

AUGUST 6, 2014

# KEY DATES, AS UNCG FALL SEMESTER 2014 BEGINS



Students soon will move in. The classrooms and labs are ready, as the fall semester gets underway. Some key dates as the year begins:

Chancellor Brady's State of the Campus address, followed by luncheon - Wednesday, Aug.13, 10:30 a.m., Aycock Auditorium

Residence hall move-in begins, Wednesday, Aug. 13, continuing through Friday

New graduate student orientation - Thursday, Aug. 14, 9-10:30 a.m., EUC Auditorium

Chancellor's New Student Convocation - Sunday, Aug. 17, 4 p.m., Aycock Auditorium

Charlie's Fountain Fest - Sunday, Aug. 17, 5 p.m. - Moran Commons fountain (Rain Location: Cone Ballroom) - Games and giveaways will help students get ready for school to start.

Classes begin, Monday, Aug. 18

Fall Kickoff, Monday, Aug. 18, 11 a.m. -3 pm., College Avenue

Spartan Service Day - Saturday, Aug. 23, 8:30 a.m. - EUC, Cone Ballroom - Sign up to participate in a group community service project with the Office of Leadership & Service-Learning and give back to the Greensboro community. Transportation is provided and advanced registration is required; see the OLSL web site for details.

Part Time Job Fair - Tuesday, Aug. 26, 12:30-4 p.m. - Cone Ballroom, EUC - Both on-campus and off-campus employers will be available to talk to students about employment opportunities.

First Faculty Senate meeting of the year, Wednesday, Sept. 3, 3 p.m., Alumni House

Staff Senate meet and greet - Tuesday, Sept. 16, time TBD, Alumni House - Staff, come speak with your senators in informal setting.

Faculty Convocation and General Faculty meeting - Wednesday, Sept. 17, 3 p.m., Alumni House

A lot of activities are on tap in the semester's first weeks, from several big soccer matches to literally kick off the year, to a Friday afternoon "Luau on the Lawn" with bands for the students to enjoy, to other performances and gatherings. See the full schedule at http:// yourfirstyear.uncg.edu/rawkin-welcome-week/. The UNCG Public Calendar has a comprehensive listing of performances and events open to everyone.

By Mike Harris

# UNCG NURSING FAST-TRACKS MEDICALLY TRAINED VETERANS



As a U.S. Navy veteran, Dr. Susan Letvak understands the challenges veterans face when they transition to civilian life. Letvak, chair of the Adult Health Nursing Department in UNCG's School of Nursing, says military veterans trained in health care and medical support gain skills and experience that make them uniquely qualified to care for patients, but they leave the military without a degree that allows them to treat civilians.

"So many veterans have this unbelievable military training and experience that you can't get as a civilian, but it equates to nothing in the civilian work force," Letvak says.

To better meet the needs of those veterans as they transition into the civilian workforce, the School of Nursing is launching an accelerated bachelor's in nursing degree program (BSN) for medically trained military veterans. UNCG-VAP (Veterans Access Program) is an innovative program that allows veterans credit for their valuable hands-on medical experience.

A cohort of about 24 veterans seeking the BSN that leads to RN licensure, will start in Fall 2015. RN-to-BSN students can enroll for January 2015.

UNCG-VAP is funded by a three-year federal Health Resources



and Services Administration (HRSA) grant of just under \$1 million. UNCG is the only university in North Carolina to receive the HRSA grant this year; grant funds will pay for teaching faculty, a tutor, a part-time counselor and family orientation days.

Many veterans worked as medics, physical therapists, nurses aides, licensed practical nurses, pharmacy techs and respiratory therapists in the military, says Letvak, who will direct the UNCG-VAP program.

Full story at UNCG Now. By Michelle Hines

#### BRYAN SCHOOL RESEARCHERS DEVELOP PLAN FOR WINE INDUSTRY GROWTH



North Carolina's wine and grape industry has experienced exponential growth in the past decade, employing more than 7,600 people. Now the industry has a five-year roadmap for continued growth and economic impact.

