

Education

August 2006 **M.L.S. in Information and Library Science**

Department of Library Science, Clarion University of Pennsylvania, USA

May 2004 **Ph.D. in Agricultural and Extension Education**

Department of Agricultural and Extension Education (AEE), Pennsylvania State University, USA

- **Major:** Agricultural and Extension Education, **Specialty:** Curriculum and Instruction
- **Minor:** Training/Human Resources in Workforce Education and Development

September 1997 **M.S. in Agricultural Education and Training**

Department of International and Rural Development, University of Reading, UK

August 1983 **B.S. in Soil Science and Chemistry**

Department of Resources and Environment, Northwestern Agricultural University, China

Professional Experiences (Since 2000)

01/2008 to present: **Information Literacy Librarian/Associate Professor (2012-16)/Professor (2017-)**

Belk Library and Information Commons, Appalachian State University

- Teach library instruction sessions requested by other courses, 20-45 sessions/year.
- Taught a one-credit library course (US1531): Electronic Research Skills, 15 sessions/per semester: 2008-2012.
- RAP sessions, consultations, and library tours: 20-50 sessions/year.
- Desk hours and chat service: 4-12 hours/each week.
- Liaison for departments of Sustainable Development and Sustainable Technology and the Built Environment: Conduct reference and instruction; Assist in collection development.
- Assist in Chinese materials acquisition, cataloging and reference.
- Outreach to international students and scholars: Help with their library research needs and find resources for their projects; Create library research guides.
- Major library projects: First Year Student Information Literacy Learning Outcomes Assessment (2010-2013); Customer journey mapping (January 2013-May 2016); Information literacy effects (2013-2016); FYS online library component (2014-2016).
- **Special Assistant to Dean of Libraries for China Programs** (September 2015-2022): Work mainly on China related projects: American Cultural Center (ACC) grant programs and library exchanges with Fudan University Library in China.

08/2006-12/2007: **Electronic Resources and Catalog Librarian /Assistant Professor**

Belk Library and Information Commons, Appalachian State University

- Cataloged monographs, mostly serials of special collections: Stock Car Racing, Appalachian Collection, etc.
- Updated & maintained several databases: Project Muse, Cambridge, Springer, JSTOR.
- Taught library instruction classes and RAP sessions.
- Worked at the Reference Desk.

06-08/2006 **Serials Librarian Internship**

Clarion University of Pennsylvania, USA

- Worked under the supervision of Serials Coordinator at the Clarion University Library
Involved in the workflow of all types of serials.
- Worked on digitalizing pictures and materials of the Clarion University buildings.

01-05/2006 **Public Library Volunteer**, *Clarion County Library System, PA*

- Worked at the reference desk, children section, re-shelved and cataloged materials.

08/2005-07/2006 **Research Assistant**, *Provost's Office, Clarion University of Pennsylvania*

- Conducted data analysis and reporting for general education and student outcomes evaluation.
- Assisted in study abroad programs information collection and evaluation, website design, and survey analysis and reporting.

05/2004-08/2005 **Post-doctoral Researcher**

College of Agricultural Sciences, Pennsylvania State University

- Conducted evaluation research for "National Security Education Program" implemented in Russia and Ukraine. The program was funded by the U.S. Department of Defense.
- Online statistics course development: Applied Data Analysis. Involved in writing course content and developing SPSS computer printout exercises. The project was sponsored by the World Campus through AEE department.

2000-2004 **Graduate Assistant**, *Department of Agricultural and Extension Education (AEE), Pennsylvania State University*

Research Assistant

- Involved in three U.S. Department of Education research projects and several other research and program evaluation projects.

Teaching Assistant

- TA for two courses: Teaching and Learning in Agricultural Sciences; Participatory Rural Appraisal. Prepared materials for the class, placed the material into course website ANGEL, maintained the course site, graded student assignments and responded to student questions.
- Co-taught the course: Educational Programs in Agriculture for Developing Countries
- Guest Speaker for two courses: Extension Program Planning, Delivery and Evaluation; Living in an Increasingly Diverse Society.

