

Signpost

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2002 NCHO Executive Council Goals

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Submitted by Executive Council

The 2002 NCHO Executive Council had their first meeting of the year on January 25 on the campus of the University of North Carolina at Chapel Hill. While there, the Executive Council discussed their progress over the last year and set goals for the upcoming year. Among the projects the Council is looking into this year are:

Developing a Mission Statement for NCHO

This is a carry-over from the previous year and one which the Executive Council feels is necessary to achieving other goals of the Council such as the development of a policy book and the revision of the constitution.

Development of an NCHO Policy Book / Constitutional Revisions

Tied to the above goal, the Executive Council would like to continue in the development of a policy book which outlines all of the policies and procedures of the organization. In addition, the Council would like to “clean up” the constitution to have more flexibility relative to Executive Council duties.

Formation / Utilization of the Finance Committee

Again, continuing from the work started last year, the Executive Council hopes to get the Finance Committee up and running this year and to begin really looking at the financial health and future of the organization.

Development of the Workshop Series

The Council has made a commitment to look into the future of the workshop series. An investigation and survey of the membership will work to focus the future of this on-going development opportunity for undergraduates, graduate students, and professionals across the state and region.

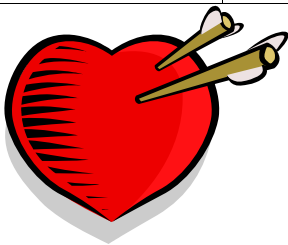
SEAHO Involvement

The rotation to host SEAHO will be coming to North Carolina in the next few years and the Council plans to begin preparations for the hosting of the regional conference.

Continuing Executive Council Links to Member Institutions

Continuing with a tradition started last year, each Executive Council member will be linked with three to five member institutions to provide information to schools about state and regional events.

In addition to the above overall goals for the organization, each Executive Council member will continue on established goals for their position. For more details on these, read the Executive Council meeting minutes at www.ncho.org!



Generation Tech: If at First You Don't Succeed...

Submitted by Sean E. Ahlum, UNC Wilmington

“You must have long-range goals to keep you from being frustrated by short-range failures.” (Charles C. Noble)

Sometimes success comes easily. A project is received, a clear plan of action is taken and implemented, and the desired goal is accomplished. It happens so flawlessly, that work seems more like fun than like work. Unfortunately, not every project happens this way. A project may run into a snag, take more time, dedication and energy than was previously anticipated, and often demand the skills and attention of people that extend beyond your immediate office. It is this kind of project that often tests our abilities, and eventually rewards us with the greatest feeling of accomplishment. Implementing new technologies into old systems may just be your biggest challenge yet.



Within my first few days of permanent employment with UNCW (almost two years ago), our department was charged with finding a more efficient way to track student employee hours. My first order of business was to assess our needs. We needed a timekeeping system that would work effectively with our current timekeeping paperwork system, run smoothly over our university network and accommodate approximately 120-150 student employees that worked in nine separate areas, seven days a week, 24 hours a day. The chosen software program needed an interface that would be user friendly and would generate reports that would provide us timely, accurate data. We would also need a computer, for students to log in and out of, at the front desk of each residence hall (10 machines in all), Ethernet connections and electrical outlets installed, locks and cables to keep the computers safe from theft, and an effective training program to make sure all users were on the same page. From scratch, we would have to create a server-based timekeeping network.

Two years later, I am happy to say that the system now works! But, the road has not always been smooth. The system has worked flawlessly for weeks at a time, only to quit working unexpectedly. The important thing here is to not despair. When confronted with these setbacks, methodically look for the one factor that causes the system to go down, learn about it, and work towards a solution. Our office has boasted small victories and suffered seemingly devastating setbacks, only to find us wiser from the experience. Throughout it all, I have learned some very basic lessons that I want to reiterate here.