Researchers from the UNCG Bryan School of Business and Economics have developed the first comprehensive strategic plan for the North Carolina wine and grape industry. Formulated with input from key stakeholders — including industry representatives, governmental agencies, business leaders and academics — the report identified key areas of direction, including:

- Ensuring the quality of North Carolina grapes and wines to drive sales, and increase positive brand recognition and consumer confidence;
- Continued funding and research in enology, marketing, viticulture and wine/grape business;
- Enhanced marketing to inform and promote the impact and benefits of the industry;
- A focus on wine tourism, which has solid consumer interest; and
- Advocating for a regulatory environment that equalizes peer state advantages and manages costs.

The report was sponsored by the North Carolina Department of Agriculture and Consumer Services and the North Carolina Wine and Grape Growers Council. The number of wineries in the state has more than quadrupled over the last decade, supporting more than 7,600 North Carolina jobs and revitalizing some rural areas. "It was obvious that people who had tobacco farms were starting to turn into other types of agricultural crops," said Dr. Bonnie Canziani, who co-developed the report with Dr. Erick Byrd. "Grape production was one that was tickling people's fancy."

Canziani and Byrd are both associate professors of sustainable tourism and hospitality in the UNCG Bryan School.

A key strength is the state's diversity in grape and wine products. Fertile North Carolina soil makes it possible to grow both native muscadine grapes and European-style vinifera grapes. In addition, wine tourism offers a unique activity to the state's existing tourism mix and creates additional business for local hotels, restaurants and tour companies.

"The strategic plan allows industry leaders to say, 'What do we know about where we are, what do the majority of people in the state say are the core concerns, and what are the ways we may develop ourselves in the future?" Canziani said.

The UNCG Bryan School has partnered with the state's wine and grape industry since 2007. Previous statewide research includes a 2012 study, which found that excellent customer service is key to the growth of the industry.

Full story at UNCG Now. By Lanita Withers Goins

# FASCINATING UNCG HISTORICAL MOMENTS - NOW ON YOUTUBE



Have you heard about Eleanor Roosevelt's visits to UNCG? Maybe you've seen a black and white photo or news clipping? Well, see for yourself - in color film. Or maybe you've heard about the spectacular May Day Festivals? Now enjoy highlights as they occurred in liveaction in the 1940's.

"The university has a fascinating history and many interesting stories, and we want to make sure that everyone knows about them, says Erin Lawrimore, university archivist. Today's students can see that they are inheriting a remarkable heritage.

Enjoy film clips such as:

- Phoebe Pegram, an "original student" who came to our university with the first entering class in 1892, showing off exercises from our university's earliest years.
- Former First Lady Eleanor Roosevelt in one of several campus visits.
- Promotional videos from the 1970's. You may recognize some faces.
- A Sports Day from the 1940's with a variety of sports.
- The 1952 Class Day exercises in Foust Park.
- A 1950 campus tour, as Jackson and Stone buildings were being constructed..

And there are more to come, as time allows, she says.

"Right now, I'm editing clips from a few reels of film in University Archives that were digitized in 2012. We'll put as many of the clips from those reels as possible on YouTube." She is adding a title page and credit page for each one.



Lawrimore says the goal is one of "robust access."

"Adding these video clips to YouTube is a first step in providing online access to our audiovisual records."

The films cover a wide range of perspectives on campus events from the 1940s to the 1970s, she notes.

What has she found the most striking? "I find the informal aspect of the films to be the most interesting. These aren't formal portraits or posed photographs. We're seeing students, faculty, administrators, and alumni in a way that seems more relaxed and personal."

The project originated when Hermann Trojanowski in University Archives worked with Dan Smith in the Teaching and Learning Center in 2012 to have the reels of film digitized. This summer, Lawrimore began editing the reel footage into bite-sized clips and uploading them to the University Libraries' YouTube channel.

"Putting these videos on YouTube is one more step in our plan to promote University Archives and UNCG's history through a variety of new and exciting social media channels," she says. "In addition to YouTube, we have our @UNCGArchives Twitter account, our Spartan Stories blog, and - the newest addition - our Tumblr (uncgarchives.tumblr.com). All of these outlets provide new ways to engage with students and alumni, and share the stories that we have here in University Archives with the broader public."

Access the videos at the YouTube channel here. By Mike Harris

#### **MURAL PART OF GLENWOOD RENAISSANCE**



UNCG's Center for Community-Engaged Design (CC-ED) has unveiled its latest public art project, a mural on the Riz Mart building in Greensboro's historic Glenwood community.

The ribbon-cutting for the new mural was held in July at the corner of Glenwood Avenue and Grove Street.

