



LOGOS

A Newsletter for TSUD Faculty and Staff

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Tony Whetstone
Editor

ALABAMA'S FIRST LADY VISITS TSUD CAMPUS



Mrs. Marsha Folsom spent her birthday traveling to five cities in Alabama, discussing her "I Wish You Life" breast cancer awareness program. The American Cancer Society hosted each visit, complete with birthday cake. LEFT—Mrs. Folsom delivers remarks regarding her program. RIGHT—Dr. Barbara Alford presents Mrs. Folsom with a gift from TSUD.

TSUD SCHOOL OF EDUCATION RECEIVES NATIONAL ACCREDITATION

The School of Education at Troy State University at Dothan has officially received national accreditation at the basic and advanced levels from the Unit Accreditation Board of the National Council for Accreditation of Teacher Education (NCATE).

Word reached the University by letter on Monday, October 3, after several months of anticipation. The NCATE review team made its official visit in April of this year and indicated that TSUD's School of Education was in great shape. Now that the accreditation process is completed, TSUD is ready to inform area educators, current and prospective students, and education leaders throughout the region and state of its national accreditation.

"University personnel could talk about the successful accreditation visit, but we were limited to confirming the decision until official notification," said Tony Whetstone, TSUD director of University Relations. "The Wiregrass area can be proud in knowing that teachers from TSUD have been and will continue to be prepared according to accepted national standards of excellence," he added.

NCATE adopted new, rigorous standards in 1988 which all previously accredited schools have had to meet. Schools seeking NCATE accreditation under this redesigned system must meet high standards in areas including quality of faculty and graduates, support given to graduates, and program excellence. "The profession itself, including college of education leaders, called for and developed the new, tougher standards for teacher education accreditation," says Dr. Arthur E. Wise, president of NCATE.

TSUD met seventeen of the eighteen standards with the only recommendation coming in the area of faculty teaching load. The council indicated TSUD's faculty teaching load exceeded NCATE's guidelines, therefore, limiting faculty involvement in research and scholarly activities. TSUD received strong commendations in the areas of curriculum; clinical and field-based experiences; relationships with schools; admission, monitoring, and advisory services; program completion; faculty development and evaluation; and governance.

According to TSUD executive vice president, Dr. Jack Sublette, the NCATE accreditation adds another level to the state and regional accreditation already in place. "All of TSUD's education programs have the approval of the State Board of Education and the Commission on Colleges of the Southern Association of Colleges and Schools," he said.

Dr. Thomas Harrison, TSUD president, said "The entire accreditation process, from the beginning, was a joint effort from all University personnel. It's pleasing to know that all divisions at TSUD were committed to the success of this venture and realized the importance, not only to the teacher education program, but to the total operations of the University. The NCATE visiting team was very impressed with the collaboration exhibited by faculty and staff, students, area school systems, and community leaders. It was a phenomenal experience and one that we can build upon to make TSUD a greater institution to serve the needs of our student population in the Wiregrass region."

TSUD AWARDED AMERICORPS PROJECT

Troy State University at Dothan (TSUD), in partnership with seven area organizations, has been awarded a federal grant for an innovative AmeriCorps program entitled ONE PROBLEM AT A TIME (OPT) involving professionals, college students, and children/teenagers in solving public safety problems in areas of violence, crime, and substance abuse. TSUD received one of only four grants awarded in Alabama.

The grant will provide approximately \$93,000 in operational funds and another \$94,000 in student aid. University student volunteers can use their money for current tuition, to repay loans, or for continuing education in a profession.

Site partners, places where teams will work, for the AmeriCorps project are Dothan Boys' Club, Girl Scouts of America, Adolescent

Resource Center, Family Services Center, and Dothan City Schools. Serving as training partners with University faculty will be the Dothan Police Department and Houston County Substance Abuse Council.

The program structure, with a university center and broad-based participation by community organizations, will help insure replicability on a state or national scale.

"The most innovative facet of OPT is the expectation that children and teens, guided by college students, will become actively involved in solving selected public safety problems which they encounter daily and thereby begin a lifetime of individual and group participation in strengthening communities," stated Dr. Barbara Alford, vice president for special programs at TSUD.

