

# SPECTRUM

Virginia Tech  
VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

VOLUME 21 NUMBER 21 THURSDAY, FEBRUARY 18, 1999

## TODAY'S EDITION

See page 2 for  
information on  
campus activities.

## Diversity Summit evaluates university's progress

By Clara B. Cox

Over 100 representatives from the university's diverse communities, including members of the faculty, staff, administration, and student body, met in January to discuss and assess diversity at Virginia Tech and to offer suggestions for improving the campus climate.

"The summit provided the Virginia Tech community with an opportunity to examine some of its practices and norms that might be barriers to creating a truly diverse and inclusive community. Creating a forum where diverse voices could join together in civil discourse was a major feat. While divergent opinions were shared, they were shared in a manner in which the dialogue was not hampered," said Barbara Pendergrass, dean of students and summit coordinator.

Sponsored by the Division of Student Affairs and the Office of the Vice President for Multicultural Affairs, the university's second annual Diversity Summit drew suggestions from 16 diverse campus communities about what the university should start doing, what it should stop doing, and what it should continue doing to create a welcoming environment for all people.

Among those things the participants decided the university should stop are "thinking and acting like diversity is a stand-alone topic that is the responsibility of certain offices," "the disparity between words and actions," "viewing diversity as an obligation," "relying on under-represented populations to bring diversity issues to light," "pandering to a segregationist past," "making excuses regarding data," and "treating incidents of discrimination as only the problem of a particular group since discrimination is a problem for all of society."

Summit participants said they would like to see the university start transforming the "curriculum to reflect diversity of cultures, aesthetics, and histories"; "planning strategically to mainstream diversity, using some of the same successful strategies as used for technology, outreach, and international programs"; observing "ethnic and religious holidays that are observed nationally"; requiring a "core class on diversity"; "using more inclusive language, pictures, posters, and examples"; creating "a more diverse executive body with responsibilities other than those related to diversity"; and "setting an example in the classroom of open-mindedness."

The participants also recognized the programs and activities already under way that should be continued and, in some cases, expanded. Among them are "mixing and matching residence halls," "faculty programs that reach out to diverse groups," "employee recognition at university and department levels," "new student-orientation diversity activities," "active recruitment of women into non-traditional fields at both graduate and undergraduate levels," "cultural celebrations that draw people in," "the effort to increase dietary options (in campus dining facilities)," and moving "from diversity to multi-culturalism."

In all, the communities made 48 recommendations for each of the start, stop, and continue categories. Every community represented at the summit selected a representative, who reported his or her respective community's final three recommendations in each of the three areas to the entire summit.

"It's amazing how the participants produced such a rich and broad set of recommendations in such a short amount of time. We are pleased that the process we came up with was so

productive," said Benjamin Dixon, vice president for multicultural affairs.

At the beginning of the three-hour summit, Pendergrass reported on programs and activities added by the university since the first summit in January 1998. Among those she mentioned are an Office of Multicultural Affairs and the appointment of Dixon as vice president for multicultural affairs; the identification by students of Comfort Zones; the establishment of a Celebration of Diversity program during fall for new students; the initiation of an annual Minority Graduate Transition Retreat to introduce under-represented Tech students to graduate school; the establishment of a Campus Climate Task Force; the re-classification of the Lesbian, Gay, Bisexual, and Transgender Alliance to a university chartered student organization; the creation of a university-wide diversity web site; the appointment of an associate dean for diversity and curriculum in the College of Arts and Sciences; and the return of the Minority Graduate Student Preview Weekend to bring minority college seniors from across the country to campus to introduce them to graduate programs at Virginia Tech.

Communities represented at the summit included Appalachian, Native American, Jewish, black, Hispanic, women, Asian, sexual minorities, and persons with differing abilities. Faculty members (Faculty Senate), administrators, students, and staff members (Staff Senate) represented the university at large.

The recommendations of what the university should stop, start, and continue will soon be distributed by the Office of Multicultural Affairs to deans, directors, and department heads as well to various committees and councils.