The most important lesson I have learned is to know when you need to get assistance and where you can go to find the help you need. Fortunately, at UNCW, we have a very talented and active Client Services department within our Information Technology Systems Division. Get to know your Client Service Representative. Involve him/her in all aspects of your project. Chances are, your Client Services Representative will have a broad base of knowledge regarding such systems, and will relish the chance to use their knowledge in an actual project. They are also a good introduction into the world of Computing Services. Our project would have been dead in the water without the help of our Client Services Representative.



Another key to success is to get out and about on your campus. A project of this magnitude will normally span several divisions and multiple departments. Learn how your university network operates. Learn the names of the people who are server administrators, network analysts, etc. Make sure you have a good rapport with your office support staff responsible for the area where your project impacts, and your Residence Coordinator staff who will supervise the students using your new system. Make your face visible in the residence halls where the system will be used and make sure you take time to explain the project to the student users. Deploying a system like this will not happen if you do not get out of your office.

Continued on page 3

Advising, the Magical A.R.T. :

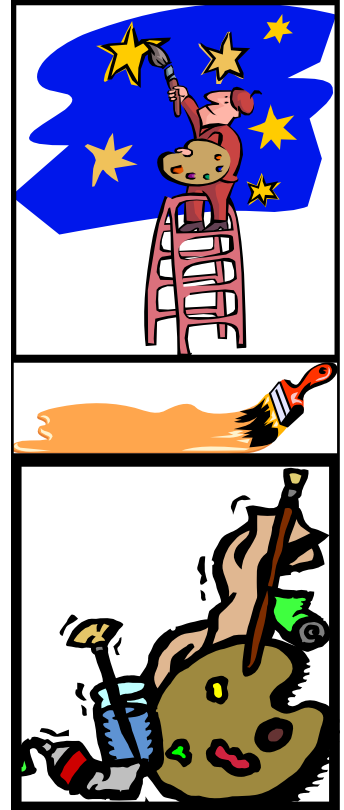
Incorporating Foundations of the A.R.T. Institute into all Advising Opportunities

Submitted by K.D. Linkous, Appalachian State University

At NCHO / NCCPA I presented a program which introduced the basic fundamentals outlined in the *Adviser Recognition and Training Institute*. Throughout the program, the participants were provided with researched data of what today's college student leaders need from their advisers. Also, the participants were introduced to the A.R.T. Institute curriculum and how they can complete the A.R.T. requirements in order to become "artists."

For any professional who had some familiarity with the A.R.T. Institute, they knew that it is based on information that is specifically focused on advising residence hall governments. This program allowed for an interesting twist. Through active participation from the audience, who were able to write questions down on note cards at the beginning of the program that they would like to see addressed, this program used the A.R.T. fundamentals and made an important correlation to all student group advising (i.e. Greek, student government, task forces, program teams).

At the conclusion of the program, the participants seemed to have grown in some excitement on the material presented and have asked for more information regarding the A.R.T. Institute. Some have even requested for the A.R.T. Institute to be more inclusive and presented at all student affairs related conferences, not just housing and residence life focused events. This program was used as a pilot to prepare for another A.R.T. Institute course, hopefully in the "Master Artist" curricula.



Generation Tech, Cont.

Continued from page 2

Large projects involving new technology do not happen quickly. Be patient. Let things fall into place. When implementing our timekeeping system, our department found ourselves in need of 10 computers, a very expensive need. Instead of financing a large purchase, our department opted to work with our Client Services department. In exchange for some space in the residence halls to start up a RESnet program, Client Services provided us with 10 surplus computers. Even though this process took considerable time, we were able to work a deal where two very helpful programs were created.

Lastly, and most importantly, the lines of communication between all involved parties need to be kept open for your project to succeed. In our case, we have been able to solve several setbacks dealing with the university firewall protection because of the established relationship we have created with ITSD's network analyst. Student workers, who were frustrated about having to use a new system that continually crashed, now are important resources in tracking how, when, where, and why machines do not connect to the system. All it took was one meeting to explain what was going on.

