New university Center for Leadership Studies created

By Sookhan Ho

Virginia Tech has established a new Center for Leadership Studies in the Pamplin College of Business that will offer leadership-development programs for students throughout the university, support academic research in leadership, and raise funds for its activities.

The new center will also coordinate leadership programs across campus, including the Corps of Cadets Center for Leader Development, the Department of Management’s Business Leadership Center, and the leadership-related activities organized by the Pamplin College’s undergraduate programs office, Student Affairs, and Interdisciplinary Studies.

The center seeks to raise $10 million in private funds over the next three years toward scholarships ($2 million), professorships ($2 million), and program support ($6 million). Its director will report to Pamplin College Dean Richard E. Sorensen, who will oversee the center with the help of an advisory board. As the position is not currently funded, Sorensen will temporarily serve as director, an appointment that is expected to last for about two-and-a-half years.

“The center provides a convenient home for all leadership programs on campus,” Sorensen said. Representatives of various leadership programs around campus moved toward creating the center, he said, recognizing a need to expand leadership opportunities for all students—not just business majors or cadets—and to share resources, coordinate existing programs, and avoid duplication of effort.

These representatives make up the center’s current Advisory Board: Sorensen (chair); Robert Bates, dean of Arts and Sciences; Landrum Cross, vice president for Student Affairs; Henry Dekker, former rector and Corps supporter; Stanton Musser, commandant of cadets; Pat Hyer, associate provost; Jon Shepard, head of Management; and Norrine Bailey Spencer, Pamplin College associate dean for undergraduate programs.

The Corps of Cadets Center for Leader Development (CLD) will move to the Pamplin College from the College of Arts and Sciences, which had initiated and developed the center.

Communications Studies Professor Bob Denton will remain as CLD director and Thomas Rice chaired professor.

Responsibility for the CLD’s minor in leadership studies will be transferred to the Pamplin College. The college, through the management department’s Business Leadership Center, is developing its own concentration in leadership that will combine experiential learning with classroom instruction in leadership and management theory, ethics, and community service.

The center, directed by Management Professor James Lang, seeks to promote the development of leadership knowledge and skills of both undergraduate and graduate students (See NEW on 7).

Roanoke city manager takes COTA post

By Larry Hincker

W. Robert Herbert, Roanoke city manager, will become a fellow in Virginia Tech’s Center for Organizational and Technological Advancement (COTA) effective April 9.

As a COTA fellow, Herbert will be responsible for identifying training and education opportunities for government and non-profit entities. He will develop workshops, short courses, and other educational programming for governments and other public-sector organizations such as hospitals, health facilities, and public-safety groups.

“Bob is completing a distinguished career of public service punctuated with quiet leadership and achievement. We are quite fortunate to keep him at work helping advance Roanoke’s downtown revitalization and improve the performance of governments throughout Virginia,” said Minnis Ridenour, executive vice president and chief business officer. Herbert will report to Ridenour.

Herbert will work primarily with conference and training associated with the Hotel Roanoke and Conference Center, but will also develop programming for other continuing-education sites in Blacksburg and Northern Virginia. “I am proud of my association with Roanoke city leaders and city workers. As I complete almost 30 years of work in the public sector, it is especially gratifying to me that I will be able to continue our work in improving downtown Roanoke and its economic revitalization. Making the Hotel Roanoke and Conference Center project a reality is one of the highlights of my time in City Hall,” Herbert said.

Herbert is often credited with important behind-the-scenes leadership and diplomacy that birthed the complex hotel-and-conference-center project in the early 1990s. It was born amid community doubts, a market recession for hotel properties, and funding uncertainties. Today the Hotel Roanoke and Conference Center is the economic anchor of city efforts to create an education complex from the former headquarters of Norfolk and Southern Railway offices on North Jefferson Street.

Herbert, a Cincinnati native, has spent most of his career in Virginia. He has worked for the City of Roanoke since 1979 and been Roanoke city manager since 1990.

Versatile Tech senior wins coveted Marshall scholarship

By Sally Harris

Stacey Smith of Virginia Beach, just awarded a prestigious Marshall Scholarship, is building toward her career goal the way an artist paints a masterpiece—by gradually adding layers and textures and colors and light just where they are needed.

The British ambassador to the U.S., Sir Christopher Meyer, announced that 37 Americans won the Marshall Scholarship, often considered the equal of the coveted Rhodes Scholarship. The British government established the Marshall Scholarship in 1953 in gratitude to the American people for the Marshall Plan. The Marshall Scholarships “finance young Americans of high ability to study for a degree in the United Kingdom in a system of higher education recognized for its excellence.”

For Smith, a Virginia Tech senior majoring in biology and Spanish, the scholarship adds yet another major dimension to her preparation for her goals of researching ways to preserve endangered plants and using that research to influence policy in the direction of protecting valuable habitats.

Her love of nature started on her grandfather’s farm, and his gift of a Peterson’s Bird Guide, along with a challenge to record every species of flower at the farm, started her passion for plants. Her interest in Spanish began in high school. She chose to take Spanish because so many Americans and peoples world wide speak that language. “I really started to love Spanish in my fourth year of study when my teacher was a Puerto Rican woman with a strong motivation to get students to speak out and to ‘think’ in Spanish,” she said.

