This portion of the newsletter is devoted to keeping you informed about changes such as readers who relocate to new positions and/or institutions, professional recognition awards and honors, retirements, deaths, newly hired colleagues, promotions, etc. If you become aware of a change on your campus or elsewhere which should be mentioned in "The Changing Scene," please send me a note with the key facts at (Timothy.Chow@Rose-Hulman.Edu). Keep it brief, but...
include the information you think others would like to know.

ROBERT TOUTKOUSHIAN (rtoukou@indiana.edu) has joined the Department of Educational Leadership and Policy Studies in the School of Education at Indiana University as the Associate Professor in Economics of Education and Education Finance. Rob was previously the Executive Director of the Office of Policy Analysis at the University System of New Hampshire. All the best, Rob!

KEVIN SAYERS (ksayers@capital.edu) has assumed the position as the Director of Institutional Research and Effectiveness at Capital University in Columbus, OH. Prior to arriving at Capital, Kevin worked in institutional research office at Brown University. Best wishes, Kevin!

MELODIE CHRISTAL (melodie.christal@washburn.edu) recently returned to higher education as Director of Institutional Research at Washburn University in Topeka, Kansas after a five-year sabbatical. Melodie's most recent higher education position (1993-1998) was with the State Higher Education Executive Officers (SHEEO) as Director of the SHEEO/NCES Communication Network. The past five years I was an entrepreneur and owned and operated a retail business in Lawrence, KS. It is great to be back and I look forward to renewing my relationships with old friends and colleagues! Welcome back, Melodie!

BEVERLY LINDSAY (lindsayimtd@yahoo.com), Professor and Senior Scientist at Penn State and immediate past Executive Fellow of Multi-Track Diplomacy and International Policy Administration in Washington, DC, has been awarded a second Senior Fulbright Specialist grant within a year. During the fall, Dr. Lindsay will undertake her Fulbright assignment in Zimbabwe with the Institute for Peace, Leadership, and Governance and Africa University. Engaging in peace and conflict resolution, initiating executive and faculty development, and fostering strategic planning will be the key components of her portfolio. During the previous academic year, Dr. Lindsay was awarded a Senior Fulbright grant to South Korea. Congratulations, Beverly!

Effective August 1, 2003, RENE TOUPS (rjtoups@uno.edu) has been appointed Assistant Vice Chancellor for Data Management, Analysis and Reporting at the University of New Orleans. Some of this new unit's responsibilities include Institutional Research, the development of PeopleSoft queries to support functional units, and the further integration of PeopleSoft into university business practices. Rene can be contacted at rjtoups@uno.edu or by phone at 504-280-7033. The main office number is 504-280-6667. Good luck in your new position, Rene!

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* AIR NEWS - AIR Nominations (Deadline: September 15, 2003) *
* Richard Voorhees, AIR, (air@mailer.fsu.edu) *
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Thank you to all who have submitted nominations for the 2004-2005 Board of Directors and the Nominating Committee. If you haven't submitted your nominations, please take a few minutes to participate
in selecting the future leadership of AIR.

You may visit the AIR Web site (http://airweb.org) and click on Nominations to use the online form.

Please nominate as many qualified Association members you wish as candidates for the below positions. All nominees will be considered for all positions.

The DEADLINE for nominations is SEPTEMBER 15, 2003.

The positions to be filled are: Vice President; Associate Forum Chair; Treasurer, Higher Education Data Policy Committee Chair, and Nominating Committee (5 positions).

If you have any questions, please contact the AIR Executive Office at (850) 644-4470 or mailto:air@mailer.fsu.edu. Thank you for helping the future of AIR!

Respectfully,

Richard A. Voorhees
Immediate Past President

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* AIR NEWS - 2004 AIR Grants Program (Proposal by: January 15, 2004) *
* Timothy Chow, Rose-Hulman IT, (Timothy.Chow@rose-hulman.edu) *
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The 2004 Grants Guidelines are now available. There are Research Grants of up to $30,000 and Dissertation Fellowships of up to $15,000, the new AIR/NPEC Focused Grants on student success range from up to $15,000 (for dissertation fellowships) and up to $30,000 for other activities, and 50 Fellowships for the NSF/NCES Summer Data Policy Institute. The DEADLINE to submit a proposal for the 2004 AIR Grants Program is JANUARY 15, 2004. For more information and to obtain proposal guidelines, please visit the AIR Web site at http://airweb.org or contact Alicia Trexler by phone (850) 644-6387 or mailto:atrexler@mailer.fsu.edu.