Dr. Thomas Harrison, TSUD president, said, "This AmeriCorps project is doubly important for TSUD because it indirectly addresses a second concern for this University—the rising costs of higher education. Each of the 40 volunteers completing contracts of service for OPT will be eligible for approximately \$2,400 in tuition assistance which can

be used to pay current educational costs, pay-back loans, or pay for future education. Volunteers may use their tuition credits anytime within the next seven years." Harrison went on to say that site projects are not expected to be individually earth-shattering. He said, "The children and teens will work through a process to identify problems and projects. The projects themselves are less important than the process of internalizing a sense of responsibility for making things better in our community."

TSUD KICKS OFF AMERICORPS PROJECT

A crowd of 1,500 gathered on September 28 at the Montgomery Civic Center for the kickoff of Alabama's AmeriCorps volunteer program by Governor Jim Folsom and First Lady Marsha Folsom.

The Folsoms announced the eight AmeriCorps programs and 26 Learn and Serve Alabama programs dealing with educational, human, environmental and public safety needs throughout Alabama.

At the Kick-Off Celebration, TSUD's AmeriCorps project "One Problem at a Time" (OPT) received an Alabama AmeriCorps grant award for \$93,000 to operate a program in the Dothan and Houston County area.

"This concept represents a new way to address problems in Alabama," Governor Folsom said. "Government is providing the resources to allow communities to meet their own needs."

The day's agenda also included the swearing-in of AmeriCorps members by the Governor, announcement of a community service network 1/800 number and recognition of some of the state volunteers and volunteer organizations.



Pam Williamson, TSUD liaison for the AmeriCorps Project, accepts the AmeriCorps confirmation from Governor Jim Folsom at the Kick Off Celebration at the Montgomery Civic Center.

ACTIVITIES OF THE PRESIDENT

- Attended TSUD Media Appreciation Luncheon on September 7
- Participated in Dothan City School Board meetings on September 8, 22 and 26
- Welcomed new TSUD faculty at New Faculty Orientation Session and attended 1994-95 Mentor Program lunch meeting on September 14
- Attended TSUD AmeriCorps press conference on September 14
- Presided at Fall Quarter 1994 General Faculty/Staff meeting on September 16
- Attended reception for Don Siegelman in Dothan on September 22
- Attended TSU vs. Alabama State football game in Troy on September 24
- Made presentation on "Managing Change at TSUD" at School of Education Brown Bag lunch on September 28
- Presided at TSUD Administrative Council meeting on September 30

PRESIDENT HARRISON SELECTED

The TSU National Alumni Association Board of Directors has announced the selection of Dr. Thomas Harrison as a Distinguished Alumnus of the Year for 1994. Dr. Harrison was nominated by Dr. Jack Sublette, executive vice president at TSUD and was selected by the alumni board not only for his service to Troy State University but also his personal and professional achievements.



Dr. Harrison will receive his recognition at 1:30 p.m. during the pre-game activities of the TSU Homecoming game at Troy's Memorial Stadium on Saturday, October 15, 1994.

DR. McARTHUR REPORTS ON RECENT TRAVEL

Dr. Priscilla McArthur traveled this summer to New England and visited various historic sites such as Marconi's wireless station on Cape Cod, Provincetown and the Pilgrim Monument, Plymouth Rock and Plymouth Plantation, the Mayflower II; Boston, Concord, and Lexington — cradles of the American Revolution, Boston's Faneuil Hall and markets, Old State House, North Church, and Old Ironsides.

"Driving on into Canada, the beauty of the countryside in the New Brunswick and Quebec provinces and the cool weather were special treats. The cities of Quebec and Montreal were historic treasure troves along the famed St. Lawrence seaway. This trip will enhance my teaching of the General Studies course in American history," she said.

NEW CERTIFICATE PROGRAM DEVELOPED FOR ADULT CARE

The Continuing Education Program at TSUD, in cooperation with the National Institute on Adult Day Care, is offering for the first time the Adult Care Certificate Program. This program of study was developed by the National Institute on Adult Day Care, the only organization in the United States representing the providers of adult day care.

This program comprises 24 classroom hours of training which will be offered in two equal parts. Part One will be offered Fall Quarter 1994, and Part Two will be offered Winter Quarter 1995. Upon completion of both parts, participants will receive a certificate of completion from TSUD and the National Institute on Adult Day Care.

