

Patricia Hayes Andrews

Young scholars hoping to shape a career with a far-reaching and long-lasting legacy would do well to emulate the academic life of Patricia Hayes Andrews. Her research into gender differences in communication, her many accomplishments as an associate dean in the College of Arts and Sciences, and her leadership as director of the Preparing Future Faculty (PFF) program in the Department of Communication and Culture all have been framed and motivated by her generous spirit and genuine interest in supporting IU, her students, and her colleagues.

Pat is a Hoosier through and through, earning all of her degrees from IU and spending her entire academic career here. Her B.A., *summa cum laude* and Phi Beta Kappa, in speech and theater with a minor in French, was awarded in 1970; her M.A. in communication theory and speech education in 1971; and her Ph.D. in communication theory and research in 1974. In 1975 she joined the Department of Speech Communication (now the Department of Communication and Culture) as an assistant professor.

In addition to her many published articles, Pat has authored or co-authored five textbooks—several of which have been revised and published in multiple editions. Not only the field, but also the Department of Communication and Culture bears her impress, and this is partly through the new courses Pat developed. An undergraduate sequence in organizational communication addressed an area of interest among students that otherwise was not being served. A graduate course in pedagogy, designed to train and support associate instructors teaching undergraduate courses within the department, has provided a forum in which graduate students share their teaching experiences and strategies and an opportunity for them to draw upon Pat's extensive research and experience in communication pedagogy. It also has become a cornerstone of the close-knit and mutually supportive community of graduate students that helps to make our department a special place. Pat encouraged the community-building potential of the course by establishing a "peer mentoring" program, consisting of more advanced associate instructors who had taken the pedagogy course and who regularly were invited into her classroom to offer advice and perspective. These former students today hold positions in a variety of institutions of higher learning across the country, where they mentor new generations of undergraduate and graduate students.

The success of the pedagogy course led to Pat's founding the PFF program. Funded through a grant from the National Communication Association, in cooperation with the Pew Charitable Trust and the National Council of Graduate Schools, the PFF program provides graduate students within the department an opportunity to visit institutions that are different from IU but perhaps more similar to the sorts of places where they may be likely to get their first jobs. The program has been enormously popular with graduate students who find such preparation invaluable when entering the job market. Pat also developed a Certificate in Pedagogy in Communication and Culture that builds on the success of the introductory pedagogy course through an advanced course in pedagogy and a pedagogy practicum. Neither the PFF program nor the certificate would have become a reality without Pat's energy and perseverance.

From 1984 to 1988 Pat served as associate dean for curriculum and instruction in the College of Arts and Sciences. Not surprisingly, Pat used her time in the dean's office to complete several projects that are characteristic of her commitment to the students at Indiana University and that continue to benefit the College and the university. Perhaps the most innovative of these projects was her collaboration with faculty in the School of Business to design the Liberal Arts and Management Program (LAMP). The opportunity provided by LAMP for students to explore the ways that an education in the liberal arts can *matter* in the world is very much a reflection of Pat's commitments. Pat also helped to design the "optional minor" program within the College, and she drafted a statement entitled "Liberal Learning at Indiana University." For over 20 years this statement has been reprinted in the College *Bulletin* to help orient students to the value and purpose of a liberal arts education. Today this statement also is posted online, where it reminds IU students that study in the liberal arts is at the core of academic life and is intended to promote lifelong learning.

These accomplishments mark some of the highlights of an impressive and successful career, and most of us would be pleased, indeed, to begin our retirement with such a legacy. But the value and meaning of these accomplishments can be best appreciated only within the larger context of Pat's remarkable generosity and supportive attitude. She always has been willing to take the time to observe a current colleague or student in the classroom and write a report for tenure, promotion, or the job market—and she has been just as generous with her time for students who have long since moved away from Bloomington. For Pat the boundaries between her home and office were permeable, so that her mentoring did not end when she left campus for the day. She routinely opened her home to her students and

colleagues. She is an accomplished cook and gracious host, and generations of graduate students now look back fondly on the parties and dinners that they shared together at her home.

And it is the way that her generous spirit pervades and tinctures the entirety of her academic life that most characterizes Pat's contributions to Indiana University. Her career is a model not only because it would be impressive in any context, but especially because of the way that it particularly embodies the character of IU. We need to be reminded, sometimes, that an institutional character really is a product of the thought and action that we contribute as individuals. Patricia Hayes Andrews modeled such contributions for her students and for her colleagues, and though in retirement she may no longer quite so actively do so, it will be a long, long time before her influence wanes.

Robert Terrill