KEOWN

## Keown wins SCHEV Award

By Sookhan Ho

Virginia Tech Finance Professor Art Keown has been selected to receive an Outstanding Faculty Award from the State Council of Higher Education. The annual award, Virginia's most prestigious faculty honor, recognizes the excellent teaching, research, and public service of faculty members in state colleges and universities. The award includes a \$5,000 prize.

Keown, the R.B. Pamplin Professor of Finance at the university's Pamplin College of Business, is one of 11 faculty members who were selected from 69 nominees across the state this year. Keown and the other award recipients were to be honored yesterday during ceremonies at the State Capitol, including their introduction on the floors of the Senate

(See KEOWN on 4)

## Cohen joins OMA staff

By Clara B. Cox

Alicia P. Cohen, former coordinator of leadership development in University Union and Student Activities, has assumed new duties in the Office of Multicultural Affairs (OMA) as assistant to the vice president for multicultural affairs. In the job, Cohen assists Vice President Benjamin Dixon in the administration of daily operations, project management, long-range planning, and analytical functions.

According to Dixon, Cohen will be working on special projects and reports, developing presentation materials, representing the multicultural affairs office at on- and off-campus meetings, and interacting on behalf of OMA with the university community and other constituents of the office.

Cohen brings a range of relevant experience to the job, Dixon said. In her previous job, Cohen helped teach courses in leadership, advised the Student Government Association, planned and facilitated the Summer

(See COHEN on 4)

## Institute Designed to Aid Teachers

By Jean Elliott

At a time when so many schools are concerned with improving students' Standards of Learning scores, the Institute for Connecting Science Research to the Classroom is taking a leadership role in helping teachers find new and innovative ways to revitalize math and science programs.

Coordinated through the Virginia Tech College of Human Resources and Education, the institute brings teachers and professors together in collaborative teams to develop learning applications for K-12 based on actual research projects at the university. As a result, students connect with practicing scientists to investigate "real-world" problems such as the causes for deformities in certain frog populations, management of the brucellosis problem in the Greater Yellowstone area and identification of plants with pharmaceutical potential.

Following a year spent in developing research applications for K-12, the institute is now assisting teachers to infuse appropriate technologies in the science lab as students learn to extract DNA from fruits and veg-

etables, use robotics to perform repetitive tasks and explore online virtual environments.

Science, math and technology educators across Virginia can learn how to connect their classrooms to this leading-edge research at the institute's third annual conference for Teaching Inquiry with the Latest Technologies, or TILT, at the Hotel Roanoke February 22-23. This professional-development conference—sponsored by Bell Atlantic, Toyota USA Foundation and Virginia Tech—will feature hands-on workshops and panel discussions emphasizing strategies for teaching the Virginia SOL's.

World-renowned paleontologist John R. "Jack" Horner will present the keynote address on exploring ways to teach students about scientific principles and concepts in biology, engineering and chemistry using dinosaurs as the medium.

As curator of paleontology at the Museum of the Rockies in Bozeman, Mont., Horner discovered the first dinosaur eggs in North America, the first dinosaur embryos

(See INSTITUTE on 4)

## BOV to meet

By David Nutter

The Board of Visitors will meet on campus Monday, Feb. 22, beginning at 1 p.m. in Squires Brush Mountain Room.

The board or its committees will consider, among other business, tuition and fees for the 1999-2000 academic year, a master's degree in information technology, and a presentation on the university core curriculum.

The committees of the board will meet at the following times and locations: Academic Affairs at 7:30 a.m. in 219 Squires; Buildings and Grounds in executive session at 8:30 a.m. in the DBHCC Boardroom (open session begins at 9 a.m. in conference room A); Finance and Audit in executive session at 7:30 a.m. in the DBHCC Private Dining Room (open session begins at 8:30 a.m. in the Executive Conference Room); Student Affairs for an informal breakfast at 7:30 a.m. in DBHCC dining rooms A and B (regular business meeting at 9 a.m. in conference room C).

The board will hold an informational session Sunday, Feb. 21, at 3 p.m.