By the time she reached Virginia Tech, she was “unusually mature and focussed,” according to Barbara Cowles of Virginia Tech’s Honors Program. Smith started doing research during her second semester. Instead of spending her first summer vacation (See VERSATILE on 8)
Simone Poirier-Bures of Virginia Tech’s English department has received a $3,000 Individual Artist Fellowship grant from the Virginia Commission for the Arts.

Ten fiction writers in Virginia received fellowships in the highly competitive program this year, along with 12 visual artists. Poirier-Bures’s fellowship will enable her to work on a book of short stories and creative-nonfiction essays dealing with human relationships with animals and the natural world. Her debut novel, Poirier-Bures’s, is the book, a novel set in Halifax, Nova Scotia, and That Shining Place, an award-winning memoir of Crete. She also has published 30 short stories and essays in journals in the United States, Canada, and Australia. Her work has been included in eight anthologies.

Laura Katz Smith, manuscripts curator in the Special Collections Department of University Libraries, has passed the Academy of Certified Archivists examination and is now a certified archivist.

Patrick Carlton, director of international education in the University Office of International Programs and chair of the Friends of the University Libraries, has been selected for induction into the Senior Army Reserve Commanders’ Association Hall of Fame. Induction ceremonies were to be held in January during SARCA’s annual meeting in Washington, D.C. In making the selection, the national association cited the retired colonel’s many years of service as SARCA secretary and his introduction of numerous program and administrative improvements.

Stephen K. White of the Department of Political Science has been elected editor of the journal Political Theory beginning in July 1999. The journal will move to Virginia Tech from its current home at the University of California-San Diego. It was previously at Columbia and Johns Hopkins.


Brian Tissue of the Department of Chemistry presented an invited talk on his recent research results at the International Rare Earths Conference in Fremantle, Western Australia. His talk was titled “Lanthamide Luminescence and Dynamics in Metal-Oxide Nanocrystals.”

Kay Castagnoli, senior research associate in the Harvey W. Peters Research Center in the Department of Chemistry, attended the Eight Amide Oxidase Workshop in Balatononozd, Hungary, where she chaired a session and gave an invited paper entitled “MAO-B Inhibitors and Neuroprotection.” She also attended the Eleventh Congress of the Polish Pharmacology Society in Krakow, Poland, where she presented a plenary lecture on “Monoamine Oxidase B Inhibition and Neuroprotection,” which will be published in a special issue of the Polish Journal of Pharmacology. Castagnoli attended the International Society for the Study of Xenobiotics 5th International Meeting in Cairns, Australia, where she gave an invited presentation entitled “MAO-B and nNOS Inhibitors and Neuroprotection.”

Neal Castagnoli Jr., the Peters professor of chemistry in the Harvey W. Peters Research Center, Department of Chemistry, attended the 13th Congress of the Polish Pharmacology Society in Krakow, Poland, where he gave a plenary lecture on “Enzyme Catalyzed Biosactivation of Cyclic Tertiary Amines to Form Potential Neurotoxins.” The lecture will be published in a special issue of the Polish Journal of Pharmacology. An International Travel Grant supported his participation in this international scientific meeting.

Kathleen W. Jones, associate professor of history, and Rebecca H. Davis, assistant professor of political science, presented a workshop on teaching and technology to faculty members and administrators at St. Louis University.

John M. Carroll, professor in computer science and director of the Center for Human-Computer Interaction, has received the Silver Core Award for service to the International Federation for Information Processing.

J.A.N. Lee, professor of computer science, received the International Federation for Information Processing (IFIP)/Silver Core award. The award recognizes his seven years of service as chair of the IFIP History working group, six years as the U.S. representative to the Technical Committee on Social Impact, and three years as secretary of that committee.

Kent Holliday, professor of music at Virginia Tech, was winner of the 1998 Music Teachers Association of Virginia (MTNA) Music Teacher’s National Association (MTNA) Commissioned Composer Project for his work “Four Evocations” for solo piano. Holliday received a contract that formalizes the commission of a new work to be premiered at the 1999 MTNA convention in the fall. The commission carries a cash award of $1,000, which will be presented at the premiere performance. After the premiere, the composition will be submitted as an entry for the MTNA-Shepherd Distinguished Composer of the Year award.

Klaus Hintelmann of the statistics department presented a paper, “Partially Balanced Treatment Incomplete Block Designs,” and chaired a session on Experimental Design at the International Biometric Conference in Cape Town, South Africa.

Karen Hult, professor of political science, has named book-review editor of the Presidential Studies Quarterly. In addition, Hult and Charles Walcott, professor of political science, have been named to the journal’s new Editorial Board.

John M. Carroll, professor in computer science and director of the Center for Human-Computer Interaction, attended the Thirty-second Annual Hawaii International Conference on System Sciences in Maui. Carroll organized a papers minitrack on scenario-based system development and presented a paper entitled “Five reasons for scenario-based design.”

Mary Beth Rosson, associate professor in computer science, attended the Thirty-second Annual Hawaii International Conference on System Sciences in Maui. Rosson presented a paper entitled “I Get By with a Little Help from My Cyber-Friends: Sharing Stories of Good and Bad Times on the Web.”

