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Educational Administration and Leadership  
Newsletter

Department of Educational Leadership and Higher  
Education

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Fall 2017

# Educational Administration and Leadership Vol 14, No. 1

Saint Cloud State University

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## WELCOME TO THE NEW INTERIM DEPARTMENT CHAIR

The EDAD program welcomes Dr. Frances Kayona as the Educational Leadership and Higher Education Department Interim Chair.

Dr. Kayona earned her PHD in educational leadership at Iowa State University in 1998. She joined SCSU in 2001 and currently teaches in the Applied Doctorate, Specialist, Post Master's degree programs in EDAD. Previously she served as the assistant director, research associate and consultant for the School Improvement Model Research Center at Iowa State University.

Dr. Kayona's area of expertise is curriculum and assessment development, performance appraisal systems development and program evaluation.



## DR. JOHN ELLER NAMED IGNITE CENTER DIRECTOR FOR FY2018.

Dr. John Eller was granted a sabbatical leave during the 2017-18 academic year to engage in research and creative projects at St. Cloud State. During his leave from the EDAD Doctoral Program, he has been named the Ignite center Director for the 2017-2018 year.

Dr. Eller has served as the Director of the Minnesota Association for Supervision and Curriculum Development and earned many professional accolades including being named principal of the year and a national distinguished principal with the department of education.

Congratulations Dr Eller, on your new position. We look forward to your return at the end of your sabbatical leave.

### Inside this Edition

Musing from the Department Chair	2	Summer trip to the Metro	7-8
New faculty members	3	Getting to know the Dean	10-11
Nick Miller	4	Scholarship recipient	14

# MUSING FROM A DEPARTMENT CHAIR . . .

## Musing from a Department Chair . . .

By: Dr. Frances Kayona

People ask “how do you like being the new department chair?”  
I think for a moment, while twirling a finger through my hair.

After some reflection, contemplation, and fraught;  
Trying to remember all that I have been taught.

How to schedule faculty and classes with no blunder;  
Trying to get it all right – it’s a miracle and a wonder!

I missed our program assessment drop dead, due date:  
What a time I had navigating the TK20 database!

Assessment is an area we all need to improve;  
What I need is to be in the zone and find my groove.

I enjoy meeting with students and all that they share;  
I strive to show compassion, empathy, and care.

Advising student thesis and dissertation writing;  
Topic statements, research questions, and APA citing.

Dr. Kayona, they ask “what classes should I take?”  
“What classes do I need to graduate?”

New faculty ask me how to advise their students;  
They want to be vigilant, they want to be prudent.

My greatest challenge is securing new lines for hire;  
With budget issues and no money, lights my hair on fire!

Our program is growing with many students to supervise;  
With never enough faculty, I truly do agonize.

I would be lost without the office managers’ help;  
I sometimes bemoan, complain, and yelp.

Chairs must help students with deadlines for submission;  
Where to find scholarships and aid to pay for tuition.

With a to-do list that is ever growing; with no end;  
And email messages I sometimes forget to send.

But I do enjoy my responsibilities, new role, and position  
With a small bump in salary to pay for my Ford Expedition.

So how am I doing as the new department chair?  
With a kick and a start – on a wing and a prayer.

Sometimes I feel I am something other than effective;  
Am I too bossy? Am I too directive?

Keep calm, chin up, stomp your feet and lift your head;  
This gig is only temporary, appointed in his stead.

After his sabbatical, Dr. Eller will return;  
And I will be grateful for this experience and all that I did learn.

Student meetings, and committees, these are ongoing;  
Running across campus, I make a good showing!

With papers to read, edit, and grade;  
I know in my heart, I have it made.

If you want to be chair, I say, “Give it a whirl.”  
I’m doing alright for such an old girl.

# WELCOMING NEW FACULTY MEMBERS



**Dr. David Lund**

The Educational Administration and Leadership program is pleased to announce that Dr. David Lund has joined the program as a member of the faculty.

Dr. Lund received his Masters degree in Curriculum and Instruction from the University of St. Thomas and his Doctor of Educational Administration and Leadership, at St. Cloud State University.

Dr. Lund started out his teaching career split between two school districts: Moose Lake Public Schools and Willow River Public Schools. For 14 years he taught K-12 art at both schools. In addition, he was the yearbook advisor, C-Team football coach, head girls' basketball coach and head boys' baseball coach. He was also a high school principal for more than fifteen years. He served on the Minnesota Association of Secondary School Principals Board of Directors for 3 years and has been active in the association his entire career.