# ACTIVITIES

## EVENTS

### Thursday, 18

**Bloodmobile**, 10 a.m.-4 p.m., Squires.  
**YMCA Slide Show**, noon, Cranwell Center: "A Two-Week Bike Trip to Southern China," by Dave Jenkins.  
**Staff Senate Meeting**, 5:30 p.m., 1810 Litton Reaves.  
**Black History Month Program**: 7 p.m., Black Cultural Center, Squires: Discussion/Forum.  
**Women's Basketball**, 7 p.m. At La Salle.

### Friday, 19

**International Club Coffee Hour**, 5 p.m., Cranwell Center: "The Spanish-American War of 1898 and 100 years of U.S.-Cuban Relations Revisited," by Sonio Moro, Cuba.

### Saturday, 20

**Men's Basketball**, 2 p.m., Cassell Coliseum: Dayton.  
**Black History Month/Cultural Program**, 8 p.m., Burruss auditorium: "Harlem Nights."  
**University Chamber Music Series**, 8 p.m., Squires Recital Salon: The Kandinsky Trio.

### Sunday, 21

**Engineers' Week Begins**.  
**YMCA Hike**, 1:30 p.m., meet in parking lot 403 Washington. St.: Pandapas Pond.  
**Women's Basketball**, noon, Cassell Coliseum: George Washington.  
**University Chamber Music Series**, 3 p.m., Squires Recital Salon: The Kandinsky Trio.  
**Student Recital**, 8 p.m., Squires Recital Salon: Amanda Meseke.

### Monday, 22

**Faculty Development Workshop**, 10 a.m.-noon, 234 WMH and 463 NEB: "Teaching Strategies for Videoconferencing Courses."  
**Buffet Lunch**, 11:30 a.m.-1:30 p.m., DBHCC: Cajun Fare.  
**Faculty Development Workshop**, 3-5 p.m., Newman Classroom A: "Using Adobe Premier 5.0 and Apple QuickTime 3.0."  
**Black History Month Program**, 6:30 p.m., Squires Black Cultural Center: Lecture and Film on Black Panthers.

### Tuesday, 23

**Faculty Development Workshop**, 10 a.m.-noon, NMC, Newman Library: "Creating Web-Based Courses Using CourseInfo."  
**VTOonline/IDDL Workshop**, 2 p.m., 502 Major Williams: "Basic Classroom Design and Construction for On-line Education."

### Wednesday, 24

**YMCA Mornings**, 9:30-11:30 a.m., Luther Memorial Church: "Indonesian Cooking."  
**Faculty Development Workshop**, 3-5 p.m., NMC, Newman Library: "Introduction to Visualization Tools for Designers."  
**"With Good Reason"**, 7 p.m., WVTF: "Virtually Virginia," with Randy Shifflett.  
**Men's Basketball**, 7:30 p.m.: At George Washington.

### Thursday, 25

**Faculty Development Workshop**, 10 a.m.-noon, 234 WMH: "Planning a Web-Based Course."  
**Multicultural Program**, noon, Black Cultural Center: "Is Judaism Strongest in Times of Persecution?"  
**YMCA Slide Show**, noon, Cranwell Center: "Glimpses of Prague and Southern Bohemia," by Beth Thomas.  
**Black History Month Program**, 7 p.m., Squires Colonial Ballroom: Keynote by Gwendolyn Goldsby Grant.  
**Book Reading/Signing**, 7 p.m., Volume Two: R.T. Smith.  
**Guest Recital**, 8 p.m., Squires Recital Salon: Louise Billaud.  
**TAUT Mainstage Production**, 8 p.m., Squires Haymarket Theatre: *Into the Woods*.

## SEMINARS

### Thursday, 18

**Statistics**, 3:45 p.m., 409 Hutcheson: "From Designed Experiments to Spatial Random Fields. A Composite Likelihood Approach," by Oliver Schabenberger.  
**Chemical Engineering**, 4 p.m., 331 Randolph: "Transport of Growth Factors Through the Extracellular Matrix: Implications for Drug Delivery and Tissue Engineering," by Matthew Nugent, Boston U.