Although I am sure that most people wish that every project would go smoothly and effortlessly, the fact remains that implementing large scale, technology based upgrades is difficult business. Do not take the world upon your shoulders; you will burn out and your project will not go very far. Create a support group of knowledgeable staff members, who are committed to helping you realize your long-range goals, and pretty soon you will be letting the technology do the brunt of the work.

NCHO Award & Scholarship Winners

Submitted by Carol Cooper, NC School of the Arts

NCHO would like to congratulate the following individuals for achievements on their campuses, in the state, region, and nationally. They were recently honored at the annual conference in Greensboro where, incidentally, the Commitment to Excellence Award was also dedicated and re-named the Al Calarco Commitment to Excellence Award in recognition of Al Calarco and his many years of service to the state.

Graduate Student of the Year

Michael R. Diesner, NC State University

Outstanding New Professional

Jerrid Freeman, UNC Chapel Hill

Dan Wooten Award

CRSA, Appalachian State University

Al Calarco Commitment to Excellence Award

Joe Boehman, UNC Chapel Hill

R. Randy Rice Service Awards

Theresa Claybrook, Appalachian State University
Hector Mitchell, NC School of the Arts
Bob Paton, NC School of the Arts
Bob Fraser, NC State University
Betsy Kaplan, NC State University
Leslye Korengay, NC State University
Maurice Johnson, NC State University
Richard Palmer, NC State University
Tammy Parker, NC State University
Angela Peterson, NC State University
Wanda Powell, NC State University
Consuelo Rodriquez, NC State University
ReGina Royster, NC State University
Administrative Computer Contract Services, NCSU
University Police, NC State University
Lisa Calliadaglia, UNC Chapel Hill
Curtis Wilson, UNC Chapel Hill
Kelly Judd, UNC Wilmington
April Taylor, Wingate University

Graduate Student Scholarship to NCHO

Rinaldo Reddick, Appalachian State University
Trey Standish, Appalachian State University

Undergraduate Student Scholarship to NCHO

Bo Clarke, Appalachian State University

Small Colleges & Universities Scholarship to NCHO

Sherry Ingram, Methodist College
Kathy Robey, Catawba College

National Housing Training Institute Scholarship 2001

Dei Allard, Appalachian State University
Kayla Hamilton, UNC Chapel Hill



Doug Searcy, President
Gardner Webb University
dsearcy@gardner-webb.edu

Dawn Dillon, President Elect
Peace College
ddillon@peace.edu

Joe Boehman, President
UNC Chapel Hill
joe_boehman@unc.edu

Jerrid Freeman, Business Manager
UNC Chapel Hill
jerrid_freeman@unc.edu

Brett Carter, 2002 Conference Co-Chair
UNC Greensboro
bacarte2@uncg.edu

Brad Johnson, 2002 Conference Co-Chair
UNC Greensboro
brad_johnson@uncg.edu

Erica Renfrow, Graduate Student Rep
NC State University
erica_renfrow@ncsu.edu

Rene Davis, Human Relations Chair
NC School of the Arts
davisr@ncarts.edu

Tim Blair, Member-at-Large
NC State University
Tim_blair@ncsu.edu

Kevin "KD" Linkous, NCARH Liaison
Appalachian State University
linkouskd@appstate.edu

Stephanie Sue Helmers, Newsletter Editor
Appalachian State University
helmersss@appstate.edu

Kayla Hamilton, Program Chair
UNC Chapel Hill
kayla_hamilton@unc.edu

Gay Perez, SEAHO Representative
NC State University
gay_perez@ncsu.edu

Rob Foreman, Small College & University Rep
Methodist College
robfor@methodist.edu

Eddie Lovett, Technology Coordinator
NC State University
eddie_lovett@ncsu.edu

2002

Executive Council

Spotlight on:

Eddie Lovett, Technology Coordinator

Eddie is currently a Residence Life Coordinator at NC State University. He has been at NC State University for two years. Prior to working at NC State, Eddie worked at the University of North Carolina at Wilmington as a Residence Coordinator for three years and before that worked at Florida State University as a Graduate Housing Coordinator while pursuing his master's degree in Higher Education.

