employee turnover could be extremely costly.

In one study, Wright found

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noteworthy

Architecture

Mick Charney presented "Text, CounterText(*): Helping First-Year Students Meet the Goals of General Education [(*) with apologies to texting and hypertexts]," National Annual Meeting of The First-Year Experience and Students in Transition, Feb. 8, Orlando, Fla.

Counseling services

Barbara Pearson presented "Qualitative Data: Beyond the Survey, Focus Groups and Retreats," Substance Abuse and Mental Health Services Administration grantee meeting, Jan. 9, Phoenix, Ariz.

Geology

Keith Miller and Iris Totten published "Developing and Implementing an Interdisciplinary Origins Course at a State University," Journal of College Science Teaching, Vol. 38, No. 4.

Totten will present "Using Virtual Learning Environments to Teach Geoscience," Tulane University, March 2009, New Orleans, La.

International programs

Sara Thurston-González has been appointed to serve NAFSA: Association of International Educators on the Membership Committee for a two year term from January 2009 - December 2010 and as the chair of the NAFSA Career Center Advisory Task Force.

Libraries

Dale Askey published "The Longer the Hours, the Better: A Look at Opening Hours in American Libraries," BuB: Forum für Bibliothek und Information, Vol. 61, No. 1.

Danielle Theiss-White published "On Institutes and Mentors," A



Gregory Grauer presented "Urinalysis: Basics and Beyond"; "Nuts and Bolts of Azotemia"; "Prevention of Acute Kidney Injury and Treatment of Established Acute Renal Failure"; "Staging and Management of Chronic Kidney Disease in Dogs and Cats"; "What's Up With Proteinuria and Hypertension in Chronic Kidney Disease?"; "Use of NSAIDs in Dogs With Liver and Kidney Disease"; "Complicated and Recurrent Urinary Tract Infections"; "Feline Lower Urinary Tract Disease"; and "Urine Leakage and Urine Retention Disorders"; New Jersey Veterinary Medical Association annual meeting, Feb. 21, Florham Park, N.J.

Leadership Primer For New Librarians: Tools For Helping Today's Early Career Librarians To Become Tomorrow's Library Leaders, Eds. Suzanne Byke and Dawn A. Lowe-Wincentsen, Chandos Publishing, 2009.

Marketing

Kyoungmi Lee presented "When Do People Embrace a Negative Stereotype Targeting Their Group and Deny a Positive Stereotype? A Self-handicapping Process through In-Group Stereotypes," Society for Personality and Social Psychology conference, Feb. 5-7, Tampa, Fla.

Lee presented "How Negative In-Group Stereotypes Affect Consumers Judgment Processes: The Role

of Trust in Out-Group Service Providers," Society for Consumer Psychology conference, Feb. 12-14, San Diego, Calif.

Multiple departments

Margaret Margosian and Shawn Hutchinson, geography; Karen Garrett, plant pathology; and Kimberly With, biology, published "Connectivity of the American Agricultural Landscape: Assessing the National Risk of Crop Pest and Disease Spread," BioScience, Vol. 59 No. 2.

Psychology

Mary E. Cain and colleague presented "Environmental Solutions: Enrichment as a Means of Prevention and Intervention"; and "The Effects of Differential Rearing on Amphetamine-Induced C-Fos Expression in The Basolateral Amygdala and Nucleus Accumbens," 42nd annual Winter Conference on Brain Research, Jan. 24-30, Copper Mountain, Colo.

Donald Saucier and students presented "The Impact of Culture on Social Support, Communication Values, and Coping Strategies"; "Near and Far: How Does Thinking About Ingroup and Outgroup Members' Deaths at Home and Afar Affect Terror Management Responses?"; "Red and Blue: Does Motivation To Control Prejudice Mediate The Relationship Between Political Orientation and Prejudice?"; "Preaching To and Beyond The Choir: Selective Exposure To Prejudice Reduction Efforts"; and "Gender Role Beliefs Mediate Increased Sex Differences in Sexual Prejudice Following Mortality Salience," Society for Personality and Social Psychology annual conference, Feb. 5-7, Tampa, Fla.

Satoris Culbertson published "Improving Performance in a Swedish Police Traffic Unit: Results of an Intervention," Journal of Criminal Justice, Vol. 37.

up close

In it for the long haul

Stevie Prockish has been dedicated to K-State for more than 40 years

Steve "Stevie" Prockish walked into Thornton Edwards' office at the age of 19 to apply as a dishwasher at Kansas State University's Derby Dining Center. Now, 42 years later and at the age of 61, Prockish is still on the job.

"I really like it here," Prockish said. "I wouldn't know what to do without Derby. I've found something that I can do and that I like to do."

Prockish decided to apply for the dishwasher position shortly after graduating from Manhattan's Luckey High School. He heard about the opening from his father, who worked on the K-State campus at the time. Derby had only been open for two years before Prockish started work there. Since being hired in 1968, Prockish has seen a lot of K-State history. In fact, K-State's Edwards Hall is named after Prockish's first boss, Thornton Edwards, who was director of housing from 1946-1973.

In his 42 years as a dishwasher and janitor for Derby, Prockish has managed to wear out two dishwashing machines, one hip and 10 supervisors. His current supervisor, Mark Edwards, has been the director of Derby Dining Center since 1991. "Mr. E." as his employees call him, has nothing but great things to say about Prockish.

"What I like about Steve is he's just very even-tempered, humorous and easy-going, and that's just the personal part," Edwards said. "He's knowledgeable about ware washing and custodial tasks. He wouldn't still be here if he didn't do great work, and that's the important thing to remember."

For Prockish, the thing he likes most about working at Derby is getting to know the students and feeling a connection to the K-State community.

But when not working, one of his favorite hobbies is attending K-State sporting events.

"I'm a big K-State fan," Prockish said. "I like football and basketball. I have season tickets for basketball, but for football I work every third weekend so I just pick the games I want to go to."



Steve Prockish, right, poses with his supervisor, Mark Edwards, during a recent award ceremony, during which Prockish was honored for his long tenure with Derby Dining Center.

Some of his best K-State sports memories include heading to Nebraska to watch the K-State football team take on the Huskers during the pre-Bill Snyder years. "We were the only purple sitting in a whole sea of red," he said.

Prockish also was lucky enough to score the autograph of Jordy Nelson, the former Wildcat football standout and now a member of the NFL's Green Bay Packers. But his fondest memories came from watching his all-time favorite K-State player, Steve Henson, who played on

the Wildcats basketball team from 1986-1990.

"He wasn't a star player, but man, was he one of K-State's greatest," Prockish said.

When not sitting in the stands cheering on the Wildcats, Prockish is an avid reader. But even with his hobbies outside of his job, Prockish said he would not know what to do without Derby. Although he said he plans on retiring soon,

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