FACULTY/STAFF WALK

Several members from TSUD's faculty and staff participated in the 2nd Annual Memory Walk for the southeast Alabama chapter of the Alzheimer's Association at Westgate Park on Saturday, October 1.

Not only did these members participate in the Memory Walk, but they also raised \$648.00 in donations for the Alzheimer's Association.

Team members from TSUD included:

Cindy Halcomb
Libby Horne
Charlotte Kirkland
Helen Livingston
Debora Pettway
Kumar Rallapalli
Tony Whetstone
Nolan Williams
Bob Willis

Other members on the TSUD team included:

Leigh Green
Julie Halcomb
Gunter Whetstone
Jan Willis

SUBLETTE PRESENTS AT NATIONAL CONFERENCE

Dr. Jack R. Sublette, TSUD executive vice president and vice president for student affairs, attended the Noel-Levitz 1994 National Conference on Student Retention recently in Washington, D.C. The theme of this year's conference, attended by approximately 1500 people, was "Activating Your Campus for Retention and Enrollment Success." Dr. Sublette made a presentation entitled "Activating Adults to Return and Learn: Older, Wiser Learners' Scholarship (OWLS)."

The presentation focused on TSUD's OWLS program, which allows any adult who has not attended a learning institution for at least three years to enroll tuition free on a space available basis in one credit course. The rationale of the OWLS program is that it will provide an incentive to adults to continue their education by allaying their fears of failure and wasting their money. After being in operation since the summer of 1987, the OWLS program at TSUD continues to provide an incentive for adult learners to return to school.

Also attending the retention conference from TSUD was Dr. Charlotte Kirkland, director of the student support services program.

PEOPLE IN THE NEWS

Dr. Brenda Ameter hosted the Creative Writing Club on September 24, where twenty-five members were in attendance, and eleven read their works; attended the American Cancer Society meeting featuring Mrs. Folsom on September 26; attended the Brown Bag Seminar on "The Change Process" on September 28.

Dr. Betty Anderson attended Wiregrass Leadership Institute on September 8.

Dr. Alan Belsches led a National Issues Forum discussion on the rising cost of health care at the Dothan

Library News

by Frank Walker

WARTS AND ALL

Recently Ms. Julia Smith conducted a survey of faculty/staff and student satisfaction with the services, staff, and resources of the Library. As always, one both anticipates and dreads what such surveys might reveal. As I cautiously read the responses, I was thinking of various reasons as to why the Library Director should not be dismissed. Pity was foremost among the reasons. I scanned the lists of various "victims" searching for one with which I could claim kinship. None mentioned follically deprived or verbally repetitive. However, when I finished reading, I felt there was a glimmer of hope for at least one more year of employment. For that I thank the Library staff. The following is a sample of the results.

Results from the Survey:

How satisfied are you with our books and other services?

Faculty/Staff - 95% satisfaction

Students - 88% satisfaction

How helpful is the Library staff?

Faculty/staff - 96% reply helpful to extremely helpful

Students - 94% reply helpful to extremely helpful

How easy is it to find what you need?

Faculty/staff - 93% reply that it is easy

Students - 85% reply that it is easy

How important is the Library to you?

Faculty/staff - 98% say it is important to extremely important

Students - 98% say it is important to extremely important

General Comments:

I really do not use the Library.

Great service! Great staff!

The staff has always been there when I need help. Most always there is a smile waiting for each question.

Keep up the good work. The noise level is excessive at times - when the Library is crowded. Suggest you whack the noise makers with a heavy book.

It is difficult to find books-misshelved; librarians don't seem to care if you find what you need or not.

Library staff does an outstanding job.

Student comments about the Library are very positive. What more can I say: I ask, I receive. Many thanks for your constant support.

Suggestions:

Need more Xerox machines.

Need more microfiche/film reader/printers.

More INFOTRAC computers.

MORE BOOKS!

Greater range of periodicals.

More computers to search.

More quiet space.

TSU SYSTEM NEWS

NEWS FROM TROY...

TSU EXPANDS PR OFFICE STAFF

TSU's University Relations Office has been reorganized in an effort to better serve the internal and external public relations needs and goals of the University.

Effective September 1, 1994, University Relations was redesignated University Public Affairs, and Communications Services was redesignated Creative Services.

Both functions report to John Schmidt, assistant to the Chancellor. Schmidt joined TSU on August 1, 1994. In this capacity, Schmidt will serve as director of the University Public Affairs Office, which will have a full-time staff.