In his spare time, Eddie enjoys playing Playstation 2, writing poetry, playing basketball and reading. He also enjoys spending time with his wife of nearly two years, Susan. His life motto is, "It is hard to find happiness in yourself, but it is impossible to find happiness in someone else."

As Technology Coordinator, Eddie sees his position as one of a "computer geek." His primary goal is to have the NCHO website utilized by all NCHO members — so go there now! He wants it to be informative, interactive, and entertaining. His dream is to have

Spotlight on:

Jerrid Freeman, Business Manager

Jerrid is currently an Area Director at the University of North Carolina at Chapel Hill. He has been at Chapel Hill for two years. Prior to working at UNC Chapel Hill, he worked at Bowling Green State University as a Hall Director and at the University of Nebraska at Kearney as a Hall Director. He also worked as an Assistant Hall Director at the University of Nebraska at Kearney while completing his undergraduate degree in Secondary Math, Physics and Coaching. He later received his Master's degree from Bowling Green State University.

In his spare time, Jerrid enjoys playing basketball, lifting weights, and running. He also enjoys spending time with his family.

As the Business Manager, Jerrid's primary responsibility is to take care of the records and finances of the organization. Jerrid's goals for his position include: putting the organization in a better place financially, bringing the records into tune with technology, and working out federal and state identification and affiliation information.

We'll See you at the SEAHO State Meeting

Submitted by Gay Perez, NC State University

Join us at the state meeting at SEAHO in Nashville! The state meeting is a time for all of us to re-connect as well as talk about important upcoming events in the state and region. I look forward to seeing all the North Carolina delegates there!

Case Study Winners

Submitted by Lea Metz, NC School Arts

The programming committee congratulates **Rinardo Reddick** and **Erica Shockley** of Appalachian State University for their victory in the case study competition. This year's case presented an ethical dilemma for resident directors. Erica and Rio were judged to have presented the best follow-up to the situation and were named the winners of this year's competition which combined graduate students and new professionals.

Program Committee Meeting

Submitted by Kayla Hamilton, UNC Chapel Hill

The Program Committee will soon be organizing and gearing up for another year! If you would like to get involved with NCHO and help facilitate the annual conference program (including case study competition, give-a-ways, swap-shop, etc.), then let me know and I will be sure to invite you to the next meeting. Just e-mail me at kayla_hamilton@unc.edu.



NCHO Scholarships to NHTI

Submitted by Joe Boehman, UNC Chapel Hill

The NCHO Executive Council is pleased to announce scholarship opportunities for members of NCHO. There are two scholarships available to North Carolina housing professionals attending the National Housing Training Institute (NHTI). There are two \$250.00 scholarships available. You can down-load the application form off of the NCHO web-site at www.ncho.org. All applications for scholarships to the NHTI are due on **April 1, 2002**. If you have any questions regarding the scholarships or selection guidelines, feel free to contact me at joe_boehman@unc.edu.

Careers In Student Development Workshop

Submitted by Heidi LeCount, Meredith College

Something new was unveiled at the Fall NCCPA / NCHO Conference in November. A Careers in Student Affairs workshop was offered to undergraduate students and recent graduates who are interested in pursuing student affairs as a career.

Twenty-six conference attendees participated in the workshop. Topics covered included Career Jeopardy (with questions about graduate school), a day in the life of a graduate student, student development programs (how to find a graduate school program), and some of the differences between being an undergraduate and graduate student.