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* AIR NEWS - 2004 AIR Forum Call for Proposals (Deadline: October 1) *
* Fred Lillibridge, AIR, (air@mailer.fsu.edu) *
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It is our pleasure to invite you to participate in the 2004 AIR Forum. The 44th AIR Forum is May 30 – June 2, 2004, in Boston, Massachusetts. Our theme is The Information Revolution: Bridging The Past To The Future. We selected this theme because technology is moving so fast that there is a tremendous challenge for institutional researchers and planners to take full advantage of emerging technologies in their current work.

The Call for Proposals has been mailed and is available at http://www.airweb.org/page.asp?page=47. It presents a variety of ways for you to participate in the Forum and provides proposal submission instructions. Please consider sharing your research, best practices,
projects, or special studies with your AIR colleagues. We also encourage you to consider collaborating with colleagues within your organization and from other organizations. The DEADLINE for proposals is OCTOBER 1, 2003.

The Web-based proposal submission tool is available at http://www.airweb.org/page.asp?page=444 for you to submit your Forum proposal and/or a Pre-Forum Workshop proposal. The Web tool increases the likelihood that your proposal will follow the required formatting specifications. You may also submit your proposal via e-mail as a Word or WordPerfect attachment.

Give serious consideration to submitting a proposal for the 2004 AIR Forum. It's a great way to enhance your career and expand your professional network!

Sincerely,

Fred Lillibridge
2004 Forum Chair

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* AIR NEWS - Affiliated Groups News August 2003 Issue Available *
* Gail Fishman, AIR, (gfishman@mailer.fsu.edu) *
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AIR has started a monthly electronic newsletter for Affiliated Groups. All liaisons will receive a copy and should then make it available to other members of the group. Please take a few moments to read this newsletter and send your ideas, information, news, and requests to Gail Fishman (gfishman@mailer.fsu.edu). This newsletter is sent electronically to all liaisons. If you would like to be added to (or deleted from) the list, let us know. A web link to the current issue may be found on the Affiliated Groups web page: http://www.airweb.org/page.asp?page=23.

PLEASE SEND NEWS BY THE 25TH OF THE MONTH TO BE INCLUDED IN THE NEXT ISSUE!

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* NEWS - AAUP Faculty Salary Survey 2003-04 *
* John Curtis, AAUP, (jcurtis@aaup.org) *
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Each year, the American Association of University Professors (AAUP) compiles data on full-time faculty salaries, benefits, and tenure status. Our results are published annually in April, and are used by many institutions and faculty as a budgetary planning tool. We will be distributing the AAUP's annual Faculty Compensation Survey for the 2003–04 academic year in mid- to late September. We try to include all accredited colleges and universities in the U.S.; most of our surveys are completed by IR offices. If your institution did not participate in the survey last year, or you are not sure whether we have current contact information, please let us know. The best method is mailto:aaupfcs@aaup.org; you may also call the AAUP Research Office at (202) 737-5900 Ext. 3018.
If you are not familiar with our survey, you can look at the information for last year on our Web site (there is a link to instructions for responding institutions) at http://www.aaup.org/research/Index.htm

We will be making two minor changes in our survey format for the coming year: A clearer distinction in faculty counts between tenured, tenure-track, and non-tenure-track faculty; and an expansion of the salary intervals used in the distribution section (optional last year). We will also be classifying Carnegie "specialized" institutions in a separate category. We encourage institutions to respond electronically, as more than 80% did last year, and will be sending paper forms only to those institutions that request them.

If you have any questions, please contact me or Research Associate Galina Lewis. Thanks very much for your participation.

John W. Curtis, Director of Research
American Association of University Professors

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* HELP - Constructing a Morale and Job Satisfaction Survey *
* Faith Hodges, Flathead Valley C.C., (fhodges@mail.fvcc.cc.mt.us) *
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My president is interested in conducting a morale and job satisfaction survey this fall. As I begin developing a survey instrument, I would appreciate receiving copies of similar surveys that others have used at their institutions. Any assistance would be greatly appreciated.