Selected Journal Articles (Since 2007)

- **Shao, X., & Purpur, G.** (2016, Aug.). Effects of information literacy skills on student writing and course performance. *The Journal of Academic Librarianship*.
<http://www.sciencedirect.com/science/article/pii/S0099133316301756>
- **Shao, X., & Scherlen, A.** (2015, Nov.). Librarians connecting scholars through the American culture center program in China. *International Information & Library Review*, 47(3-4).
<http://www.tandfonline.com/doi/abs/10.1080/10572317.2015.1088277>
- **Shao, X., Scherlen, A., Johnson, M., Xu, X., & Hu, Y.** (2013, Sept.). Chinese Students in American Libraries: A Survey of Chinese User Satisfaction with U.S. Library Experience. *International Information & Library Review*. 45(1-2), 28-36.
<http://www.sciencedirect.com/science/article/pii/S1057231713000064>

- Stoddard, J. E., Evans, M. R., & **Shao, X.** (2012). Marketing Arts and Crafts: Exploring the Connection between Hedonic Consumption, Distribution Channels and Tourism. *International Journal of Hospitality & Tourism Administration*, 13(2), 95-108.
<http://www.tandfonline.com/doi/pdf/10.1080/15256480.2012.669308?needAccess=true>
- **Shao, X.**, Scherlen, A. (2011, March). Chinese Academic Libraries Serving International Students and Scholars: An Assessment of Three Case Studies. *International Information and Library Review*. 43(1), 53-61.
- Thomas, H.B., **Shao, X.**, & Behring, D. (2010, December). Impact of a Russian-American Collaborative Education Program: A Case Study. *International Journal of Extension Education*, 6, 23-32.
- Johnson, M., Shi, W., & **Shao, X.** (2010, September). Exploring Library Service Models at Fudan University and Appalachian State University: Experiences from an International Librarian Exchange Program. *International Information and Library Review*, 42(3), 186-194.
- **Shao, X.**, Hufnagel, P., & Karp, R. (2009, November). The Effect of Clarion Transition on Student Academic Performance and Retention. *Journal of College Student Retention*, 11(3), 435-457.
- Scherlen, A., **Shao, X.**, & Cramer, E. E. (2009, June). Bridges to China: Developing Partnerships between Serials Librarians in the United States and China. *Serials Review*, 35(2), 75-79.
- **Shao, X.**, Scherlen, A. (2007). Perceptions of Open Access Publishing among Academic Journal Editors in China. *Serials Review*, 33(2), 114-121.
- **Shao, X.**, Jones, B. N., & Campbell, R. (2007). Choosing a New Automation Vendor for Small Libraries: Case Studies of the Clarion County Library System. *Journal of Rural Libraries*, 27(1), 7-24.

Selected Research Project Reports and Monographs (Since 2007)

- **Shao, X.** (2020). *The Broken Cart: A Rural Girl's Journey through China's Cultural Revolution and Beyond*. Amazon Direct Publishing:
<https://www.amazon.com/Broken-Cart-Journey-Cultural-Revolution-ebook/dp/B083H6VH6P>
- McBride, K., & **Shao, X.** (2013, Jan.). *Serving diverse populations: Outreach to Chinese and African American users*. Included in the book of *Library Services for Multicultural Patrons to Encourage Library Use* edited by Carol Smallwood and Kim Becnel. Scarecrow Press: Lanham, Maryland.
- **Shao, X.** (2009, February). *Teacher Training and Curriculum Reform in Chinese Agricultural Schools*. 69 pages. Beau-Bassin, Mauritius: VDM Scientific Publishing House. The publication was based on my doctoral dissertation.
- **Shao, X.**, & Karp, R. (2008, November). *The Relationship between the Exploration Co-Curricular AE101, AE102 and Residence on First Year FTIC Students' Performance*. Project Report: 25 pages. Clarion, PA: Clarion University of Pennsylvania.
- Evans, M., Stoddard, J., Summers, R., & **Shao, X.** (2008, October). *Mountain Made Craft Study*. Project Report, 40 pages. Boone, NC: Appalachian Tourism Group, LLP.

- **Shao, X.**, & Karp, R. (2007, July). Summary of the Exploration Co-Curricular AE101, AE102 and Residence on First Year FTIC Students' Performance. Project Report. 27 pages. Clarion, PA: Clarion University of Pennsylvania.