**Entomology**, 4 p.m., 220 Price: TBA, by Jeff Walters.  
**Geological Sciences**, 4 p.m., 2044 Derring: "A Cooks Tour of Carbonates from the Poles to the Tropics, Australia and New Zealand," by Fred Read.

### Friday, 19

**Highlands in Chemistry**, 11 a.m., 3 Davidson: "The Mechanism of Hydrolysis of Phosphate Esters by Co(III) Complexes," by Allan Blackman, Otago, New Zealand.

**Electrical/Computer Engineering**, noon, 457 Whittemore: "A Behavioral Test Strategy for Board Level Systems," by Q. Hameed.

**MCBB**, noon, 102 Fralin: "Growth Factor-Proteoglycan Dynamics: Implications for Cell Growth Control," by Matthew Nugent, Boston U.

**Electrical/Computer Engineering**, 3 p.m., 110 Holden: "Novel Reworkable and No Flow Underfills for Flip Chip Applications," by C.P. Wong.

**Economics**, 3:30 p.m., 3001 Pamplin: "Distributional Issues in the Public Support of Higher Education," by William Jackson, U.Va.

**Electrical/Computer Engineering**, 4 p.m., 457 Whittemore: "DNA Chips: Neural and Genetic Algorithms Return the Flavor to Molecular Biology," by Janet and Joel Donahue.

**Geographic Society**, 4 p.m., 136 McBryde: "Diffusion of Wine from Mesopotamia to Modern Virginia," by John Boyer.

**Science/Technology Studies Center**, 4-5:30 p.m., 132 Lane: "Selecting Students Scientifically: the Medical College Admission Test and the Debate About Criteria for Admission to Medical School, 1920-1940," by Charlotte Borst, St. Louis.

### Monday, 22

**Electrical/Computer Engineering**, noon, 654 Whittemore: Topic TBA.

**CSES**, 4 p.m., 232 Smyth: "Molecular Genetics on Barley," by Robert Paris.

**Horticulture**, 4-5 p.m., 409 Saunders: "Norfolk Botanical Garden: Not Just Another Pretty Place," by Don Buma, NBG.

### Tuesday, 23

**Electrical/Computer Engineering**, 3:30 p.m., 300 Whittemore: "Smart Materials and Applications," by D.J. Inman.

### Wednesday, 24

**Southern Pine Council**, 1 p.m., DBHCC: "Engineered Wood Systems."

**Electrical/Computer Engineering**, 4 p.m., 654 Whittemore: "Optimal design of Rotating Machinery," by V. Steffen.

### Thursday, 25

**Statistics**, 3:45 p.m., 409 Hutcheson: Topic TBA, by Connie Borrer.

**Electrical/Computer Engineering**, 4 p.m., 654 Whittemore: "Cutter Reduction in Ground Penetrating Radar," by Gary Brown.

**Entomology**, 4 p.m., 220 Price: "Management and Ecology of Spruce Cone Maggots in Atlantic Canada," by Jon Sweeney, Canadian Forest Service.

**Geological Sciences**, 4 p.m., 2044 Derring: "Landscape Evolution in the Central Appalachians: Erosion Rates, Drainage Basin Dynamics and the Sedimentary Record," by David J. Harbor, Washington and Lee.

### Geographic Society announces next speaker

The next colloquium in the Geography Series will be Friday, Feb. 19 at 4 p.m. in 136 McBryde. John Boyer will give a talk titled "Diffusion of Wine from Mesopotamia to Modern Virginia."

### Volunteer fair set for March 1

"Ut Prosim: That I May Serve" Month will hold a volunteer fair on March 1, 11 a.m.-4 p.m. in Squires Commonwealth Ballroom. The fair is a joint effort between Tech student organizations and the New River Valley community-service agencies to honor the visit of General Colin Powell. The fair is sponsored by University Unions and Student Activities and Voluntary Action Center. For more information, call 1-5725.