Lisa Ruddy, contracts officer and senior buyer in the Purchasing Department has successfully completed the Certified Purchasing Manager (CPM) certification program offered by the National Association of Purchasing Management (NAPM). This certification program involves a combination of formal and continuing education, related work experience, and the passing of four examinations. Attainment of a CPM is regarded as the highest certification achievement available to procurement professionals.

In her responsibilities Ruddy works with a cross section of the university community. She regularly contracts for large hotel and conference facilities on behalf of Continuing Education. In the past year, she has completed several major contracts including debt collection services and charter bus services. She is working on a project to establish a prime vendor contract for janitorial and cleaning supplies.

Spencer Johnston, associate professor of small animal clinical sciences, presented “Osteoarthritis: Pathophysiology and Expectations of Treatment,” and participated in a panel discussion on the treatment of canine osteoarthritis at the XXIII Congress of the World Small Animal Veterinary Association in Buenos Aires, Argentina. Johnston also presented “GI Ulcers/ The NSAID Connection” and “Treatment of Osteoarthritis with NSAIDS” at the annual meeting of the American College of Veterinary Surgeons in Chicago.

Michael Leib, professor in the Department of Small Animal Clinical Sciences, presented several sessions on continuing education lectures at the Ottawa Academy of Veterinary Medicine in Ontario, Canada. Lieb presented lectures titled “Diagnostic Approach to Chronic Diarrhea: A Case Oriented Approach,” “Acute Pancreatitis in Dogs: A Diagnostic Dilemma” and “Helicobacter Gastritis: A Diagnostic Approach.” Leib also presented lectures on inflammatory bowel disease, helicobacter gastritis, pancreatitis and other gastrointestinal disorders in dogs at meetings of the North Carolina Academy of Veterinary Medicine in Sanford and at the Virginia Academy of Veterinary Medicine in Roanoke.

Peter Eyre, dean, and Gerhardt Schurig, professor, in biomedical sciences and pathology, recently traveled to Valdivia, Chile, where they met with officials from the Universidad Austral De Chile to formalize the establishment of a research and educational exchange program between that university’s Facultad de Ciencias Veterinarias and the Virginia-Maryland Regional College of Veterinary Medicine.

Mark Smith, associate professor in the Department of Small Animal Clinical Sciences, has earned board certification from the American Veterinary Dental College. Smith, who is also board certified by the American College of Veterinary Surgeons, provides leadership for the veterinary dental clinical programs offered in the Veterinary Teaching Hospital. He also operates the college’s Laboratory for Comparative Oral Research.

Stephen A. Smith, associate professor in the Department of Biomedical Sciences and Pathobiology, presented a lecture titled “Important Fish Pathogens And Disease Syndromes Of The U.S. Aquaculture Industry,” to a meeting of the Japan International Food and Aquaculture Society. He also spent a week touring aquaculture facilities and aquacirms in Japan.

Steve Dehart, facilities support manager in the VMRCVM, made a presentation on veterinary college facilities management at the First Annual Veterinary Facilities Conference of North America at the University of Missouri at Columbia.

Kent Scarratt, professor in the Department of Small Animal Clinical Sciences, presented a lecture on “Hepatocellular Carcinoma In Horses” at the annual meeting of the American College of Veterinary Internal Medicine in San Diego, Calif. He also presented “Activity of Gamma-glutamyl Transferase In Serum of Newborn and Day-OldCalves Derived By In-Vitro Fertilization” in the Technology Transfer Poster Session section of the annual meeting of the American Association of Bovine Practitioners in Spokane, Wash.

Stephen Holladay, associate professor in the Department of Biomedical Sciences and Pathobiology, presented a paper titled “Contaminants and Marine Mammal Immunotoxicology and Pathology” at a National Oceanic and Atmospheric Administration sponsored “Workshop on Marine Mammals and Persistent Ocean Contaminants” in Keystone, Colo.

Beverly Purswell, associate professor in the Department of Large Animal Clinical Sciences, is serving as program chairman for the Small Animal Theriogenology section of the Annual Meeting for the Society for Theriogenology.

David S. Lindsay, associate professor in the Department of Biomedical Sciences and Pathobiology recently served as president of the Animal Disease Research Workers in the Southern States. Lindsay is president of the Southeastern Society of Parasitologists. Lindsay has recently been appointed to the Editorial Board of Veterinary Parasitology and is serving as an associate editor of the Journal of Eukaryotic Microbiology. Lindsay also presented “Review of the Biology, Pathogenesis, Prevention/Control, and Treatment of the Swine Coccidiod, Isospora Suin, In Swine” at a meeting of Animal Health Researchers sponsored by Eli Lilly in Greenfield, Ind. He presented “Determination of the Activity of Nitazoxamide Against Sarcocystis Neurona In Cell Culture” and “Experimental Coccidiosis Anais Infections In Poultry” at the recent meeting of the American Association of Veterinary Parasitologists in Baltimore.

Shelley Newman, clinical instructor in the Department of Biomedical Sciences and Pathobiology, passed her board examinations and has achieved diplomate status in the American College of Veterinary Pathologists.

(See ACHIEVERS on 7)
**Staff Senate Seeks Participants**

By Christian Moody

If the Virginia Tech Staff Senate can help build one more staff association this year, President Ben Poe will consider it a successful year. He took the idea from Wayne Warner, retired dean of the College of Education, at a meeting in December. Warner suggested modest goals of growth this year as a measuring stick for success, for the senate, which has seen participation decline in recent years as fewer economic hot-button issues roil debate among staff members on campus.