David has a passion for working with and teaching aspiring administrators with the hope of helping a new generation of administrators find success in the field. Outside of teaching his hobbies/passions are hunting, fishing, weaving and he is a potter.

Congratulations!

The Educational Administration and Leadership program is delighted to welcome Dr. James Johnson as a member of the faculty.

Dr. Johnson comes to St. Cloud State after serving over 30 years in K-12 education. He taught in the Catalina Foothills School District in Tucson, Arizona and at Sartell Middle School prior to becoming a school administrator. He served as Dean of Students at Sartell Middle School, Middle School Principal in New Prague and Monticello, as well as Assistant Superintendent and Superintendent in Monticello.

Jim earned his Bachelor of Science in Secondary Education Social Studies from the University of Minnesota and his Master's Degree, 6th Year Certification, and Doctor of Educational Administration and Leadership from St. Cloud State University.

Jim is excited about this new chapter in his professional career and is looking forward to sharing his experiences with students as he helps prepare the next generation of school leaders.

Congratulations!



**DR. James Johnson**

# NICK MILLER RETIRES FROM ST. CLOUD STATE



**What year did you begin your employment at St.Cloud State?**

I began at SCSU as an Associate Professor in 2007 and I spent 10 years in my position. In my previous career, I was an English teacher, coach and high school principal. I spent 29 years as a principal. At St. Cloud State, I primarily worked with post masters students who were seeking their principal license. I taught a variety of courses, advised hundreds of students, served on numerous doctoral committees, and coordinated the principal licensure program. I was provided the opportunity to work in hundreds of schools as the field experience coordinator.

**What accomplishments are you most proud during your time at St.Cloud State?**

I am most proud of the fact that we established a very reputable principal preparation program that allowed us to place many of our students in school leadership positions. I also established a Symposium of Women Educational Leaders that has grown to be a very successful and sustainable annual event. I was able to present this program at a conference in Oxford, England a few years ago. I worked very closely with the professional organizations in Minnesota. I was granted tenure during my career and retired as Professor Emeritus in 2017.

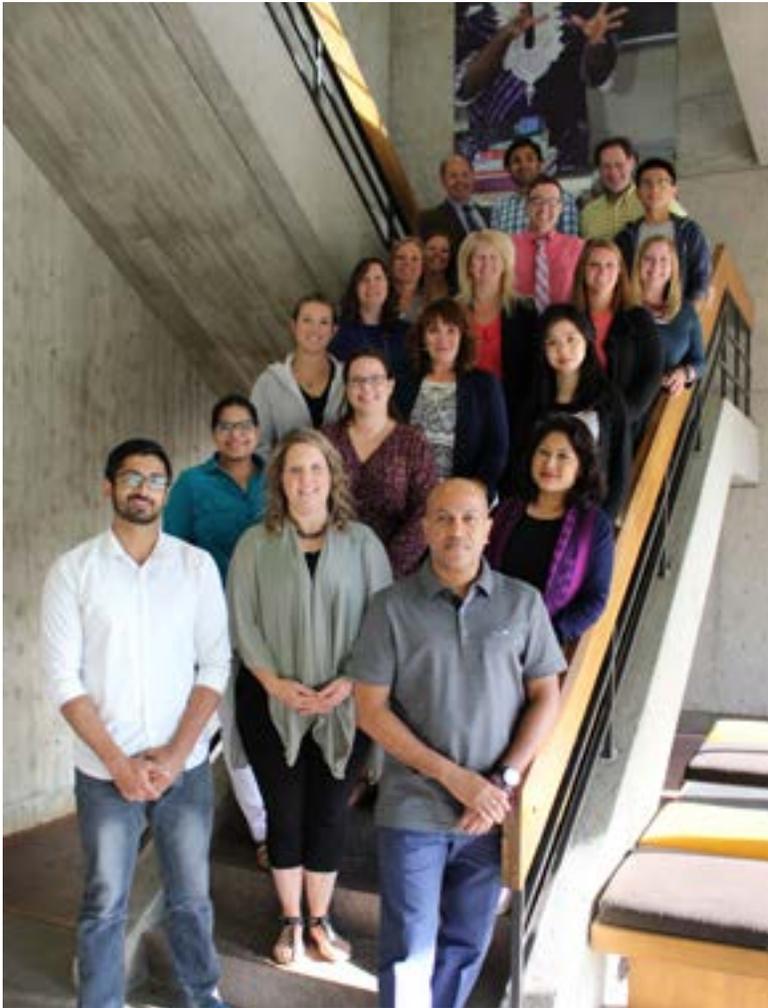
**What is your most enjoyable memory at St.Cloud State?**

I really enjoyed my career at SCSU and I valued the many relationships I built with students. Most of all I cherish the people with whom I worked in our department. Our department members dedicated ourselves to serving our students and worked very hard to help each of them be come successful.