### Ticket policy for Powell speech given

Tickets for Gen. Colin Powell's speech here at Virginia Tech on March 30 in Cassell Coliseum will be distributed to students at no charge March 1-3. On March 4, the remainder of the tickets will be available to faculty and staff members and the public. Faculty/staff tickets are \$8 and general public seats are \$10. Tickets will be available at the Squires Student Center Ticket Office. For more information, call 1-5615 or visit [usa.vt.edu/vsc](http://usa.vt.edu/vsc).

### Multicultural fellows reception announced

A reception for the multicultural fellows is planned for the University Club on Wednesday, Feb. 24, from 4 to 5 p.m. The reception is sponsored by the Dean of Students Office, political science department, and Office of the Vice

## BULLETINS

President for Multicultural Affairs.

The public is welcome. RSVP to the Office of Multicultural Affairs at 1-1820, TTY 1-8718, or by e-mail to [atkinsrw](mailto:atkinsrw). Anyone requiring special accommodations to participate should call these numbers or e-mail the office.

### ODK seeks membership nominations

Omicron Delta Kappa is a national leadership honor society in its sixty-fifth year at Virginia Tech. The Alpha Omicron Circle of ODK is asking faculty members to nominate undergraduate juniors and/or seniors, graduate students, administration (faculty or staff members), and alumni (who have been graduated at least five years) for membership into the society. Those nominees should demonstrate exemplary character, responsible leadership and service in campus or community life, superior scholarship, genuine fellowship and consecration to democratic ideals.

Nominations are submitted by completing a reference and application form. However, nominators are not responsible for completing the reference form for every person nominated for membership. ODK is requesting that nominators inform potential candidates and encourage them to complete the application form. It is the student's responsibility to seek a reference.

To be eligible for membership, all students must have a minimum 3.0 overall QCA. A student candidate must demonstrate outstanding leadership/distinction in at least one area: 1) scholarship, 2) athletics, 3) campus or community service, social and religious activities, or campus government, 4) journalism, speech, or mass media, 5) creative and/or performing

arts. Those tapped for membership into the society will be recognized as the most distinguished students on campus.

Nominations and application forms must be returned to Nicki Cantrell by 9 a.m., March 1. For more information, contact Mike Schmidt at 961-5890 or Judi Lynch at 1-6285.

### Task force will look at undergraduate advising

Virginia Tech's task force on academic advising will hold the second in its series of Afternoon Chats on undergraduate advising Friday, Feb. 19, at 3:30 p.m. in the Yorktown Room of Squires Student Center. The topic for discussion will be student/advisor responsibilities in an advising relationship. Anyone is welcome to attend. Snacks will be provided.

### Governor's meeting tapes viewing set

Governor James Gilmore conducted four Governor's Employee Town Hall Meetings last year. At the meetings, employees commented on and asked about issues such as compensation, healthcare and retirement, and wage or hourly employment.

Tapes of the meetings have been distributed to each agency and employees who wish to view the tapes may do so on agency time without impacting their leave balances. Two open sessions have been scheduled on February 25 and March 1 for faculty and staff members to view the video of the Roanoke session. Employees do not have to register, but they should coordinate their attendance with their supervisors before leaving the work site. Sessions are scheduled for Thursday, Feb. 25, from 8:30-10:30 a.m. in the DBHCC front auditorium, and Monday, March 1, from 1:30-3:30 p.m., DBHCC front auditorium.

# EMPLOYMENT

## CLASSIFIED POSITIONS

The following classified positions are currently available. More details of these positions, specific application procedures and position-closing dates may be found on the Personnel Services web site at <http://www.ps.vt.edu>. Available positions are also listed on the Job Line, a 24-hour recorded message service: Office/Clerical: 1-6196; Technical/Research: 1-6160; Service/Trades: 1-6176; Professional and Managerial: 1-4649; Information Technology: 1-2233. Some of the following positions include state benefits. Positions with numbers beginning with a "W" are hourly and do not include state benefits. Comments about this shortened listing should be made to [perserv@vt.edu](mailto:perserv@vt.edu) or by calling 1-5301 or 1-6258 for persons with hearing impairments. Individuals with disabilities desiring assistance or accommodation in the application process should call by the application deadline.