The workshop concluded with a panel of student affairs professionals who talked about their path to student affairs and the positions they have held. The panelists, Shelly Hoover of UNC Wilmington, Cheryl Jenkins from Meredith College, and Rhett Brown from Wingate University, motivated the participants and helped them understand that there are many paths that lead to a career in student affairs.

A big thank-you to Dawn Dillon of Peace College. With her help, the first Careers In Student Affairs Workshop was a success!

Black Beard and Brittany: Piracy on the High Seas of MP3s

Submitted by Brian Reed, Appalachian State University

As all of us are certainly aware, technology in recent years has brought about a plethora of advancements and conveniences for everyday use. What was once reserved for the technological elite now resides in the presence of the digital proletariat, but with every new advance also comes the responsibility of knowing the scope and breadth of the limits and laws that accompany such advances. I am not advocating or suggesting that every well intentioned citizen become an expert in technological law, but I do assert that at least a basic knowledge could save immense energy and resources, especially in the area of digital music.

As recent as six to seven years ago, music was something that we listened to on the radio, bought at the local record shop, or heard on designated music television stations that still played music at the time instead of airing pubescent angst, but I digress. However, with recent advancements in music technology and the increased use of the personal computer (PC in the techy world), the availability and sheer quantity of music and music platforms has changed the entire landscape of music accessibility. Before the development of MP3s (compressed digital audio files small enough to send via internet) and high-speed access, music files were just too large to send or receive through conventional internet means with any real ease. But that was then, and we all know that years in terms of technology are much like dog years, and in the technological fermentation that was the 90s, MP3s caught on as a legitimate audio source. What this really meant, as we would later come to see, was that music file sharing could be done with ease and with little technological savvy. I will refrain from giving full account of the great Napster fiasco, but what transpired out of that political malaise was a lawful recognition that this type of music file sharing was **ILLEGAL**. The congressional undergirding of the courts decision was the Digital Millennium Copyright Act of 1998, which in a nut states that MP3 file sharing, or any copying or distribution of copyrighted materials is an infringement of copyright law.

With the court's decision in place, what transpired for college and university campuses was something new altogether. What students didn't/don't understand was that by having these illegally obtained music files they were/are breaking federal law and contributing to technological piracy. As a judicial hearing officer who has had to adjudicate such cases, I have come to realize that despite the Napster suit and the media coverage it grossly received, students are still unaware of the laws and campus policies regarding illegal distribution and copying of pirated MP3s and other such files. When I discuss the policies with students, the typical response I receive is that they were simply unaware. For many, they think that because there exist no obvious disclaimers or warnings during their initial sign up for these file-sharing programs that they have to be legal, but this is not the case. According to the Information Technology Services of California Institute of Technology, if you do not hold the copyright to a sound recording, you cannot reproduce the work or distribute it, but what students fail to fully realize is that this includes all the music they obtain and share through file sharing programs such as Kazaa, Morpheus, Limewire, and a host of others.

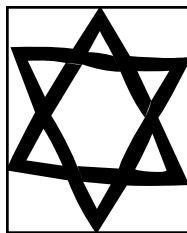
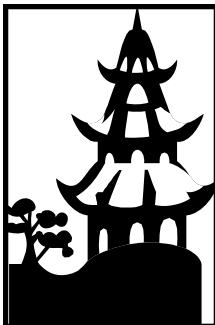
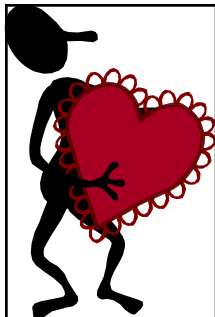
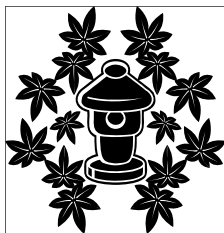
I must note that MP3 obtainment is not altogether illegal. There do exist sites where the holder of the copyright will provide either small portions of the song as an enticement, or in some cases complete songs, but obviously the availability cannot compare to the libraries of pirated music held by the users of the illegal file sharing programs. Legal use also includes converting your purchased CDs into MP3s and listening to them via Real Player, Windows Media Player, etc. You also can use the Kazaa and Morpheus type programs to listen to these converted MP3s, but the catch is that you must disable the file sharing program's sharing capabilities. And at no point, and this is where we need to pay close attention, is it legal to download MP3 files from sites other than those licensed to do so, and almost all of the popular file sharing networks mentioned here within do not have such permission.