**What are your plans for retirement?**

I plan to travel, spend time with my family and volunteer in the coming years. I love to golf and plan to spend much of our winter in warmer climate. Thanks so much.

# SCSU WELCOMES A NEW DOCTORAL COHORT GROUP



A welcome and orientation program was held for the Educational Administration and Leadership's Doctoral Cohort 9 members on September 6, 2017. The occasion was intended to formally introduce group members to each other and their professors and provide the students with information to transition into the doctoral program and learn about available resources at St. Cloud State.

Dr. Frances Kayona welcomed the new group and encouraged each of the cohort members to provide brief remarks about their current professional positions/status, educational backgrounds, and professional (future job) aspirations.

Members of the Doctoral Cohort 9 are as follows:

Sarah Behrens, Melissa Brever, Jenny Bushman, Mengyao Chen, Shelby Chollett, Rachel Daley, John Fruth, Leah Girard, Rick Halley, Melissa Hoffman Bodin, Ashlee Johnson, Rohini Kandru, Channa Kumarage, Sangeeta Pradhan Joshi, Julie Przekwas, Laurie Putnam, Megan Rogholt, Mark Schroll, Patrick Scudder, Arbaz Siddique, Xiaosheng Sun.

## GRADUATE CERTIFICATE

- Community Education

## MASTER OF SCIENCE DEGREE

- Educational Administration & Leadership

## POST MASTER'S GRADUATE

- K-12 Principal
- Director of Special Education
- Superintendent

## DOCTOR OF EDUCATION

- Educational Administration & Leadership

# MEET THE NEW DOCTORAL GRADUATE ASSISTANT

There was a Chinese saying: “At fifteen, I was fond of learning. At thirty, I was established. At forty, I did not waver. At fifty, I knew my scared mission. At sixty, I had a discerning ear. At seventy, I could do what I could without going beyond what is right.” That may be mostly a Chinese dream. And now, I am around thirty-year-old. It is time that I establish myself in this society and set my life direction. Ever since I was a boy, I dreamed that I could be a teacher to pass on knowledge, educate students on various subjects and solve problems. However, as I grew older and older; thought the management system and education policy of a school was much more important. That is the reason I have come to the Educational Administration and Leadership program in St. Cloud State University. Hopefully in the future, I could be a leader in the education area to benefit students, communities and the global society.

During the undergraduate period, I worked as a tutor in my spare time. And my main work was helping two students improve their English proficiency both in their language test and daily communications. With my help, they achieved huge improvements. I really cherished my experience of being a tutor. By teaching others, and seeing others’ improvements, I feel proud of myself. I know my deeds could help others to realize their dreams and maybe I could make the students “useful” people in the world. All of these could be compared by nothing.



From May 2015 until now, I have been working in JiLinHanBan which belongs to Jilin Provincial Education Department. A Confucius Institute was established between SCSU and the Provincial Education Department in 2013. I work as a program officer in the Confucius Institute and received several delegations from St. Cloud which were organized by our CI. These groups ranged from students to administrators. During their stay I learned the differences between the Chinese Education System and American’s, which inspired me to learn the reasons these two systems were different.

My dream isto administer a school by myself in the future. But recalling my work experience, I think Chinese students now are lagging behind the western countries’ level, especially in educational technology. Therefore, I decided to pick upenroll in this Educational Administration and Leadership program and learn more systematic knowledge which could help to manage a school successfully in the future.

**Do you have an interesting story or idea for the newsletter ? Contact: [edadga1@stcloudstate.edu](mailto:edadga1@stcloudstate.edu).**

# SUMMER TRIP TO THE METRO AREA

(Compiled by Kassahun Wana)



Dr. Roger Worner organized a field trip with the Educational Administration and Leadership Program students of Cohort 8 in the metro area in summer of 2017. The purpose of the field trip was to explore six school districts that are noted for their unique initiatives in collaboration, each in different areas of educational management.