To better serve applicants, the closing date for advertised positions has been changed to 1 p.m. Monday unless otherwise stated. An EO/AA employer committed to diversity.

### FULL TIME

**Laboratory Specialist Advanced**, 6375M, Food Science and Technology.  
**Installation and Repair Tech. Senior**, 7288D, Video/Broadcast Services.  
**Programmer**, 7405D, Administrative Information Systems.  
**Executive Secretary**, 2226D, University Development.  
**Housekeeping Worker**, 7323P, Physical Plant.  
**Distance Learning Specialist**, 7410D, Office of Distance Education.  
**Food Operations Manager A/Sous Chef**, 7266H, Residential and Dining Programs/Dietrick Dining Hall.  
**Programmer/Analyst**, 7246D, Information Systems.  
**Computer Systems Engineer**, 7414D, Communications Network Services.

**Food Production Worker A (2nd Cook)**, W022480H, Residential and Dining Programs/Owens Dining Center.

**Research Specialist**, 7412M, Crop and Soil Environmental Sciences.

**Instructional Technology Systems Manager**, 2122D, Educational Technologies.

**Locksmith**, 218P, Physical Plant.

**Office Services Assistant**, 6614J, Human Nutrition Food and Exercise.

**Research Specialist Senior**, 7422M, Fisheries and Wildlife Sciences.

**Senior Programmer Analyst**, 7421G, Institutional Research.

**Plumber Steamfitter**, 1926P, Physical Plant.

**Programmer**, 6772D, Administrative Information Systems.

**Senior Programmer/Analyst**, 7328D, Administrative Information Systems.

**Housekeeping Worker**, 1076H, Residential and Dining Programs.

**Prgm Spt Tech Senior (Web Site Technician)**, 6914T, Physics.

**Installation and Repair Tech. (Computer Tech.)**, 6841T, Parking Services.

**Programmer**, 6795S, Educational Technologies.

**Executive Secretary**, 2102S, University Development.

**Programmer**, 1864S, University Libraries.

**Fiscal Technician Senior**, 2414P, University Bursar.

**Programmer Analyst**, 1288S, University Libraries.

**Executive Secretary**, 2300M, Veterinary Teaching Hospital.

**Installation and Repair Technician**, 7430S, Communications Network Services.

**Research Specialist**, 7425M, Southwest Virginia Agricultural Research and Extension Center.

**Business Analyst (Accountant Sr)**, U2339P,

Physical Plant.

**Program Support Technician**, 5548M, College of Agriculture and Life Sciences/Virginia Cooperative Extension-Pulaski County.