Faith Hodges, Director of Enrollment Planning & Research
Flathead Valley Community College
777 Grandview Drive Kalispell, MT 59901
(406) 756-3812
(406) 756-3815 fax
mailto:fhodges@fvcc.edu

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* NEWS FROM THE INFORMATION HIGHWAY - OCAIR's New Web Site: OCAIR.org* 
* Timothy Chow, Rose-Hulman IT, (Timothy.Chow@rose-hulman.edu) *
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The Overseas Chinese Association for Institutional Research (OCAIR) is very pleased to announce the official unveiling of a new web site OCAIR.org. OCAIR.org is designed specifically for OCAIR members and IR professionals to share information, ideas and keep up to date on news related to institutional research.

The new web site features information about OCAIR and a variety of tips and summaries of discussions on IR and higher education related topics such as IR skills, research and reporting tools, statistics, reference links, fact book showcase, knowledge base, comics and humor about IR, etc. The official web site address is http://ocair.org.

OCAIR.org is designed by Dr. Meihua Zhai, Director of Institutional
Research at George Mason University, and collectively maintained by the OCAIR Web Team: Dr. Shuqin Guo, Research & Planning Specialist at CA Community Colleges Chancellor's Office, and Ms. Jie Wu, Assistant Director of Institutional Research at Bowling Green State University.

OCAIR expresses deepest gratitude to the Association for Institutional Research (AIR) for hosting OCAIR.org and invites fellow institutional researchers to visit OCAIR.org and share your comments and suggestions. OCAIR hopes that you will find the new web site useful and informative.

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* NEWS FROM THE INFORMATION HIGHWAY - Condition of Education Online *
* NCES Newsflash, NCES, (NCESWebMaster@ed.gov)                  *
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NCES' Condition of Education web site is an integrated collection of the indicators and analyses published in The Condition of Education for 2003, 2002, 2001, and 2000. For each indicator there are links to the supporting documents (charts, tables, standard error tables, and supplemental notes). You can also download the indicator and corresponding supporting materials in PDF format. Some indicators may have been updated since they first appeared in print. To visit the Condition of Education web site, please go to: http://nces.ed.gov/programs/coe/

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* NEWS FROM THE INFORMATION HIGHWAY - QuickTables Search Tool *
* NCES Newsflash, NCES, (NCESWebMaster@ed.gov)                  *
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This NCES search tool lets you locate all tables/figures/charts published in the inventory of NCES' "Education Statistics Quarterly"; the NEDRC (National Education Data Resource Center) Postsecondary Table Library; and the newest addition, the Condition of Education. New tables are constantly being added to this database. Close to 2,700 recently published tables, graphs & figures are now available through this search tool. To use Quick Tables and Figures, please visit: http://nces.ed.gov/quicktables/

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* NEW PUBLICATIONS - "Distance Education" Authored by Judith Johnson *
* Timothy Chow, Rose-Hulman IT, (Timothy.Chow@rose-hulman.edu)       *
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Published by Teachers College Press
Distance Education:
The Complete Guide to Design, Delivery, and Improvement
By Judith L. Johnson
Foreword by George Connick

In this book, Johnson combines her extensive research with valuable case studies to provide a comprehensive picture of the evolution and current status of distance learning in higher education. This authoritative, easy-to-use volume discusses:

- Some of the standout examples of distance education, including
Maine's system, Oregon's system, Western Governor's University, and Britain's Open University.

- Pedagogy, student support services, and case studies that illustrate real-life examples of how this new way of educating students is working.

- Design and delivery of programs, including the role of instructional designers and essential ingredients for an effective course.

- Issues of assessment, evaluation, accreditation, and emerging technology standards.

- Valuable lessons learned by institutions and faculty already successfully using distance learning.

- The latest research and what the future may hold for higher education.

Judith L. Johnson is the Director of the Office of Institutional Research at the University of Southern Maine.