During the visits, students obtained deeper insights into the applications of collaborative partnership principles and frameworks as well as the challenges and shortcomings the districts faced in their daily practices. Here are some of the deep lessons shared with us during the visit.

## **The Collaboration Continuum**

In the collaboration continuum, there are various models of the collaboration ranging from engagement to full integration.

## **Create the Mechanisms for Collaboration**

Create a collaborative environment. People need to have cross boundary conversations, share best practices, leverage the learning and build relational capital that is absolutely critical to producing meaningful results.

## **Building Relationship**

Man is tribal and social by nature and needs relation building. Creating a collaborative environment allows team members to communicate freely, understand emotional intelligence, share ideas and knowledge as well as resources, and learn from each other.

## **Collaboration is not Heavy Lifting**

For collaboration to have an impact, we must recognize that genuine civic engagement can be hard work and it requires very particular skills. Explore, ask the right questions to get involved and actively engage all those involved. Also be aware that creating the preconditions for success isn't easy and the inherent risks aren't always obvious.

## **Build the Collaborative Governance Structure**

With a cross-sector leadership team in place, it is critical to make sure that the team has the governance structure that will allow them to achieve the desired goals.

## **Civic Engagement**

Meaningful engagement of the community you're working in is fundamental to the work of collaboration.

# CONTINUED ...

## **Conflict resolution in collaboration**

Conflicts arise and mistakes will be made - that is guaranteed. Managing conflicts and handling incidents will determine the quality of collaboration. Effective leaders must be willing to collaborate by listening to others especially those who may not agree with them. Collaboration requires open discussion of all the issues and concerns, exploration of alternative solutions, and honesty and commitment by all parties.

## **Strategic planning and collaboration.**

Collaboration provides an opportunity to share knowledge, experience and skills with multiple members in order to establish goals and contribute to their development.

In order to successfully collaborate, there must be sufficient resources, a culture that encourages effective teamwork and cooperation as well as clearly defined responsibilities, which are parts of a strategic planning.

As a side note, Dr. Worner organized the field trip one month after he had a complete knee surgery. He took the class without having a proper rehabilitation process and had to do his physical therapy in class supported by painkillers, ice packages and a cane. Despite the pain and his physical state, he was determined to travel with us to all the sites we visited driven by an assistant.

Our cohort members would like to take this opportunity to thank him for his selfless act and modeling throughout the course.

Thank you and God bless you, Professor

## GRADUATION DEADLINES

Graduation Application

Feb 9, 2018

Last day to conduct a Final Defense

March 30, 2018

Submit for Format Review

April 20, 2018

Commencement Ceremony

May 4, 2018

# THE WRITING RETREAT

## Graduate Student Writer's Retreat

### STRUGGLING TO FIND TIME TO WRITE YOUR THESIS OR DISSERTATION?

Resources provided to overcome writing challenges and obstacles.

Access to writing, library, and statistics experts

Strategies to get and stay on track

Dedicated writing time - no more excuses or distractions!

Resources to utilize after Writer's Retreat is completed

MARCH 12-16, 2018

8:00 A.M. TO 5:00 P.M.

MILLER CENTER ROOM 114/115

COST \$125 (INCLUDES FOODS AND SNACKS)

\$25 REFUND FOR FULL RETREAT PARTICIPATION



ST. CLOUD STATE  
UNIVERSITY

St. Cloud State University is  
committed to equal access  
and will not discriminate on  
the basis of race, sex, or other  
protected characteristics.

Register now! Apply by Feb 1st.

<https://mnsco.rschoolday.com/public>

# SCHOOL OF EDUCATION WELCOMES NEW DEAN

## Introduction and Dean's Welcome

### Get to Know the Dean:



Dean Jennifer Mueller

Dr. Jennifer Mueller joined St. Cloud State University this fall as Dean of the School of Education. Previously, she was Chair of the Early Childhood program and served on the faculty in Curriculum and Instruction at the University of Wisconsin, Milwaukee. She did her master's degree in Educational Foundation and Policy and had her PHD in Educational Studies –Teacher Education in 2004. Dr. Mueller has two amazing kids, one is 20 the other is 12 years old.

She responded to some of our questions:

### Philosophy of Leadership :

I follow a servant leadership style, which really means that you spend time and pay attention to your student and faculty needs. I want everyone to grow professionally and focus on our students which is central to our work. I value teamwork and collaboration, and I believe that we are only as good as all of us together and central to all that collaboration is our students. My role as a leader is bringing the faculty, the students, employees and others to come together and strive for a shared vision. I am also decisive when I need to be, and accountability and transparency are part of that decision making process. I care about the professional growth of my team and ensure that everyone in my team has the capacity and support to grow professionally.