Selected Presentations, Referred Proceedings and Short Articles (Since 2009)

- Peuler, M. E., **Shao, X.**, Gregor, M. N. (2020, August). International Federation of Library Association's 86th World Library & Information Congress, "Diversity & Inclusion in Action: How Book Discussion Forums Can Engage and Empower Library Personnel as Equity Advocates," Accepted for the IFLA conference poster session.
- **Shao, X.** (2018, January 25). *Introduction to Appalachian State University Library and Information Commons*. Did the presentation at Shaanxi Normal University during my data collection trip in China for the OCSA projects.
- **Shao, X.**; Scherlen, A.; & Zawilski, B. (2017, November 15). *Teaching academic writing in China*. Presented at Global Symposium, Appalachian State University, Boone, NC.
- **Shao, X.** (2017, May 15, 19, 22): *Challenges face Chinese students in writing academic papers in English*. Conducted this presentation at Northeastern University, Beijing International Studies University and Shanghai University as part of American Cultural Center's grant activities in China.
- **Shao, X.** (2017, May 15 & 23). *Introduction to Appalachian State University Library and Information Commons*. Did the presentation with Allan Scherlen at Beijing International Studies University, and with Margaret Gregor at China University of Mining and Technology, Xuzhou, China.
- **Shao, X.** (2016, May): *Designing and delivering information literacy instruction programs*. Invited presentation for librarians and MILS students at Fudan University as part of the library cooperation program.
- **Shao, X.** (2016, May): *Evaluating Internet information sources*. Invited presentation for librarians and MILS students at Fudan University as part of the library cooperation program.
- **Shao, X.** (2016, May): *Information flow and types of information sources*. Invited talk for librarians and MILS students at Fudan University as part of the library cooperation program.
- **Shao, X.** (2016, May): *Challenges in writing academic papers in English*. Conducted this presentation at Northeastern University as part of American Cultural Center's grant activities.
- **Shao, X.** (2016, May): *Quoting, paraphrasing and APA style citations*. Did this presentation at Beijing International Studies University, Shanghai University and Northeastern University as part of American Cultural Center's grant activities.
- **Shao, X.** (2015, May): *Graduate studies in the United States*. Did this presentation at Shanghai University, University of Shanghai for Science and Technology, Northeastern University and Beijing International Studies University as part of American Cultural Center's grant activities.
- **Shao, X.** (2015, May): *Writing for publication*. Invited talk for faculty members and graduate students at Beijing International Studies University during the China trip for the ACC project.
- **Shao, X.**, & Scherlen, A. (2014, Aug.). *Librarians making global connections: Establishing an American culture center in China and organizing its second-year program*. Poster

presentation at the Annual Conference of The International Federation of Library Associations and Institutions (IFLA), Lyon, France, August 2014.

- Johnson, M., Scherlen, A., & **Shao, X.** (2013, Dec.). Fudan and Appalachian Library Exchange Program: 2009 to 2012. *ALA International Leads*, 27 (4), 6-7.
https://libres.uncg.edu/ir/asu/f/Scherlen_Allan_2013_Fudan_and_App.pdf
- Johnson, M., Shi, W., & **Shao, X.** (2010, June). *From Shanghai to Appalachia: Global Service Approaches*. Poster presentation at the 2010 ALA Annual Conference, June 28, 2010, Washington, D.C.
- Evans, M. R., Stoddard, J. E., **Shao, X.** (2009, Oct.). *The Feasibility of Wine & Culinary Centers: Two Case Studies*. University of Mississippi: Southeast Chrie (Conference Proceeding).
- **Shao, X.** (2009, February): *Dazhai: A Village with Uncommon History*. Included in Encyclopedia of China, 586-587. Great Barrington, MA: Berkshire Publishing Group.

Project/Grant Activities (Since 2005)

09/2019-12/2022: **Lead Principal Investigator (PI) for ACC Grant:** Awarded \$115,127 from the U.S. Department of State for American Cultural Center (ACC) programming at Northeastern University, Shenyang, China. The title of the grant project: *Creating a Digital English Writing Center at Northeastern University, Shenyang, China*.

01-03/2018: University Board of Trustees (BOT) International Research Travel Grant. Awarded \$2,500 BOT for the trip to China during January to March 2018

02/2017: **Lead Principal Investigator (PI) for Supplementary ACC Grant:** *Theater Program at American Cultural Center, Shenyang, China*. Applied for \$50,000 from the U.S. Department of State with two faculty members from the Department of Theater and Dance, Appalachian State University. Not selected.