Prosperous times in the state mean less controversy as the purse strings in Richmond are not as tight. So the staff is not as energized to defend itself against cuts, restrictions and limited pay raises, Poe said.

Successful staff associations have looked past those issues and are working to offer service to the university and community, Poe said. If more can be re-focused, he hopes participation will increase as staff members see they are making a difference. Late last year, for example, the Staff Association for Facilities Employees sponsored a food drive for the Christmas outreach program of Montgomery County, which provided food, clothing and toys for those in need of assistance.

"Some of the more active groups have a more social and service-oriented focus," Poe said. "They have been working on blood drives, the food bank, the Christmas Store. We want to convert the focus from issues to something everyone can feel good about."

Focusing the effort of associations on community service offers a win-win scenario, as Poe sees it. The associations provide a benefit to the community and staff members have a chance to increase participation in such activities, and when it comes time to take up issues of importance in governance, a well-organized association is already in place.

By adding an association, or strengthening one or two less-active associations, Poe hopes the number of senators will increase. There are 52 seats in the staff senate, and currently only 24 senators on the roster. Each staff association is represented by at least two senators, with associations over 100 having a third seat.

"Of course, there are still issues of access to the docket. At last week’s Staff Senate meeting, Poe quelled a rumor making its way around campus that parking fees would rise to $100 next year. Parking is a perennial issue for most people associated with the university, and the senate has a representative on the university’s Transportation and Parking Committee. The current classification system is an issue, as is a proposal to allow for benefits for 1,500-hour compared to fall 1996. Absenteeism was reduced from 219 days to 141 days, and students with a QCA of 2.0 or more increased by 6.3 percent. In an anonymous evaluation for the course, one student wrote: "I was initially scared that I wouldn’t be able to handle the volume but then I knew that the writing actually helped me understand the concepts instead of just understanding how to do the work."

Another example of writing put to good use was Robert Lyons’ writing intensive HORT 4304, “Contemporary Issues in Plant Materials Use.” Lyons (who recently accepted a position at North Carolina State University) had his students write fact sheets about plants that mimic the University’s similar documents used by the state Department of Conservation of Resources. He then submitted his students’ work for distribution by the state agency. He also sent student-written fact sheets to the National Invasive Exotic Plant Council, where they are posted on a web site, and some of his student work was placed in informational boxes in the Virginia Tech Horticultural Gardens.

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**Events**

**Thursday, 28**

YMCA Open University Registration, 9 a.m.-6 p.m.
YMCA Office

Bloodmobile, 10 a.m.-4 p.m., Squires Student Center.

YMCA Slide Show, noon, Cranwell Center: "Shores and Coast of the World," by Bill Hohenboken.

Friday, 29

YMCA Open University Registration, 9 a.m.-6 p.m.
YMCA Office

Women’s Basketball, 7 p.m.: At Xavier.

Student Recital, 8 p.m., Squires Recital Salon: Alex Perez.

Saturday, 30

Black History Month Kick-off, 6 p.m., Squires Commonwealth Ballroom: Candlelight vigil.

University Chamber Music Series, 8 p.m., Squires Recital Salon: Audubon Quartet.

Sunday, 31

YMCA Hike, 1:30 p.m., meet in parking lot 403
Washington, St.: Warm Hearth Trails.

Men’s Basketball, 2 p.m., Cassell Coliseum: LaSalle.

University Chamber Music Series, 3 p.m., Squires Recital Salon: Audubon Quartet.

**February**

**Monday, 1**

Salary and Wage Paydate.

Black History Month Begins.

**Activities**

University Council Meeting, 3:5 p.m., 1045 Pamplin.

Black History Month Program, 8:30 p.m., Squires Colonial Hall: "Whatever Happened to the Dream? Leadership in the Black Community." Panel discussion.

Tuesday, 2

Faculty Development Workshop, 10 a.m.-noon, NMC, Newman Library.

Wednesday, 3

YMCA Mornings, 9:30-11:30 a.m., Luther Memorial Church: "Heart-Shaped Wreaths."

Faculty Development Workshop, 11:15 a.m.-12:15 p.m., north lounge, Johnson Student Center: "Student Evaluation Processes."

Faculty Development Workshop, noon-1 p.m., Williams CIC: Digital Discourse, round table discussion.

Faculty Development Workshop, 3:30-5:30 p.m., The Newmark Room: Cooperative Learning #1, "With Good Reason."

Black History Month Program, 7:30 p.m., Black Cultural Center: "White Privilege," by Larry Bechtel.

Men’s Basketball, 7:35 p.m.: At Duquesne.

Thursday, 4

YMCA Slide Show, noon, Cranwell Center: "Traveling Bed and Breakfast through Europe," by Jack Muench.

CEUT Videoconference, 2-4 p.m., Fralin Center: "Tools for Transition: Making the Learning Paradigm a Reality."

Black History Month Program, 7 p.m., Squires Colonial Hall: "Don’t believe the Hype," by Farai Chideya.

**Seminars**

**Thursday, 28**

Physics, 3:30 p.m., 2030 Pamplin: "The Arrow of Time,"

by Marvin Blecher.