### Responsibilities of a Dean:

I have been working on this job for 4 months now. I was a faculty member and the program chair before and now moved from faculty to administration, which is a big shift and different. When you move to a new position, there is a time of discovery and the dean has a wide range of responsibilities that includes attracting students, preparing students for the job, supervising the faculty, budgeting, fund raising and more. I think the dean has the responsibility of helping students feel connected to their profession, to their program in our school, and to the faculty. Paying close attention to the students' experiences and reaching out to the community are equally important. It is a big puzzle and yet exciting and fun right now.

# CONTINUED ...

## **Time Management and Priorities :**

When you are in a new position, you do not manage your time very well until you know all the components of the job. I come to the office thinking that I would like to make small differences but get caught in all kinds of issues that come with being in a new position. I am a strategic thinker and would like to think more strategically.... I cannot right now...right now I work 7 days a week! Everything seems to be urgent now and I feel like I have to take care of everything well. I will be able to set priorities after a while when I learn to fit the pieces all together.

## **Vision for the Program :**

We have strong graduate programs at SCSU and great professors in both of these programs. Right now the faculty and I are working on how to best address the professional needs of our target audiences, who are adults, working full time and wanting grow professionally. Our program delivery method has to fit the needs of the students. I am talking about these two programs not specifically, but just in Higher Education, where there is a shift to find ways to deliver the contents to the students in formats and ways and timing that meet their needs. Times are changing and we need to get prepared for the changing times. The programs have to constantly review the curriculum and be able to be proactive for the future needs of our students.



## SUCCESSFUL DISSERTATION DEFENSES : FALL 2017

The Educational Administration and Leadership program is proud of its doctoral students whose research has positively impacted the field of educational administration and leadership.

Name	Dissertation Title
Bass, Bryan	The Value of Standards-Based Teacher Evaluation
Chelin-Anderson, Anne	MCF-Togo: Thistledeew Camp: A Historical Analysis Examining A Specialized Juvenile Residential Correctional Program
Hanson, Heather	An Examination of the Four-Day School Week Schedule in Select Minnesota School Districts
Haws, Kelly	Satisfaction Levels of Central Minnesota Parents Regarding the School Introduction of the Dyslexic Students
Held, Patty	An Examination of Teachers' Perceptions Regarding The Implementation Of Professional Learning Communities In Central Minnesota Public Elementary Schools
Herman, Frank	The Presence of Correlates of Effective Schools in Select Minnesota Charter Schools with Longevity
Ren, Xinming	Parents' Perceptions of Chinese Immersion Programs In Minnesota
Rustman, Emily	Bullying In The Workplace: Are Principals, Assistant Principals, and Licensed Administrators Confident In Identifying and Addressing Adult Bullying
Smasal, Randy	A Case Study of the Implementation of Activate, an Executive Function Intervention Program.
Wedin, Dave	Development of A Valid and Reliable Job Performance Formative Feedback Instrument for High School Activities Directors.

## STUDENT / ALUMNI UPDATES

**Adory L. Beutel**, M.Ed., Member of cohort five, was appointed as a fixed term faculty member in the Department of Special Education at St. Cloud State University. She's enjoying her time supervising student teachers, teaching Procedural Safeguards in Special Education, and advising beginning teachers.

**Channa J. Kumarage** is a member of Cohort 9 and was an adjunct Professor last year. He is now promoted as a Fixed Term Professor to the Department of Information Systems, Saint Cloud State University.

**Curt Tryggestad** has become the executive director of the Perpich Center for Arts education located in golden valley.

**Jenny Loeck** earned her Ed.D from SCSU in 2013. This summer, she was named the Director of Secondary Schools in Roseville Area Schools. Previous to that, she had been Roseville Area High School's Principal for the 8 years.

**Michael Scott** was a member of Cohort 7. He recently accepted the position of director of teaching and learning for the Hutchinson School District. Prior to that, he was an assistant principal at Hutchinson High School.

### AWARD RECIPIENT

**Ayan Omar**, an SCSU graduate and current graduate student, recently received an award for her community and civic leadership. Ayan was also named as a Change-Maker by the St. Cloud Times and St. Cloud Federal Credit Union in June.