10/2016-09/2017: **Lead Principal Investigator (PI) for Supplementary ACC Grant:** Received \$75,000 from the U.S. Department of State for American Cultural Center (ACC) programming at Northeastern University, Shenyang, China. The title of the grant project: *English Writing for College and Communication Project at American Cultural Center, Northeastern University, Shenyang, China*.

03/2016: Applied \$200,000 from the **Knight Foundation** for the project of *Preparing Chinese Students for Academic Success in the United States: A Bilingual Online Information Literacy Learning Program*. Not selected.

10/2015-09/2016: **Lead PI for Supplementary ACC Grant:** Received \$53,000 from the U.S. Department of State for American Cultural Center programming at Northeastern University, Shenyang, China. The title of the grant project: *Academic Writing Project at American Cultural Center, Northeastern University, Shenyang, China*.

10/2014-09/2015: **Lead PI for Supplementary ACC Grant:** Received \$50,000 from the U.S. Department of State for American Cultural Center programming at Northeastern University, Shenyang, China. The grant activities continued with the theme of sustainable development from the previous year.

08/2014: **Bivens Library Fund and University International Travel Grant:** Awarded \$2,346 Bivens Fund and \$1500 **International Travel Grant** to attend the Poster Session of IFLA

conference in Lyon, France, August 15-22, 2014.

02/2014: **Sparks! Ignition Grants for Libraries 2014:** Applied \$25,000 from the *Sparks* grant by the Institute of Museum and Library Services. The proposal was titled: *Preparing Chinese Students for Academic Success in the United States: A Bilingual Online Information Literacy Learning Program*. Not selected.

10/2013-12/2014: **Lead PI for Supplementary ACC Grant:** Received \$50,000 from the U.S. Department of State for American Cultural Center programming at Northeastern University, Shenyang, China. The grant programming theme was sustainable development.

10/2012-12/2013: **Lead PI for ACC Project:** Awarded \$100,000 by the U.S. Department of State to establish an American Cultural Center at Northeastern University, Shenyang, China. The program featured public speaking, student leader program, faculty development, creation of student clubs, and purchase of materials for the center's reading room.

03/-10/2011: **National Institutes of Health (R15)**

- Worked with two other faculty members on campus (Sally Brocksen from Social Work Dept., Ji Yan from Economics Dept.) for a grant proposal, and submitted on Oct. 25, 2011 to NIH under R15. The title for the proposal: *A study of the impact of marital disruptions on the health of children and adolescents using data from the Study of Early Child Care and Youth Development*. Asked for \$190,00. Not selected.

01-07/2012: **Bivens University Library Fund for Excellence**, ASU Library

- Awarded \$2,650, and the funds provides support for the ongoing international program and partnership between Appalachian State University Library and Fudan University Library.

09-10/2011: **ASU Faculty Fellow Professional Development Fund and North American Coordinating Council on Japanese Library Resources (NCC)**

- Awarded \$700+\$550 to attend NCC Team Building Workshop for curriculum development and library resources on Japanese Studies, San Antonio, TX.

08/2010-02/2011: **National Institutes of Health**

- Developed a grant proposal early this year with two other faculty members on campus. The proposal was entitled: *The Impact of Marital Disruptions on Adolescent Behavior*. The proposal was submitted to NIH in February 2011. Applied for \$166,250. Not selected.

07-08/2010: **2010 Emerald Research Fund Awards Chinese LIS Category**

- Collaborated with three librarian colleagues from Shaanxi Normal University, China, and developed an 8-page long proposal entitled *Reading Promotion Projects Led by Academic Libraries in China*. Applied for \$3,000. Not selected.

03-05/2010: **ASU International Travel Grant**

- \$2,200 awarded for conducting the data collections for two research projects.

03-04/2009: **ALA Diversity Research Grant**

- \$3,404 applied for a research project regarding the Chinese academic libraries serving international faculty & students. Not selected.

08-10/2008: **Mountain Made Craft Study Grant** by Mountain Made Group West Virginia Walker College of Business, Appalachian State University

- Conducted literature review for the project and made tables for the report.