Entomology, 4 p.m., 220 Price: "Epidemiology of LaCrosse Encephalitis Virus and Its Importance in the Appalachian Region," by Sally Paulson.

Geological Sciences, 4 p.m., 2044 Derring: "Sub-Stratal Seismic Structure: What Do We Know and How Do We Know It?" by Arthur Snode.

Friday, 29

MCBB, noon, 102 Fralin: "Transforming Growth Factor-b1 and Nitric Oxide: Reciprocal Interactions and Possible Relevance to Cardiovascular Disease," by Yoram Vodovotz, Washington Hospital Center.

Convocations, 3:30-4:30 p.m., First Floor, Hillcrest: "Building a Sense of Community in the On-line Classroom: Pitfalls and Challenges," by Annette Markham.

Science and Technology Studies Center, 4-5:30 p.m., 132 Lane: "Eugenic Sterilization and the Politics of Welfare," by Molly Ladd-Taylor, York; and "All Not Fit To Breed," by Mary Bishop, Rosanne Times.

**February**

**Science and Technology Studies Center, 4-5:30 p.m., 132 Lane:** "Do Boys Have to Be Boys? Gender, Narrativity, and a Famous Case of Sex Reassignment During Childhood," by Bernice Hausman.

**Thursday, 4**


**Bullets**

**Sci-fi collection on display at Newman**

Science-fiction aficionados can now view a display of science fiction, horror, and fantasy works from the early 1920s through the late 1980s in Virginia Tech’s Newman Library gallery, across the hall from the circulation desk. The display includes American, British, and Australian pulp magazines; reference works; and selections from the library’s literature collection.

Derived principally from the William J. Heron Collection of Speculative Fiction, which is housed in the Special Collections Department, the display will remain on exhibit until March and can be viewed during regular library hours.

"There’s a little something in the display for everyone, but if you find diaphanous clothing and/or gaudy colors appealing, it’s a must-see," said Joyce Nester, the library assistant who organized the display.

According to Nester, the Heron collection consists of materials donated by Heron and purchased from a North Carolina collector.

For more information, call Nester at 1-9205.

**Baird Award nominations sought**

The Department of Residential and Dining Programs (RDP) is seeking nominations for the 1998-1999 A. Alan Baird Award. The award honors the student who has contributed the most to the residence-hall program during or culminating in the current academic year. All students are eligible for the award, including those not affiliated with RDP. Additionally, students’ past contributions will be taken into account.

The Baird Award is made possible through the generosity of the family and friends of Alan Baird, Class of 1988, who died in March 1992. Baird was the president of the Residence Hall Federation (RHF) during 1987-1988 when he was also president of the Virginia Association of College and University Residence Halls.

Nomination forms are available in 109 East Eggleston Hall, the Hokie Passport office (41 Owens Hall), and at the Area Offices (Payne, West Ambles Johnson, Newman, Shanks, Lee, and New Residence Hall West). The deadline to submit nominations is Friday, Feb. 19, at 5 p.m. Nominations are to be turned into 45 Owens Hall, c/o Lori Greiner (mail code rdp.vt.edu/baird). For more information, contact Greiner at 1-8086 or e-mail at lgreiner@vt.edu.

**Series examines cooperative learning**

Using groups in the classroom effectively means more than placing students into groups. Cooperative learning strategies can be incorporated into teaching to further strengthen learning and make instruction more effective.

On February 3, Margaret Hable, CEUT’s faculty development consultant, will begin a four-part series on cooperative learning. The series provides the basics for setting up and using cooperative-learning strategies in the classroom. Participants in this semester-long development activity will learn the basic theory of cooperative learning, basic elements, team-building strategies, small- and large-group cooperative structures, ways to hold individuals accountable, structures for promoting group interdependence, and assessment strategies.

A system for peer support and professional reflection necessary for success will be provided, as well. Cooperative Learning #1 is in Hillcrest Hall from 3-5:30 p.m. Pre-register by: sending e-mail to ceut@vt.edu or by calling 1-8553 or 1-6995.

**Oral-communication workshop set**

On February 10, Marlene Presson of Communication Studies will share her strategies for developing students’ oral communication. She will discuss types of formal and informal oral communication; ways to integrate those types into your curriculum; approaches for practice and managing nervousness; and criteria for assessing students’ oral presentations.

This workshop will meet from 3:30-5 p.m. in the Hillcrest dining room. Register by sending e-mail to ceut@vt.edu or by calling 1-8553 or 1-6995.

**CEUT videoconference planned for next week**

On Thursday, February 4, CEUT will sponsor the videoconference, Tools for Transformation: Making The Learning Paradigm A Reality. This presentation introduces a framework for institutional transformation, reflecting on issues such as: policy, funding, and accountability, successful examples of organizational change, educational and institutional assessment techniques, and the care, mentoring, and direction every student must have to reach full potential. The presentation will be in the Fralin Biotech Center from 2-4 p.m. Register by sending email to ceut@vt.edu or by calling 1-8553 or 1-6995.

**Speaker to discuss women’s rights in post-war Japan**

Beate Strota Gordon will present a public lecture, “The Only Woman in the Room: Writing Women’s Rights into Japan’s Constitution,” on Wednesday, Feb. 3, at 7:30 p.m. in the rear auditorium of the Donaldson Brown Hotel and Conference Center.