So, as students continue to download their pirated music, more and more record companies are taking action, and that action does include massive witch hunts for those who have illegally obtained the music of the artists they represent. And since most of the students on our campuses use these programs via college and university servers, there is obligation on behalf of student affairs professionals to address what in essence is theft. However, this effort is made difficult due to the lack of clear and concise information available. But despite our lack of knowledge concerning the intricacies of file sharing and copyright law, we need to make it absolutely clear that the downloading and sharing of pirated materials is no different than actually stealing the CD, and there are potentially serious legal ramifications.

NCHO Diversity Calendar

Submitted by Kayla Hamilton, UNC Chapel Hill

This is the winter edition of the Diversity Calendar. It has been created to not people, dates, festivals, holy days, and anniversaries that are important. Please use this as a resource for you and your residents for bulletin boards and programming ideas. Know of any other events that should be included? Please let me know!



Speakers Bureau

Submitted by Rene Davis, NC School of the Arts

Tired of doing the same spiel for the same old folks? Here is your chance to mix things up, get off your campuses and share your energy and talents. Become a part of the Speaker's Bureau.

The Speaker's Bureau is a listing of your peers who are willing to share their time, expertise, and resources on a number of topics vital to our work in student affairs. The Speaker's Bureau will provide lists of facilitators and resources to be shared with your campuses, as well as provide names of vendors, retreat sites, ropes courses, etc. It's a one-stop shop to enhance your department's professional and student staff development needs.

The Speaker's Bureau cannot work without you. We need your talent. If you would like to present to other colleagues, know of a great training site, or have a video or publication for sharing, please take a moment and fill out the enclosed survey. It is that simple.

If you have any questions or interests in helping build the Speaker's Bureau, please contact me at (336) 761-6070 or by e-mail at davisr@mail.arts.edu.

Note: Survey inserted in middle of this edition of the Signpost. Please return directly to Rene Davis, North Carolina School of the Arts, Post Office Box 12189, Winston-Salem, North Carolina 27127 or fax to (336) 631-1555. Thank you!

February

Vegetarian Month

Potato Lover's Month

American Heart Month

Black History Month

American Music Month

Celebration of Chocolate Month

2 Ground Hog Day

2 Imbolc (Wiccan)

7 Lantern Festival (Taiwan)

8 Tu B'Shvat (Jewish)

12 Abraham Lincoln's Birthday

13 Ash Wednesday

14 Valentine's Day

15 Buddhist Nirvana

18 President's Day Observed

19 Brotherhood / Sisterhood Week

22 George Washington's Birthday

27 Shrove Tuesday



Staff Announcements

Appalachian State University

Appalachian State wishes departing staff member **Theresa Claybrook** a fond farewell as she moves to another office on the ASU campus.

Elon University

In January, **Stephanie Adams** joined Elon University as the Assistant Director of Residence Life for Danieley Center. Miss Adams was most recently at Mount St. Mary's College in Maryland. She earned her MS in College Student Personnel from Western Illinois University in 2001 and holds a BSED in Middle School & Junior High Education from Central Missouri State University.

Mars Hill College

Announces the addition of **Emily Freeburg** as the Assistant Director of our Residential Living program. Emily advises and supervises the community development activities of our 40 student staff members. She is also the Director of Student Activities. Emily is a 1998 graduate of UNCA. Emily enjoyed her first NCHO and learned many quite a bit! I am very excited to have her on staff.