Tony Harris, a 1994 TSU graduate with a bachelor's degree in journalism, who worked in University Relations since October 1993, has remained on staff as a public affairs coordinator.

Joining Harris, as a second public affairs coordinator, is Kathleen Ferguson, a 1994 graduate of the University of Florida. She also has a bachelor's degree in journalism.

Sherri Flowers, who previously worked in Communication Services, is the secretary for University Public Affairs. Joe Johnson, from the former Communication Services, remains as director of Creative Services, which will include creative development, printing, photography and Quick Copy.

TSU HOMECOMING '94

SATURDAY, OCTOBER 15

featuring activities surrounding
World War II 50th Anniversary

Public Library on three Tuesdays in September.

Dr. Larry Brown attended Geographic Information System Workshop in Charlotte, NC, on September 8; participated in the Mentor/Mentee session at Northside Mall on September 14; attended Troy State Homecoming Planning Com-

mittee meeting in Troy on September 27.

Dr. Elizabeth Fell attended Project Professor Training sponsored by Virginia Commonwealth University Academic Center, Jacksonville State University on September 7 - 9; attended SACS Workshop focusing on School Renewal at Gulf Shores, AL, on September 15; at-

tended the Wiregrass Reading Council and attended President Harrison's presentation at the meeting of the School of Education's Brown Bag Seminar on September 28.

Dr. Patricia Fritchie conferred with principal, Dr. Betty Armstrong, regarding professional development schools project on September 19; attended fall meeting of the Wiregrass Reading Conference on September 28 at TSUD; will be presenting a paper at the 17th Southeastern International Reading Regional Conference to be held in Birmingham, AL, on October 21, 1994.

Dr. Patricia Garlikov presented lecture: "A Constructivist Approach to Curriculum" on September 22 at Birmingham Southern College for ED 201 course; worked at Habitat for Humanity on September 23, 1994, in Ensley, AL; attended American Cancer Society's birthday party for Marsha Folsom on September 27.

Ms. Cindy Halcomb attended Alabama Division, Southeast Area American Cancer Society Breast Cancer Awareness Month Kick-off and Press Conference at TSUD on September 26; attended School of Education Brown Bag lunch on September 28.

Dr. Sandra Jones attended Project Professor training, presented by Dr. Judy Wood of Virginia Commonwealth University, at Jacksonville State University on September 9 as part of a U.S. Department of Education grant project; was a member of the Alabama State Department of Education review team for Spring Hill College in Mobile, AL, on September 18 - 21.

Dr. Frank Lovrich attended Wiregrass Higher Education Committee meeting on September 6 and 27; participated in New Faculty Orientation Program on September 14; attended system wide Academic Council meeting (Troy).

Dr. Cynthia Lumpkin attended the Mentor-Mentee Program luncheon for new faculty on September 14; attended the Brown Bag Seminar presented by Dr. Harrison on September 28; attended the meeting of the Wiregrass Reading Council on September 28.

Dr. Victoria Morin helped facilitate TSUD's 2nd Annual Drive-In Conference for General and Special Educators on September 24.

Dr. Sarah E. Patrick attended a two-week workshop in Miami, FL, on the Preparation of Elementary Mathematics Teachers (P.O.E.M.T.), sponsored by the National Science Foundation from July 24 - August 7; played with the TSUD Community Band at Landmark Park on August 11.

Ms. Debora Pettway attended the National Council of Educational Opportunity Associations in Washington, D.C. on September 7-10; began Leadership Dothan on September 21; has been accepted in Auburn's Public Administration/Public Policy Ph.D. program.

Dr. Kumar Rallapalli had the following manuscripts accepted for publication during the month of September 1994: "Perceived Importance of Ethics and Social Responsibility in Achieving Organizational Effectiveness: A Survey of Marketers" (with Anusorn Singhapakdi, Scott Vitell and Ken Kraft), Journal of the Academy of Marketing Science; "Perceived Role of Ethics and Social Responsibility: A Scale Development" (with Anusorn Singhapakdi, Scott Vitell and Ken Kraft), Journal of Business Ethics; was also invited to review manuscripts for the Journal of Pharmaceutical Marketing and Management and Journal of Marketing Theory and Practice (Special Issue on Multicultural Marketing).