After World War II, Gordon was a member of the Allied Occupation committee charged with drafting a new constitution for Japan. Gordon will speak about her efforts to include gender issues in the discussion.

Sponsoring Organizations are the International Club of Virginia Tech, the American Association of University Women (Blacksburg Chapter), the University Office of International Programs, the Center for Excellence in Undergraduate Teaching, the University Honors Program, Phi Beta Delta, the Women’s Center, the Center for Interdisciplinary Studies, the Women’s Studies Program, the Humanities Program, the Department of Political Science, the Department of History, and the College of Arts and Sciences.

**Accounting and purchasing update training**

The University Controllers is offering an afternoon training session on Wednesday, Feb. 10, in the Donaldson Brown auditorium. The session will begin at 1:15 p.m. and end at approximately 4 p.m. No advance signup is necessary. This session is appropriate for all employees whose job responsibilities include invoice processing, departmental purchasing, financial accounting and/or travel processing.

The session will provide updated, and in many cases new information on a wide range of topics. A partial topic list includes: accounting payment processes, non-sufficient fund checking, special payments (non-resident aliens and independent contractors), unavailable costs, equipment inventory, Banner accounting-forms review, American Express Corporate purchasing card, ordering furniture, minority and woman-owned vendor sources, new service contracts, surplus of
Providing a multi-faceted, supportive learning environment, our advising programs are effective in supporting student success. Specifically, the task force is looking at methods and departmental structures used across campus to advise students, recommendations for the use of technology in advising, and strategies for recognizing and rewarding advising. The overall measures of success for improved advising will include an increase in alumni satisfaction with academic advising as measured by the annual alumni survey, a better understanding of advising models at Virginia Tech, and a clarification of roles and responsibilities in advisor/advisee relationships.

“The work of the task force is an important contribution to the development of strong learning communities, which will in turn, advance the university,” Scott said.

In December, Scott visited the Commission on Undergraduate Studies, and this spring the task force will hold a series of focus groups with undergraduates to learn about their perceptions on advising at Virginia Tech. Early next month the task force will mail a survey to associate deans, academic department heads, and departments that provide advising for undergraduates. The purpose is to collect information that will be incorporated into the group’s final report in May.

The dates and topics for the Afternoon Chats are February 5—Professional, Faculty, and Informal Advising; February 19—Student/Advisor Responsibilities in the Advising Relationship; March 26—The Intersection Between Career and Academic Advising; April 16—Exemplary Advising Practices and Faculty Rewards and Recognition. For more information about the Academic Advising Task Force or the Afternoon Chats, contact Scott at scottdh@vt.edu. Each afternoon chat is limited to 30 participants.
## EMPLOYMENT

### CLASSIFIED POSITIONS

<table>
<thead>
<tr>
<th>Position</th>
<th>Department</th>
<th>Grade</th>
<th>Starting Pay</th>
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<th>Application Deadline</th>
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(SEE EMPLOYMENT on 7)
more effectively by understanding and improving their self-leadership patterns. His book, he says, is a comprehensive self-help guide that is based on sound principles and more than 15 years of his and his co-author’s combined research on self-leadership and related subjects. The book discusses such concepts as “imagined experience,” “opportunity or obstacle thinking,” and “external versus natural rewards.” It offers step-by-step mental and behavioral strategies and many examples of self-leadership practice, including cases based on feedback from the authors’ trainees or students. “We provide many exercises and practices for readers to try out, including self-directed questionnaires that help them diagnose their current self-leadership practices.”

Neck has served as a consultant to many organizations. At Virginia Tech, he teaches a course on management theory and leadership practice. He has won several awards for teaching excellence, including two Student’s Choice Awards. An avid runner, he has completed 12 marathons.

**Mastering Self-Leadership may be purchased at local bookstores or by calling Prentice Hall at 1-800-922-0579.**

**FACULTY SENATE**

Continued from 3

showed that, with only 78 computer and nearly 2,000 students, the students involved in the Information Technology initiative course were scoring a half-grade higher than students in traditional courses.

“By 1995, other colleges were encouraging the department to bring all its lower-level computer courses onto the stream of technological change,” Olin said. The department continued to change its courses technologically, and the idea of the Math Emporium arose from the changes.

**NEW**

Continued from 1

students through classes, interaction with successful business leaders and scholars, and participation in leadership roles in the college and the university.

Additionally, the Pamplin College’s Undergraduate Programs Office offers business majors various opportunities to acquire and improve leadership skills. These include corporate-sponsored workshops, the Wheat First Union Distinguished Speakers Series, and the Business Horizons career fair.

The Student Affairs Office launched a residence hall-based leadership program last fall to give non-cadets opportunities to develop leadership skills, and Associate Provost Pat Hyer is developing a women’s leadership concentration that will have academic and experiential components.

**EMPLOYMENT**

Continued from 6

99, renewed yearly. Apply to Mary McFerren, P. O. Box 701, Warrenton, VA 20188-0701 Application deadline: Jan. 29.

Office Services Assistant (6814J) Human Nutrition Food and Exercise. Normal Starting Pay: $15,939

**INSTRUCTIONAL STAFF SENATE**

Continued from 3

want it to be politicized, but we should have a voice. If the staff members are not working to make ourselves visible, we will lose some important responsibilities.” As an example, Poe cited the pay-scale structure, where staff input is critical, he said.