Travis Hicks, CC-ED director, and design students in the Department of Interior Architecture worked with community volunteers and the Greater Glenwood Neighborhood Association to plan and complete the mural.

The project is one part of a wide-scale effort to revitalize Glenwood, one of Greensboro's oldest planned communities. A diverse group of community volunteers, including kids, worked on the mural.

See more photographs here.

### NEW WORK/LIFE BALANCE WEB PORTAL, AT HR SITE

UNCG offers a variety of resources to help employees achieve balance and integrate work and life.

Information about those resources now can be accessed through one web portal.

"At a number of Human Resources' recent professional development seminars, university stakeholders expressed the need for an easily accessible repository of policies and resources on work/life balance, health and wellness, as well as university leave and recognition programs," said Dr. Edna Chun, associate vice chancellor for human resources. She noted that these programs represent important resources in attracting and retaining faculty and staff.

UNCG Human Resources has consolidated information concerning:

- leave
- health and wellness
- family care
- personal and professional development
- life and culture
- employee recognition
- financial planning.

Sean Farrell and Dr. Chun presented the web portal at a summer Staff Senate meeting. They welcome suggestions and input from the campus community on resources or information to add to the site.

Access it at http://web.uncg.edu/hrs/Work\_Life\_Balance

# BYSTANDER INTERVENTION AND SUICIDE PREVENTION TRAINING

UNCG offers employees two sessions of its BRAVE bystander intervention program and I CARE suicide awareness and prevention program the week of August 11, 2014.

The program BRAVE - Building Responsible Advocates for Violence Education - has the goal of promoting healthy relationships for UNCG students through an education and advocacy training program. The program will build a network of allies throughout campus. The BRAVE program will focus on all forms of interpersonal violence including, abusive dating relationships (physically/sexually abusive and psychologically abusive), sexual assault (particularly among acquaintances), stalking and harassment.

The program I CARE is an interactive suicide prevention gatekeeper training that addresses the following: mental health and suicide on college campuses; how to identify, connect with, ask about, refer, and encourage help-seeking of students having thoughts of suicide; and mental health stigma.

Faculty and Staff can register at https://workshops.uncg.edu/ workshops-by-category.jsp?cat\_id=77000940

Questions? Contact Jeanne Irwin-Olson at jrirwino@uncg.edu



### LIHC ESTABLISHES ENROLLMENT AGREEMENT WITH DURHAM TECH HONORS PROGRAM

Students graduating from Durham Technical Community College's Honors Program will soon be able to enroll at UNCG and work toward earning full university honors from UNCG's Lloyd International Honors College (LIHC).

To be eligible, the student must transfer a minimum of 12 hours of honors course credit with a grade of A or B in each course, have a grade point average of 3.5 or higher, and be accepted in the UNCG honors college through the UNCG admissions process.

Currently, more than 20 students transfer from Durham Tech to UNCG each year, notes Dr. Jerry Pubantz, dean of the UNCG honors college.

At UNCG, Durham Tech graduates would complete a number of requirements to graduate with full university honors: Disciplinary Honors in their major with a B or better in all honors work; LIHC's International Experience requirement by studying abroad for a semester; a foreign language through the intermediate level; and a grade point average of 3.3 or higher at the time of graduation from UNCG.

UNCG established its first such agreement with a North Carolina community college honors program – Southwestern Community College – in 2011.

Full story at UNCG Now.

#### UNCG GARDENS PRODUCE HELPS IN FEEDING Homeless



It was a hot summer Monday morning at UNCG Gardens on McIver Street. Nichole Owens was making a difference for dozens of individuals who have found themselves homeless.

Each Monday, the UNCG senior harvests produce from select plots at the garden. And the vegetables become part of the Monday evening meal served at Greensboro's Interactive Resource Center (IRC). The center is the city's day resource center for those who are homeless.

Through groups providing fresh produce, the preparers can minimize use of canned or processed foods in the meal. A nutrition major who knows the value of healthy foods, Nichole likes that.

This is one of many ways UNCG students, faculty, staff and alumni have contributed to the IRC's mission in helping homeless people since its founding in 2009.

The garden is part of UNCG's sustainability effort - and it is a learning tool. Various clubs, classes and individuals volunteer to keep it productive throughout the year.

Some of the UNCG Garden's harvest is used by UNCG Dining Services chefs in select dishes and on the salad bar.