Dr. Mary Eve Shoaf attended the opera "Tosca" by Puccini at the Opera House in Santa Fe, NM, in August; met with ELE Program

TROY STATE UNIVERSITY AT DOTHAN

RED RIBBON CAMPAIGN RALLY

October 25, 1994

Malone Hall Front Entrance

10:30 A.M. - 11:40 A.M.

Welcome and Introductions

Reading of the Proclamation

Spirit of the Red Ribbon

Placement of Red Ribbon Ceremony

Introduction of Speaker

Ernie Marshburn, M.S. CADP

Drug Program Supervisor

Alabama Department of Corrections

Ventress Correctional Facility

Clayton, Alabama

Wear It, Sign It, Send It

Recognition of Special Guests

Closing Comments

Pamela Williamson

Dr. Jack Sublette

Dr. Thomas Harrison

TSUD Administration
and Student Government
Association

Dr. Robert Jones

Christina Johnson and
SGA Officers

Dr. Ron Bae

Dr. Larry Howard

David Johnson

1994-95 Theme

Body in Check, Mind in Control

FALL COOKOUT

Following the Red Ribbon Rally

11:15 A.M. - 1:00 P.M.

Food, Games, Music, Pamphlets, T-Shirts

EVENING PROGRAM

4:30 - 6:00 P.M.

Welcome and Introductions

Reading of Proclamation and
Spirit of Red Ribbon Ceremony

Presentation by Dothan-Houston County
Substance Abuse Youth Council

Wear It, Sign It, Send It

Closing Remarks

David Johnson

Dr. Harrison

Diane Marshburn
Youth Program
Coordinator

Christina Johnson

David Johnson

FALL COOKOUT

5:00 - 5:30 P.M.

Food, Games, Music, Pamphlets, T-Shirts

Specialist to discuss criteria for Portfolio Evaluation for education students on September 20; attended "Refracted Reality", the opening art exhibit of Jeannie Maddox, at the Wiregrass Museum of Art on September 25; attended the press conference with Marsha Folsom for the Breast Cancer Awareness Month kick-off on September 26.

Ms. Ann Sill attended the organizational meeting for the TSUD Academy for Lifelong Learners on September 8; participated in the 4th Annual Coping with the Aging Process Conference on September 23; assisted with the 2nd Annual Drive-In Conference for General and Special Educators entitled "Meeting the Needs of Diverse Learners" seminar held September 24.

Ms. Julia Smith attended press conference held by the American Cancer Society on September 19; attended the Brown Bag Seminar on September 28.

Dr. Jack Sublette attended the TSUD luncheon for area media representatives on September 7; gave the welcome to students attending the morning orientation session on September 13; attended luncheon meeting of the Dothan Advertising

Federation as guest of Tony Whetstone on September 14; attended Air Transportation Committee meeting for the Dothan Area Chamber of Commerce on September 15; attended TSU System committee on Datatel conversion on September 21; attended TSUD's conference on "Coping with the Aging Process" on September 23; attended the AmeriCorps state kick-off celebration in Montgomery on September 28; attended TSU System Graduation Standardization Task Force meeting on September 28.

Ms. Ann Wells met with Mr. Bill Glover and Ms. Eleanor Wright, Southern Alabama Regional Council on Aging on September 7; conducted the TSUD Academy for Lifelong Learning organizational meeting on September 8; attended the ad hoc committee meeting for the Institutional Technology Committee on September 12; met with Lyn Graham, Convention and Visitors' Bureau, regarding a proposal for a hospitality certificate program on September 9; conducted a tour of the Northside Mall Continuing Education facility for new faculty and their mentors, and attended the AmeriCorps Advisory Council meeting and press conference on September 14; attended meeting with Martha Bell at Wallace College on September 20; attended the Training Directors

monthly meeting on September 21, attended the Northside Mall Merchants Association meeting on September 22; welcomed participants at the "Coping with the Aging Process" seminar on September 23; and attended the press conference for Mrs. Marsha Folsom and the American Cancer Society on September 26.

Mr. Tony Whetstone hosted luncheon for area media representatives on September 7; attended press conference for announcement of TSUD's AmeriCorps project on September 14; attended Datatel meeting in Troy on September 21; attended keynote address at the Coping with Aging Conference at the Continuing Education Center on September 23; attended American Cancer Society press conference at TSUD on September 26; attended AmeriCorps kick-off celebration in Montgomery on September 28; attended TSU System Graduation Standardization Task Force meeting on September 28.