Poe said the Staff Senate will host a breakfast in March to inform staff members what we do. “We will share some of our stronger associations telling what they do.” The breakfast will be a chance for departments with interested employees to learn about associations. Poe says he is trying to reach areas of the university where participation has not been strong in the past. The strong associations such as the College of Arts and Sciences Staff Association (CASA) and the Veterinary Medicine Staff Association will present ideas that helped build their associations and increase participation.

Poe’s own participation in the Staff Senate has “opened my eyes.” The computer systems engineer, who works in the Department of Mechanical Engineering, says “ME is like a company of itself. This is a great way to get to know people in the rest of the university.”

Staff members who are not in an active staff association and want to reorganize the association in their area should contact Poe at 1-9141 e-mail: apeoj@vt.edu; Vice President Cindy Harrison, 7-1439 (canoe); Secretary/Treasurer Joy Thorn, 1-6428 (thorn); or Parliamentarian Terry Lawrence, 1-9114 (e-mail: talmdill@vt.edu). The Staff Senate meets the third Thursday of each month at 5:30 p.m. in 1810 Linton Reaves.

**ACHIEVERS**

Continued from 2

D. Phillip Sponenberg, professor in the Department of Biomedical Sciences and Pathobiology, will present an invited paper on breed conservation titled “Programas de Conservacion Involucrando Organizaciones de Productores. ¿ Esto Factible?” at the Cuarto Congreso Iberoamericano de Razas Autotomas Y Criollas. in Tampico, Mexico.

S. Ansar Ahmed, associate professor in the Department of Biomedical Sciences and Pathobiology, was invited by the National Institutes of Health to participate in three separate meetings on a new federal effort designed to learn more about the implications of endocrine-disrupting chemicals on the health of human and animals. As part of effort to recommend research priorities, Ahmed discussed immune consequences of exposure to these chemical at the “Characterizing the effects of endocrine disruptors on human health at environmental exposure levels” NIH/NIEHS and EPA-sponsored meeting at the Brownstone Hotel in Raleigh.

Since these chemicals can potentially alter the immune system, he served on an advisory committee recommending research priorities to assess the linkage of environmental agents with autoimmune diseases. He presented a paper titled “Gender and risk of autoimmune disease” at a “Linking Environmental Agents and Autoimmune Diseases” symposium sponsored by 7 federal agencies including NIH, NIAID and EPA, and two private organizations the Resource Prudential Park, North Carolina. At this meeting, he also chaired one of the workshop groups that is setting the research agenda for “Organ-specific Autoimmune diseases.” At the “Endocrine Disruptor Investigators Meeting” sponsored by NIH/NIEHS and EPA in Research Triangle Park, North Carolina, Ahmed presented an NIH-funded paper titled “Diethylystilbestrol, unlike demethasone, does not directly induce apoptosis of thymocytes.”

Peter Shires, professor in the Department of Small Animal Clinical Sciences, presented a paper titled “Digital Images in Practice” and presented a poster on case-based problem solving on the computer at the Richard B. Talbot Veterinary Informatics Symposium held at the recent meeting of the American Veterinary Medical Association in Baltimore, Shires also presented “Practice Web Sites,” “Client Education,” and “Digital Images in Specialty Practice” at the 1998 ACVS Symposium in Chicago. Shires is also serving as a member of the American College of Veterinary Surgeons’ Public Relations Committee.

Craig Thatchet, head of the Department of Large Animal Clinical Sciences, presented a lecture entitled “Enteral Nutrition: Patient Assessment and Nutritional Needs” at the annual meeting of the American College of Veterinary Internal Medicine in San Diego. California “Enteral Nutritional Support of the Dog and Cat” at the XXIII Congress of the World Small Animal Veterinary Association in Buenos Aires, Argentina. Thatchter has also been appointed secretary/treasurer of the American College of Veterinary Nutrition.

Thomas J. Inzana, professor in the Department of Biomedical Sciences and Pathobiology, has been elected president of the Virginia Branch of the American Society for Microbiology.

**HERBERT**

Continued from 1

its city manager since 1985. During his tenure as city manager, Roanoke was recognized nationally for its innovative programs in local government that fostered successful partnerships between neighborhoods, non-profits, the business community, and city government. Before going to Roanoke, he served as city manager for five years in Covington. He will continue working out of Virginia Tech’s Roanoke offices.

**FACULTY POSITIONS**

Continued from 1

(Grade 4), FT. 8 a.m. to 5 p.m. Apply to Judy Midkiff, Northeast District Extention Office,11 S 12th Street, Suite 210, Richmond, VA 23219 Application deadline: Jan. 29.

Office Services Specialist (1895D) University Relations, WVT Radio, Normal Starting Pay: $17,424 (Grade 5), FT. Monday-Friday 8 a.m.-5:30 p.m. Apply to Donna Spiller, Office Manager, WVT Radio, 4265 Electric Rd. SW, Ste.

105, Roanoke, VA 24014. Application deadline: Jan. 29.