Interested in volunteering at the garden or learning more about UNCG Gardens, which is marking its fifth year? Perhaps your class or organization is interested in having a garden plot this semester? Visit http://www.uncg.edu/aas/uncg\_gardens/ or contact Dr. Susan Andreatta at 256-1164.

By Mike Harris

### FLANNERY O'CONNOR'S VISIT TO UNCG ARTS Forum Remembered



The literary world is marking the fiftieth anniversary of the death of Flannery O'Connor. The celebrated writer died Aug. 3, 1964.

In March of 1955, she spoke at the UNCG Arts Forum Festival. She was joined by luminaries Randall Jarrell and Peter Taylor.

UNCG has a long history of inviting acclaimed writers to campus, from Carl Sandburg to Robert Penn Warren to Maya Angelou. Earlier that month in fact, Robert Frost, perhaps the most famous 20th century American poet, had read his poetry in Elliott University Center's original ballroom. Each year at UNCG, the public can enjoy writers' talks, and students can enjoy the intensive discussions in the classes and seminars. UNCG's highly respected MFA in Creative Writing program hosts a writers' series throughout the year - and other UNCG programs host writers as well.

O'Connor participated in a panel on March 30, 1955, in the auditorium of Jackson Library (now known as Jarrell Lecture Hall). In the EUC that afternoon, she took part in a tea and conference, the schedule shows.

The March 25, 1955, Carolinian student newspaper noted that O'Connor has "a particular interest for Woman's College" (UNCG), because when she was a master's student at the State University of Iowa one of her early short stories was published in an Arts Forum edition of Coraddi. Coraddi is a longtime publication at UNCG.

The Carolinian added that a book of short stories - titled "A Good Man Is Hard to Find" - would be published that spring.



Professor Jim Clark, director of UNCG's MFA writing program, has written about her visit to UNCG. He explains that her health was in decline. She had lupus, and there was concern that she must not fall, he says. She had just turned 30.

Robert Watson and Betty Watson were among those who had dinner with her. Betty Watson, the noted painter and the widow of Professor Robert Watson, was asked recently about that dinner. It was at a faculty member's home, and maybe eight or 10 were there, she recalls. Her impression of O'Connor? "A very shy, retiring person - very appealing in that way. I liked her."

Professor Stuart Dischell explains how much UNCG students gain each year from visits by notable writers. Hearing them read from their works and discuss them in person is an experience that can't be replicated digitally, he says. The students have a chance to ask questions and "talk shop." And there's more. "On many occasions the visiting writers will conduct workshops, giving the students an opportunity to receive further criticism from the most accomplished writers in the field."

Judging from a note in the Carolinian, the students were able to do just that with Flannery O'Connor. "Miss O'Connor will stay on the Woman's College (UNCG) campus during the two day writing program. She will be available for conferences with students from Woman's College and other schools."

#### By Mike Harris

Photograph courtesy Martha Blakeney Hodges Special Collections and University Archives. L-r, Mary Jarrell, Randall Jarrell, Flannery O'Connor, Peter Taylor, Robert Humphrey.

# HAVE CAMEL, WILL TRAVEL - FOR SOME UNCG HONORS STUDENTS



Studying abroad is part of every student's experience in the Lloyd International Honors College. A blog tracks their experiences - and the experiences of the stuffed red dragon they take along. It's sort of like "Flat Stanley," only the dragons are fluffier, redder and potentially fire-breathing. And the dragons have their pictures made in some very scenic places overseas.

Recently an LIHC and Elementary Education student, Leanna Donato, added a post and pictures from her summer program in Madrid. There's even a couple of shots of Leanna and other UNCG students riding camels in Morocco.

Check out http://lihcdragonblog.blogspot.com/, to see a variety of blog post from students abroad. (Leanna's post is currently on the second page of the blog - more posts are added each week.)

#### HAL SHELTON, JEFF MELTON, TOM WHITE AWARDED AT DIVISION'S SAFETY DAY EMPLOYEE RECOGNITION



Three awards were presented at Facilities' Safety Day and Employee Recognition event on June 12, 2014.

Jeff Melton won the Safety award. He was nominated for motivating his employees to work safer. He set a goal for his employees

and put an incentive program in place to reward them.