Available August. 240 pp. large format
Paperback: 0-8077-4373-9 $32.95; Cloth: 0-8077-4374-7 $66
Order toll free: 800-575-6566 or go online http://www.tcpress.com

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* NEW PUBLICATIONS - Profiles of Bachelor's Degree Recipients *
NCES Newsflash, NCES, (NCESWebMaster@ed.gov)
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The NCES report, "Baccalaureate and Beyond: A Descriptive Summary of 1999-2000 Bachelor's Degree Recipients, 1 Year Later -- With an Analysis of Time to Degree" provides a basic demographic profile of 1999-2000 bachelor's degree recipients and examines the institutional paths they took to complete their bachelor's degrees. The report also describes the amount of time recipients took to complete their bachelor's degrees, assessed from both the time they completed high school and the time they entered postsecondary education. Contact James Griffith, 202-502-7387 or at mailto:James.Griffith@ed.gov with questions. To download, view and print the report as a pdf file, please visit: http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2003165

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* POSITION LISTING SUMMARY *
* Gail Fishman, AIR, (gfishman@mailer.fsu.edu)
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Persons seeking jobs in institutional research, planning, or policy analysis should plan to check the AIR web page every couple of days for new positions. Point your browser to the following URL: http://airweb.org (look under "Jobs")

There is no charge for posting a job. Follow the format posted at the AIR Jobs website (http://www.airweb.org/page.asp?page=2) and include as much information as possible. Use the online form to submit an ad
Jobs will be displayed for one month from the posting date or one week after the application deadline. Please notify Gail Fishman (mailto:gfishman@mailer.fsu.edu) if you wish to repost, revise, or leave a job posted beyond the deadline.

DIRECTOR OF INSTITUTIONAL RESEARCH, Holyoke Community College, Holyoke, MA
Deadline Date: September 2, 2003 until position is filled

DIRECTOR OF INSTITUTIONAL RESEARCH, Loyola College in Maryland, Baltimore, MD
Deadline Date: Review begins August 20, 2003, continues until filled.

RESEARCH ANALYST, (#31176), Bentley College, Waltham, MA
Deadline Date: August 25, 2003

RESEARCH ASSOCIATE, (#30501), Bentley College, Waltham, MA
Deadline Date: August 25, 2003

RESEARCH ASSOCIATE, University Assessment Office, Illinois State University, Normal, IL
Deadline Date: September 12, 2003

DIRECTOR, RESEARCH AND ASSESSMENT, University of Cincinnati, Cincinnati, OH
Deadline Date: Review of applications begins August 18, 2003

OUTCOMES ANALYST, New York Chiropractic College, Seneca Falls, NY
Deadline Date: Friday, September 12, 2003

DIRECTOR OF RESEARCH, Crane MetaMarketing Ltd., Alpharetta, GA
Deadline Date: Friday, September 10, 2003

RESEARCH TECHNICIAN II, (Two positions available), California State University, Stanislaus, Turlock, CA
Deadline Date: Open until filled, Application screening begins immediately.

RESEARCH ANALYST I, Temple University, Philadelphia, PA
Deadline Date: August 31, 2003

RESEARCH ANALYST II, (two positions), Temple University, Philadelphia, PA
Deadline Date: August 31, 2003

ASSISTANT PROVOST FOR ACADEMIC ASSESSMENT AND INSTITUTIONAL ACCREDITATION, University of Michigan-Flint, Flint, MI
Deadline Date: Open until filled

DIRECTOR OF INSTITUTIONAL RESEARCH, Florida International University, Miami, FL
Deadline Date: Application review starts August 11, 2003. Will review applications until position is filled.

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* PARTING THOUGHT *
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Reader contributions of possible future "Parting Thoughts" are welcome. Send them to Timothy Chow.

("mailto:Timothy.Chow@Rose-Hulman.Edu")

"Natural joy brings no headaches and no heartaches." ~ Elbert Hubbard

"Happiness is when what you think, what you say, and what you do are in harmony." ~ Mahatma Gandhi

* If you wish to subscribe, change your e-mail address, or request a subscription for someone else, send it to Norm Gravelle, AIR Executive Office, (air@mailer.fsu.edu) [Florida State University].
* If you have AIR news, send it to Timothy Chow, Editor, at: (Timothy.Chow@rose-hulman.edu) [Rose-Hulman Inst. of Technology].
* (Please limit submissions to 72 characters or fewer per line and use mixed case, NOT ALL CAPS—NO NEED TO SHOUT.)
* If you have news for the SCUP electronic newsletter, send it to Terry Calhoun, SCUP Communications Director, (tcalhoun@scup.org).
* For further information regarding individual or organizational membership in the Association for Institutional Research, contact Terrence Russell, Executive Director, AIR, 222 Stone Bldg., Florida State University, Tallahassee, FL 32306-4462;
* Telephone: (850) 644-4470 or on Internet: (air@mailer.fsu.edu).
* AIR WebPage: http://airweb.org