Trades/Utilities Master Mechanic (4104M) Hampton Roads Agricultural and Research Extension Center. Normal Starting Pay: $24,885 (Grade 9), FT. Monday-Friday 8 a.m.-5 p.m. Apply to Peter Schultz, 1444 Diamond Springs Road, Virginia Beach, VA 23455. Application deadline: Feb. 15.

**STAFF SENATE**

Continued from 3

More on the Staff Senate’s efforts to publicize the existence of staff associations can be found at http://staffsenate.vt.edu.

**Virginia Tech’s Center for Organizational and Technological Advancement was established in 1994 to help Virginia’s companies and organizations better compete and perform in an information-driven economy. Through short courses, seminars, and conferences it seeks to improve workforce skills and individual leadership. It focuses on groups in education, business management, government and non-profits, engineering, and biotechnology.**
VERSATILE
Continued from 1

from college relaxing or working to make money, Smith arranged to spend it in the Great Dismal Swamp collecting species lists and pressing floral samples for a professor’s research project involving the endangered Atlantic White Cedar. “Despite the fact that many who have understood these flowers before,” Smith said, “each was a new and wonderful discovery for me… Plant classification links human experience to the natural world through the thrill of discovering each new plant and by instilling respect for the incredible diversity of life.”

During her sophomore year, an amazing sequence of intertwined events began. She had been studying and doing research into such subjects as plant molecular biology and genetic engineering. She was encouraged to apply for the Daughtrey Scholarship, set up by alumnus William Daughtrey to provide $6,000 in tuition and $4,000 for a unique educational experience of the student’s own design. In preparing the application, Smith talked with a professor at the University of Georgia who was working on river shoreline reclamation in Costa Rica. The professor offered Smith a volunteer summer position, which she took. She daily rode a bicycle “from the dense green rainforest of the La Selva Biological Station to the nearby rural communities to conduct personal interviews with local farmers.” In the process, she not only learned their way of life and how it affected land use and stream quality, but she started pondering “the interaction of the people and their tropical ecosystem.”

That experience helped shape her project when she won the Daughtrey Scholarship and returned to Costa Rica in the summer of 1997. She had seen, for example, “the fragmentation of tropical forest” and realized that the communities she had come to love were also the ones who were, for reasons of survival, fragmenting the ecosystem to whose conservation she was dedicated. She knew from her genetic-engineering course that when habitats are fragmented and species isolated into small patches, they “cannot maintain the genetic diversity necessary to fight rapidly evolving diseases and insect attacks.”

“Perhaps,” she wrote in the Marshall application, “if plants in one patch maintained pollen flow with those in other patches, the genetic diversity would be preserved.” She decided that “genetic technology can unravel this question and guide us to the preservation of species threatened by fragmentation.” She also realized that scientists addressing the issue “must have the courage to approach it with not only data but a compassion for the inhabitants of the lands.”

In designing her Daughtrey experience, she decided “she wanted to live with a rural family so she could better appreciate the interconnectedness of human language, culture and religion with attitudes toward nature,” Arthur Buikema, who was her mentor for the Daughtrey experience, wrote in endorsing her for the Marshall Scholarship. “In this way, she would learn how to better work with families to educate them on why their environment should be preserved. Ms. Smith proposed a unique opportunity for her to better understand her role as a scientist in the greater order of the world, to enhance her understanding of her position and personal role in this world, and finally how she could effect change.”

In the meantime, Smith was carrying out her regular studies and activities at Virginia Tech, distinguishing herself in the University Honors Program that deals with the school’s top students. She was a member of numerous honor societies, including Phi Beta Kappa, and earned several scholarships, including the Morris K. Udall Scholarship, the Thomas Moss Leadership Scholarship, and the Phi Sigma (Biological Honor Society) Scholarship. Unusual for an undergraduate, she wrote grant proposals and got funding from the Biological Sciences Initiate and the Research Experience for Undergraduates Grant from the National Science Foundation. She presented a poster at the Graduate Student Association Research Symposium and Virginia Academy of Sciences Meeting and one at the North American Benthological Society Meeting.

Through the Marshall Scholarship, Smith hopes to study conservation genetics at the Centre for Plant Diversity and Systematics at the University of Reading’s Department of Botany. She will pursue a research degree in plant sciences, focusing on the impacts of anthropogenic disturbance on plant populations. She plans to focus her research on tropical plants of Latin America, “where human activities like urbanization, agriculture, and, in particular, cattle ranching have reestablished the species-rich rainforest into discrete patches and threaten endemic plants and animals.” Her objective, she said, “is to determine how human’s activities affect gene flow between fragmented plant populations and use the knowledge to better resolve the struggle between conservation and development.”

Eventually, Smith plans to become a professor at a research institution “so that I may provide research opportunities for future undergraduates and graduate students.”

Ms. Smith recommends to university Council policies and procedures concerning on- and off-campus undergraduate academic matters. Staff membership: one senator.

Committee on Student Affairs: Studies, formulates and recommends to University Council policies and procedures affecting graduate and undergraduate student life and morale. Staff membership: one senator.

Committee on Undergraduate Studies and Policies: Studies, formulates and recommends to university Council policies and procedures concerning on- and off-campus undergraduate academic matters. Staff membership: one senator.

Committee on Academic Support: Recommends policies and advises university administration in matters relating to employee benefits. Staff membership: three senators.

Committee on Equal Opportunity/ Affirmative Action: Advises the president and