Tom White won the Customer Service award. He was nominated for being knowledgeable ofnot only the campus, but also the people and cultivating and maintaining great working relationships with his campus customers. His nominator said he works with customers to minimize the impact of building service outages and that many complimentary communications were received by the Department about Tom's commitment to customer service.

Hal Shelton won the Collaboration and Teamwork award. He was nominated for leading the response to the winter weather events that we experienced this year. His nominator said he did an excellent job in preparing for and responding to the winter weather. Hal spent the night on campus on more than one occasion to ensure he would be here to respond often beginning at 3 a.m. and working a 12-hour shift.

Other nominees included Cynthia Barnes, Mae Byers, Vickie DeBari, Erick Gardner, Jeremy Murray, John Pearce, Ray Riggins, Robert Simpson and Debora Tinnin.

Speakers for the event included Dan Durham, Director of Facilities Operations, Matt Weaver, new chair for the Safety Committee; Tim Slone, Health and Environmental Safety; Fred Patrick, Facilities Design and Construction, and guest speaker Dr. Mike Perko, HHS.

Buddy Hale, Facilities Design and Construction, made introductions for the Employee Recognition awards. The awards were presented by Tony Phillips, HUB coordinator.

Jorge Quintal, associate vice chancellor for facilities, gave a brief year-end update for the division. Visual: l-r, Hal Shelton and Jeff Melton. Tom White has retired.

# STATE OF THE CAMPUS ADDRESS WEDNESDAY, AUG. 13

Chancellor Linda P. Brady will deliver the State of the Campus Address 10:30 a.m. on Wednesday, Aug. 13, 2014, in Aycock Auditorium. The traditional luncheon for faculty and staff will begin at 11:15 a.m. at Moran Commons and Plaza.



### UNCG RECEIVES NEA GRANT FOR SOUTHERN ENTREPRENEURSHIP IN THE ARTS CONFERENCE

The NC Entrepreneurship Center (NCEC) at UNCG is one of 886 nonprofit organizations nationwide to receive an NEA Art Works grant. The grant will support the Southern Entrepreneurship in the Arts (SEA) Conference to be held on Feb. 21, 2015. The SEA Conference is a one-day, regional conference supporting professional development for emerging artists. SEA connects students and artists from community and university populations, providing them with the entrepreneurial strategies and resources necessary to take artists from survival to success. Full story at UNCG Now.

# ALUMNA ANSEL ELKINS IN THIS WEEK'S NEW YORKER

UNCG alumna Ansel Elkins is featured in this week's New Yorker magazine. The article can be read at http://www.newyorker.com/ magazine/2014/08/04/room-ones. A graduate of UNCG's MFA in Writing program, the poet is the recipient of the prestigious Yale Younger Poets Prize and also a National Endowment of the Arts Fellowship. Read more about her at the UNCG Graduate School blog.

# UNC SYSTEM RELEASES CAMPUS SECURITY INITIATIVE REPORT

The UNC system's Campus Security Initiative, which studied system-level coordination of security and student safety efforts on UNC campuses, has released its final report. The report can be found here.

The report includes 26 findings and 36 recommendations that will help make UNC campuses safer, ensure the system is meeting both the letter and the spirit of laws governing campus security, and offer a blueprint for continuous improvement.

#### HOW TO LOOK: VOLUNTEER DOCENT PROGRAM Begins Sept. 8 at Weatherspoon

Weatherspoon docents do not memorize scripts or give lectures. Instead, they guide visitors in learning "how to look" by demonstrating skills anyone can use to observe and interpret works of modern and contemporary art.

Through their volunteer efforts, docents help provide free, guided experiences to nearly 4,500 school age children, university students, and adult learners annually.

Docents are accepted into the museum's training program every other year and no prior art experience is required. The next program begins September 8, 2014. Applications may be found at http:// weatherspoon.uncg.edu/learn/volunteer.

Questions? Contact Ann Grimaldi, Curator of Education, at 336-256-1448 or ann\_grimaldi@uncg.edu.

### **SPARTAN TRADER BLITZ AUG. 6 AND 13**

The Spartan Trader, the only 100-percent student-run store in the UNC system, will have a Consignment Blitz on Wednesday, Aug. 6, and Wednesday, Aug. 13, from 11 a.m.-2 p.m. and 5-7 p.m. All students, faculty, staff and alumni are invited to bring in any handmade item they would like to consign. The consignor gets 70 percent and the store keeps 30 percent for operations. Come help Spartan students learn the retail trade, and see the great products UNCG individuals produce. The store will be open Aug. 8 through the end of fall semester from 11 a.m.-5 p.m. Monday through Friday, and 12-5 p.m. Saturday.