08/2005-12/2009: **Clarion Transition Program**, Clarion University of Pennsylvania

- Conducted statistical analyses and reporting for the Clarion Transition Program (Student retention and academic performance enhancement program)

International and Diversity Activities and Services (Since 2006)

Library:

- Diversity and Inclusion Committee (2006-2019): Served as committee chair in 2007 and 2018.
- Fudan University and Northeastern University Library Collaboration Program with Appalachian (2009-2012, 2016-2019): Collaborations are in the areas of librarian exchanges, materials sharing, book donations, and internship program for Fudan's MILS students.
- China trip in 2015: Worked as a coordinator and translator for the trip. Discussed the collaboration programs with both Fudan University and Northeastern University libraries.
- Library Diversity Committee (2006-): Organize and participate in diversity events and activities: International student orientation; Library information booth and display board during the Diversity Week, etc.
- Library international education review: Discussed the report outline and content with the library colleagues; drafted part of the review report for the ACE Internationalization Peer Review in February 2009, and in November 2010, updated the report for the Internationalization QEP proposal.
- Doorways International Program Series Committee (2007-2019): Created the program with two other librarian colleagues in 2007; Recruit/contact speakers; Develop program information blurb and posters; Publicize the programs in various venues and media. The Doorways programs were featured twice in the Appalachian newspaper, September 25 and October 30, 2008, and also in the Mountain Times on November 13, 2008.
- International TV Task Force, 2014: Discussed the idea about creating an international area in the library to host the International TV service, showcase international materials and organize foreign language and culture events, etc.
- Fudan and ASU Library Exchange Program (2008-2012): Involved in exchange librarian selection, travel planning, basic Chinese learning, presentation, and other arrangements. Offer professional and personal assistance to exchange librarians from Fudan.
- China trip in May 2008: Worked as a coordinator and translator for the China trip, which finalized the library exchange program between Belk Library and the Fudan University Library in Shanghai.

University:

- Inclusive Excellence (2018-2020): Worked as an IE Liaison for University Libraries.
- Helped three students with their bilingual projects in 2017.
- Chancellor's Commission on Diversity, 2013-2015. Served on International Student Retention sub-committee and helped develop a proposal addressing issues related to the international student retention.
- Nominated for the University Global Leadership Award in 2013 and 2014.
- Sustainability Council, 2012-, Serve on Curriculum and Research sub-committee, and met several times to develop the framework regarding integration of sustainability into curriculum and research.
- International Education Week (2007-2018): Helped organize resources and activities for the International Fair Day & staffed the library table on the day.
- DPC Member for Sustainable Development Department, 2012-2015.
- QEP Leadership Council (2011-2014): Charged with reviewing reports and documents and informing the campus of QEP process. QEP was a critical component of our application to SACS for institutional accreditation.

- Early Intervention Team (2013-2016): Worked with several offices on campus and talked with several Chinese students who were on probation in 2013, 2014, 2015, and monitored their progress.
- Fudan Holland Fellows (2008-): Coordinate the library tour and luncheon meeting for the Holland fellows' group leaders from Fudan University with the library people.
- China Project (2010-2012): Worked primarily with Dr. Jesse for his Chinese recruitment efforts and do translation for the documents for both written and oral correspondence. Also helped the university establish partnership with Shaanxi Normal University, China. The bilateral exchange for both students and faculty members started in fall 2011.
- International Education Council (2006-2014): Promoted the university international mission through curriculum development, study abroad programs, research projects, etc. Met once or twice in a semester to discuss related issues.
- Faculty Fellow Committee (2006-2014): Helped select future faculty fellows and worked with other fellows to promote diversity on campus and beyond.
- Co-Chair, International Student Recruitment, Retention, and Alumni Services Committee (2008-2013): Coordinated the monthly committee meetings; Developed action plans based on the strategic plan 2007; Assisted in updating the international education website; Developed and translated recruiting materials into Chinese.
- Internationalization surveys: Assisted in developing the faculty internationalization survey in 2009 and international student service survey in 2010.
- Chinese Friendship Association (2007-): Coordinate celebration events for Chinese New Year and Moon Festival each year, and work closely with the students from Chinese Culture Club to help them organize those activities and other programs.
- Presentation for the China Open House: *China Experience: ACC Grant Projects and Library Connections*, September 2015.
- Presentation: *Diversity Scholars*, September 2008.
- Presentation: *Chinese Folk Dance* during ASU Diversity Week, April 2007.
- Presentation: *A Glimpse of Chinese Culture* during International Education Week, 2007.
- Interviewed by several students for their projects regarding issues in China such as women status, environmental problems, foods, etc.
- Taught MBA students basic Chinese Language for their trips to China during spring break of 2007.
- Taught two Chinese language classes, one for children, spring 2008; and one for adults, spring and fall 2008, and organized Chinese language classes for children in fall 2010 and spring 2011.
- Chinese Film Series: Helped select movies, and facilitated post-film discussion, September to October 2008.
- International Faculty and Staff Association: Participate in activities by IFSA.
- Summer Reading Book Discussion Leader: *A Home on the Field* by Paul Cuadros, August 2007.
- Students with their China related projects, 2006-: Usually have several interviews requested each year by students who working on China related projects.