#### Congratulations Ayan!

See the full story:

<http://www.sctimes.com/story/news/local/immigration/2017/10/19/outstanding-refugee-award-goes-st-cloud-woman/781654001/>

### RANKED IN BEST MASTER'S DEGREES

The Educational Administration and Leadership Master's program was ranked in the top 20 Best Master's in Educational Leadership Degrees for 2017. The ranking is published by Top Master's in Education, a site that provides objective rankings, critical reviews, and other resources related to Master's in Education programs.

This recognition is truly a testament to excellence!

#### Congratulations!

Read more <https://www.topmastersineducation.com/best-masters-in-educational-leadership-degrees/>

# STENSWICK BENSON SCHOLARSHIP RECIPIENT

## 2017 Award Recipient

Sonni Sellner, St. Francis Schools, won the 2017 Stenswick/Benson Scholarship Program. She graduated from the Post-Master's graduate certificate program in the special education director specialization. She is a current doctoral student at St. Cloud State in Cohort 8.

The MASE Stenswick/Benson Scholarship Program awards scholarships annually to graduate students completing exemplary study in the field of special education leadership. The program was begun in 1991 and recognizes the legacy of leaders in special education as represented by Ellsworth Stenswick from Bloomington and Loren Benson from Hopkins, both considered special education pioneers.

Read More:

<http://www.mnase.org/stenswickbenson-scholarship.html>



Sonni Seller

An advertisement for the Educational Administration and Leadership program at St. Cloud State University. The background features a group of three people (two men and one woman) looking at a laptop outdoors. The text is overlaid on the image. At the top, it reads "EDUCATIONAL ADMINISTRATION AND LEADERSHIP" in large, bold, black letters. Below that, in red, it says "Master's - Post Master's (Licensure) - Doctorate". Further down, in black, it says "Courses Offered in St. Cloud and Plymouth" and "Convenient, Distinguished, Affordable". In the bottom right corner, there is a yellow arrow-shaped box containing the following text: "scsu.mn/edad-ms-admissions", "scsu.mn/edad-pm-s-admissions", and "scsu.mn/edad-edd-admissions". At the very bottom, the St. Cloud State University logo and name are visible.

## SPRING 2017 GRADUATES



### Spring 2017 K-12 Principal Licensure

Alicia Nelson  
Michelle Macalena  
Lauren Whiteford  
Travis Nepsund  
John Regan  
Rachel Grillo  
David Holler  
Sacha hansen  
Katherine Jarvi  
Tom Stodla  
Glenna Stone  
Nichole Woodward  
Ben Dimond  
Mike Rowe  
Sarah Durch  
Paule Arens  
Abby Lyons

### Spring 2017 Superintendent Licensure

Karl Nohner  
Mike Rowe  
Janell Bullard

### Spring 2017 Alternative Licensure

David Holler

### Spring 2017 Special Ed. Director Licensure

Deborah Olson  
Julie Midas  
Nicole Woodward  
Melissa Brever  
Billie Steen  
Jose Ludens

### Spring 2017 Master of Science Graduates:

Andrews, Arthur Page  
Bestgen, Todd Michael  
Jeffery, Carley Marie  
Jhonson, Thomas Patrick  
Kingelutz, Jacob  
Roan, Stephanie Alicia

### Spring 2017 Doctoral Graduates:

Edwards, Reginald M  
Favor, Michael L  
Fenske, Christopher Michael  
Lund, David O  
Papineau, Sarah Jeanne  
Rittenour, Nichole Kim Anderson  
Shevlin-Woodcock, Cindy Neil  
Traver, Joel James

**MASSP (Minnesota Association of Secondary School Principals)**

**Winter Pre-Conference Sessions  
“ Achieving Balance “  
January 17 -19, 2018  
Double Tree by Hilton, Bloomington, MN  
[http://massp.org/professional development](http://massp.org/professional%20development)**

**MESPA Institute**

**Winter Conference  
February 7 -9 ,2018  
Double Tree by Hilton,  
Bloomington, MN  
<http://mespa.net/event>**

**Annual Symposium of Women Educational Leaders**

**April 2,2018  
Ties Conference Center, St.Paul, MN**

## Upcoming Conferences

### EDUCATION ADMINISTRATION AND LEADERSHIP

### ED. D PROGRAM NEW COHORT BEGINS FALL 2018

### PLYMOUTH CENTER



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[St.Cloud State Educational Leadership and Higher Education](#)



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