### SEE/HEAR: AUG. 6, 2014

https://www.youtube.com/watch?v=TzZoIA\_beeQ

View a moment in time at UNCG when Jackson Library and Stone Building were under construction. This video on UNCG Archives' YouTube channel - one of several that have been posted in recent weeks - is a wonderful look at an earlier era on our campus.

## DR. QIBIN ZHANG

Dr. Qibin Zhang (Translational Biomedical Research) received new funding from the National Institutes of Health for the project "An Ultrasensitive Mass Spectrometry Platform for Comprehensive Analysis of Lipids."

## DR. THOMAS MATYÓK



Dr. Thomas Matyók (Peace and Conflict Studies) is a co-editor of the newly released volume "Peace on Earth: The Role of Religion in Peace and Conflict Studies." Click here to read more about this book. During Academic Year 2013-14, Matyok was a visiting research professor at the Peace Keeping and Stability Operations Institute, United

States Army War College, Carlisle Barracks, Pennsylvania.

## **DR. PETER WILSON**



Dr. Peter Wilson (Teacher Education and Higher Education) received additional funding from North Carolina State University for the project "Contextual Research - Empirical: Building a Conceptual Model of Learning-Trajectory Based Instruction." This project will develop a web-based system and professional development for math teachers.



#### DR. DIANA BOWMAN



Dr. Diana Bowman (SERVE) received new funding from the Indiana FSSA Child Care and Development Fund for the project "Increasing School Readiness in the Face of Homelessness." The Indiana Head Start State Collaboration Office (IHSSCO), a member of Building Brighter Futures, has established a program goal of improving

school readiness to better serve young children experiencing homeless. To ensure the goals set by IHSSCO and Building Brighter Futures are met, UNCG's SERVE Center proposes to develop and facilitate a summit as well as materials related to the topics of homelessness and school readiness to be used as a part of a training series targeted to constituents of IHSCCO and Building Brighter Futures. Initial planning for the training series will also be completed. The proposed activities and related materials all have two goals: to increase the quality of early childcare and education received by young children experiencing homelessness and to increase the ability of families to support their children's development.

### **DR. RALEIGH BAILEY**



Dr. Raleigh Bailey (Center for New North Carolinians) received new funding from the North Carolina Commission on Volunteerism and Community Service for the "AmeriCorps ACCESS Project." The purpose of this project is to help immigrants gain access to human services, build bridges with mainstream society, and assist

immigrants with acculturation leading to self-sufficiency. Services to be provided include 1) Employment Readiness and Placement, Disaster Preparedness, Volunteer Recruitment and Management, and related services to immigrant and refugees resulting in greater self-sufficiency; 2) leadership development training to AmeriCorps staff ; and 3) community development training to community and faith-based partner organizations to help them achieve sustainability.

#### **DR. PAUL SILVIA**



Dr. Paul Silvia (Psychology) received a competitive renewal in funding from the National Institute of Mental Health (NIMH) for the project "Anhedonia and Cardiac Autonomic Effort Deficits in MDD in the Lab and Daily Life." Anhedonia—diminished pleasure from normally rewarding activities—is a cardinal

feature of Major Depressive Disorder (MDD) and other disorders involving the broader RDoC Positive Valence Systems domain. Recent research has emphasized how motivational factors, such as the processing and weighting of rewards and incentives, underlie depressive anhedonia. This project will introduce several significant innovations in methodology.

#### **DR. DIANNE WELSH**



Dr. Dianne Welsh (Bryan School) has been appointed to the Editorial Review Board for the Journal of Business Research. The journal was recently rated in the "Top Publication Metrics" by Google as number 7 in the "Top Publications in Strategic Management" and number 2 in the "Top Publications in Marketing." Also,

she has been named the Fulbright-Hall Distinguished Chair for Entrepreneurship for Central Europe and will be at the Vienna University of Economics and Business March-June, 2015. Welsh is Hayes Distinguished Professor of Entrepreneurship and director of the Entrepreneurship Cross-Disciplinary Program at UNCG.