UNC Wilmington

UNCW announces the appointment of **J. Jay Wright** to the position of Associate Director of Residence Life. Jay previously worked at Marshall University and served as a Residence Coordinator at UNCW for one year prior to being promoted. UNCW also welcomes **LaRhonda Johnson**, formerly of Elon University, as a full-time Residence Coordinator for the Honors, International and Schwartz Halls. LaRhonda was previously working as a graduate student in the department prior to being hired for the full-time position.



Positions Available

Appalachian State University

Graduate Resident Directors Needed for 2002—2003!

The Resident Director is responsible for the direct supervision of 4—9 Resident Advisors and 5—7 student night Desk Assistants in a building housing between 105 and 350 residents. Principal responsibilities include staff training and supervision, administration and building management, crisis management, student counseling, contract violation intervention, advising of hall government association, and serving on departmental committees. Resident Directors must be full-time enrolled graduate students at Appalachian State University. Compensation package includes \$7,500 stipend, furnished apartment, a \$565 board plan each semester, and the opportunity to utilize departmental funds for professional development activities. Limited out-of-state tuition waivers are available as well as summer employment opportunities. Priority application deadline is February 15, 2002. Campus interviews will take place February 28—March 2, 2002. For more information go to www.reslife.appstate.edu or contact K.D. Linkous at linkouskd@appstate.edu.

Duke University

Residence Coordinators Needed for 2002—2003!

The Residence Coordinator is responsible for the direct supervision of 8-32 Resident Advisors and 1-4 Graduate Assistants in a residential quad community of 400-800 students. Principal responsibilities include academic program development and support, staff supervision, administration and building management, crisis management, student counseling, judicial intervention, and advising student groups. The Residence Coordinator assumes a leadership role in the assigned residential area, coordinating staff training and administrative processes. The RC position may be a 10 or 12-month position. As such, the RC may provide live-in staff leadership to summer conference programs and/or summer school programs. The RC is a highly visible and accessible staff member to students living in the residential community. Master's degree required; residence hall staff experience expected. Staff will be interviewing candidates at Oshkosh Placement Exchange, NASPA, Southern Placement Exchange, and ACPA.

NORTH CAROLINA HOUSING OFFICERS

Stephanie Sue Helmers

Signpost Editor
P.O. Box 32111
Boone, North Carolina 28608-2111
Phone: (828) 262-8656
Fax: (828) 262-4980
helmersss@appstate.edu



Route To:

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Professional Development Calendar

ASJA	February 8—11, 2002
SEAHO	February 10—13, 2002
OPE	February 28—March 3, 2002
NASPA	March 2—6, 2002
SPE	March 7—10, 2002
ACPA	March 16—20, 2002
SAACURH No Frills	March 22—24, 2002
Crisis Management on Campus	March 22—April 12, 2002
NHTI Scholarship Application Deadline	April 1, 2002
Learning Communities Symposium	April 4—6, 2002
Alcohol Interventions on Campus	April 15, 2002
NACURH	May 23—25, 2002
Symposium on Hate Crimes & Violence	June 8—11, 2002
NHTI	June 25—29, 2002
ACUHO-I	July 18—20, 2002

Share Your Story

Submitted by Stephanie Sue Helmers, Appalachian State University

The *Signpost* is designed to serve you! As such, articles are solicited from the general membership and executive council of the organization. Members of NCHO are invited to submit articles and announcements at any time for publication in the *Signpost*.

Everyone is invited to submit articles for the next edition of the *Signpost*. The next edition will be published in June and will focus on transition issues for staff and opening traditions / practices. If you have a program or training exercise that you think is valuable and would be worth sharing, write a brief summary and submit it today!

The next deadline for articles and information to be published in the June edition of the *Signpost* is **May 15, 2002**. You can send materials to:

Stephanie Sue Helmers
Appalachian State University
P.O. Box 32111
Boone, North Carolina 28608
helmersss@appstate.edu