Dr. Richard C. Williams has published a journal article entitled "Resolution of the Civil Service - Collective Bargaining Dilemma" in The American Review of Public Administration, Vol. 24, No. 2 (June, 1994), pp. 149-160.

Ms. Pamela Williamson's Office of Counseling Services hosted New Student Orientation (105 - Day Session and 83 - Night Session) on September 13, where students were oriented to TSUD's policies and registered for fall '94 classes; presented information about TSUD's Counseling and Placement Office at the New Faculty Orientation Program on September 14; attended press conference for announcement of AmeriCorps grant on September 14.

Mr. Forrest Wood completed TSUD mentor training; provided training for two work-study students who have been assigned as microcomputer lab assistants for fall quarter.

"BROWN BAG" SEMINAR

**Bring Your Own Lunch
Soft Drinks Will Be Provided**

Hosted by the School of Education Professional Development Committee

TIME: 12:00 Noon

PLACE: Reading Center-Adams 112

Dates	Presentation Titles	Speaker
OCT 19	Overview of the Professional Education Personnel Evaluation Program for Teachers	Dr. D. Murphy

The purpose of the "Brown Bag" seminars is to provide a forum for professors to share their recent or ongoing research, white papers in progress, ideas for grant proposals, etc. This is also a wonderful opportunity to present your paper in preparation for an upcoming conference. Interested individuals who would like to present at a seminar, please contact Dr. Patricia Garlikov at ext. 307

NEWS FROM....

GAMMA BETA PHI

Gamma Beta Phi (GBP) held its first Chapter meeting for the 1994-95 school year on Sunday, September 25. Chapter president, Michelle Byrd, announced the meeting dates for the remainder of the academic year: October 16, November 20, January 22; February 19, March 12, April 23, May 21 and June 25. GBP plans to have a "Bake Sale" on October 17, pending the approval by appropriate TSUD authority. GBP also plans to have their annual "social" on Saturday, October 22, at Westgate Park from 12:00 noon to 4:00 p.m.

This event is open to all chapter members and their families.

CREATIVE WRITING CLUB

The Creative Writing Club will meet on October 15 at 6:30 p.m. at the home of Dr. Ameter.

COURTESY COMMITTEE

- * Get well cards sent to: Monica O'Quinn, Ms. Mary Jane Gates, Dr. Anne Lorange's mother; and Ms. Mary Williams, Tony Whetstone's mother-in-law.
- * Thank you cards received from: Jack Sublette and Eulene and Buzz Wood.

FROM THE TSUD FAMILY

Thank you very much for the card and the beautiful flower arrangement. Being remembered made me feel better. Thanks again, and I'm glad to be back at work.

Jack Sublette

Buzz and I both want to thank you for the beautiful crystal picture frame you gave to us for our wedding. It is the perfect gift to show off our wedding picture.

Thank you for remembering us in such a thoughtful way. Your kindness, as well as each of you, will be remembered everytime we look at it.

Thanks again for thinking of us in this very special way and for being so nice to Buzz at TSUD

Sincerely,

Eulene and Buzz

BIRTHDAYS FOR OCTOBER

6	Sharon Shaw
11	Mary Dunlap
14	Bob Willis
14	Joy Carr
16	Phyllis Burchfield
27	Richard Martin
30	Carolyn Jordan

BIRTHDAYS FOR NOVEMBER

1	Brenda Ameter
2	Gaye Peacock
4	Harry Wills
10	Pamela Williamson
11	Lannes Murphy
13	Eugene Bergquist
17	Danny Wall
21	Debbie Christian
22	Jenny Weber
25	David Johnson
27	Jay Porter
28	Elizabeth Fell

TAG ALONG!

Troy State University System Prestige and Collegiate car tags are available when you purchase or renew your Alabama license tags. With each tag sold, another \$50 goes directly to the general scholarship fund. So far, license tag sales have generated more than \$51,000 in scholarship money for deserving TSU System students. Your contribution can be designated by campus.

Visit your local probate office to purchase your TSU System tag.



Troy State University at Dothan is an equal opportunity institution and as such does not discriminate on the basis of sex, race, color, age, disability, or national origin in any of its programs including admission of students and employment.