Community:

- Talked to five bilingual students at Hardin Park School about my own bilingual experience, 2014.
- World in Words program by OIED: taught two Chinese language sessions in Hardin Park School, August, and September 2008 & 2009.
- Local school: Did presentation and demonstration about Chinese folk dance to seventh and eighth graders for their Asian Studies course, Hardin Park School, April 2007,
- Organized activities for adopted Chinese girls in Boone and nearby communities.

- Taught Chinese language class for adopted Chinese girls and students at AppState.

Library Committees and Other Services

- Library Assessment Committee, 2022-
- Liaison Librarian for Sciences Search Committee, March-October 2022.
- E-Resources Librarian Search Committee, 2021-2022.
- Humanities Librarian Search Committee, 2019-2020.
- Library Travel Committee, 2018-2020.
- Library DPC, 2018-2020.
- Associate Dean Search Committee, 2015-2016.
- International TV Task Force, 2013.
- Education Librarian Search Committee, 2012-2013.
- Curriculum Committee, 2011-2013.
- Web Librarian Search Committee, 2008-2009.
- Strategic Planning Sub-Committee for Engagement, 2007.
- Grants and Research Committee, 2008-2009.
- Science and Allied Health Librarian Search Committee, 2006-2007.
- Electronic Resources Support Staff Search Committee, 2007.
- Open House-Library Information Booth: Fall 2007, Spring 2008, Fall 2008.
- Homecoming-Library Information Booth: Fall 2006.

Professional Development and Conferences

- ALA Conference, June 23- 28, 2022.
- ALA Conference, June 20- 25, 2019.
- Webinars and workshops: Attended webinars and workshops each semester related to information literacy framework, database use, teaching with technology, Zoom, Springshare platform, etc. 2012-
- NCLA 61st Biennial Conference 2015, Greensboro, NC. October 21-22, 2015.
- American Centers for Cultural Exchange Annual Conference, 2014, 2015 and 2016.
- ALA Mid-Winter Conference in Seattle: Attended the ALA Committee on Statistics and Committee and helped with the library recruiting efforts while there. January 2013
- Triangle Census Research Data Center by TCRDC Administrator Bert Grider through ASU Office of Proposal Development, April 2011
- Accessing Business Data Available in the U.S. Census Bureau's Research Data Center Network: Webinar, March 2011
- ALA Conference, Washington D.C. 2010
- Basic Serials Cataloging Workshop with SOLINET, November 2007
- SCCTP Electronic Serials Cataloging workshop with NASIG, June 2007
- Appalachian Forum on Undergraduate Education, May 2007
- Research and Grant Proposal workshop with Graduate School of ASU, September 2006
- OCLC Connexion Searching Skills with SOLINET, October 2006

Professional Affiliations

- ALA International Relations Round Table, 2016-
- International Federation of Library Associations and Institutions (IFLA), 2014-
- Journal Reviewer for *Serials Review* 2012-, and *International Information and Library Review*, 2011-
- ALA Committee Member on ALA Research and Statistics, 2011-2013

- Special Library Association, ALA, 2006-
- American Library Association, 2006-
- Chinese American Librarians Association, ALA, 2008-
- North Carolina Library Association, 2006-
- NASIG (North American Serials Interest Group), 2006-

Scholarship Awards

- Nominee for the Global Leadership Award at Appalachian State University: 2014, 2015
- H. W. Wilson Scholarship in Librarianship (April 2006): Department of Library Science, Clarion University of Pennsylvania.
- Outstanding Graduate Student in Education Research, Leadership, and Service (April 2002): Anderson V. Kozak Awards Committee, Pennsylvania State University.