**Laboratory Specialist**, 7428M, Plant Pathology, Physiology and Weed Science.

**Office Services Specialist**, 7427J, Materials Science and Engineering.

**Banquet Supervisor (FPW-A)**, 7424G, Donaldson Brown Hotel and Conference Center.

**Research Specialist Senior**, 6517J, Center for Public Policy and Administration.

**Housekeeping Worker**, 7261G, Recreational Sports.

**Laboratory Specialist**, 7429M, Biochemistry.

**Food Operations Manager B/Executive Chef**, 0029H, Residential and Dining Programs/Owens Dining Center.

### PART TIME

**Housekeeping Worker**, W022490H, Residential and Dining Programs.

**Program Support Technician Senior**, W022294D, Administrative Information Systems.

**Program Support Technician Senior**, W022069D, Administrative Information Systems.

**Food Operations Assistant B/3rd Cook**, W022562H, Residential and Dining Programs/Personal Touch Catering.

**Programmer**, W022504D, Communications Network Services.

**Laboratory Aide**, W020811M, College of Veterinary Medicine.

**Electronic Technician Senior**, W022588J, Engineering Science and Mechanics.

**Animal Care Technician B**, W022190M, Veterinary Teaching Hospital.

**Housekeeping Worker**, W020214G, Schiffert Health Center.

**Animal Care Technician A**, W022155M, Veterinary Teaching Hospital.

**Food Operations Assistant (Dish-washer)**, W022603G, Donaldson Brown Hotel and Conference Center.

**Pharmacy Supervisor**, W022501M, Veterinary Teaching Hospital.

**Get Connected Technician**, W022615D, Administrative Information Systems.

**Enrollment Svcs Assistant (Academic Adviser)**, W022613T, Computer Science.

**Program Supt Tech (Visual Resources Curator)**, W022616T, Art and Art History.

**Trades Helper/Carpenter's Assistant**, W020219H, Residential and Dining Programs/Facilities.

**Office Services Specialist**, W022331G, Program Development.

**Fiscal Technician**, W022619M, College of Agriculture and Life Sciences.

**Office Services Specialist**, 7284J, Civil Engineering.

**Banquet/Setup (FOA-B)**, W022143G, Donaldson Brown Hotel and Conference Center.

**Programmer**, W022623M, College of Veterinary Medicine/Biomedical Sciences and Pathobiology.

### UNIVERSITY ONLY

**Business Analyst (Accountant Sr)**, U2339P, Physical Plant.

**Off-Campus Distance Learning Specialist**, 7410D, Office of Distance Education.

**Office Services Assistant**, 6614J, Human Nutrition Food and Exercise.

**Research Specialist Senior**, 7422M, Fisheries and Wildlife Sciences.

**Research Specialist**, 7425M, Southwest Virginia Agricultural Research and Extension Center.

**Program Support Technician**, 5548M, College of Agriculture and Life Sciences/Virginia Cooperative Extension-Pulaski County.

**Research Specialist Senior**, 6517J, Center for Public Policy and Administration.

## FACULTY POSITIONS

### INSTRUCTIONAL

**Department of Mechanical Engineering. Assistant/Associate Professor.** Tenure-track faculty position at the assistant or beginning associate professor level. Begins in fall 1999 or spring 2000. While applicants with outstanding records in mechanical engineering will be considered, preference will be given for demonstrated expertise in structural acoustics and noise reduction, and for interests in one of the several areas of present departmental activity, with a connection to bioengineering. The successful candidate will be expected to contribute broadly to the teaching and service missions of the department and will work with established research groups in the department. Applications will be reviewed by a faculty

committee as they are received and will continue until the position is filled. Applicants should send complete resumes and names, addresses, and phone numbers of three references to Prof. Walter F. O'Brien, Head, Mechanical Engineering (0328), Virginia Tech, Blacksburg VA 24061.

### NON-INSTRUCTIONAL

**University Unions and Student Activities. Coordinator of Student Organization Finance and Programs.** This is a 12-month professional faculty position within the Student Activities area in the Department of University Unions and Students Activities. The coordinator reports to the associate director for student activities. The coordinator is the university's principal administrator for allocating over \$800,000 in student-activity fees and for managing student organization fund accounting. The coordinator supervises one classified employee. The coordinator creates and implements educational and training programs for student-organization advisers and creates and implements workshops and conferences for students in developmental areas and on topics of concern to students. Qualifications: This position requires a minimum of a master's degree in college student personnel or a related area, and two-three years full-time experience. Candidates must have some finance and accounting experience, be computer literate, and have excellent interpersonal and writing skills. Experience in group facilitation and programming as well as an understanding of student development theories and practice is required. The salary range is \$25,000-\$29,000 depending on qualifications and experience. Projected starting date is July 1, 1999. Applications review begins March 1, and continues until a successful candidate is identified. To apply, send an application letter and a current resume including the names, addresses, and phone numbers of at least three professional references to Alan Glick, Search Committee Chair, UUSA (0138), 325 Squires Student Center, Virginia Tech, Blacksburg VA 24061. Phone: 1-5661; fax: 1-7028; e-mail:

**University Development. Development Director for Smith Mountain Lake 4-H Educational Conference Center.** The director is responsible for the comprehensive development program on behalf of the Smith Mountain Lake 4-H Educational Conference Center. The director, working closely with the Board of Directors, Campaign Steering Committee, volunteers, and staff of the center will be responsible

for planning and implementation of overall fundraising efforts in support of current operations, endowment, and other capital purposes from all private sources. He/she will fulfil these duties under the direction of and in close cooperation with the university's central development office. Bachelor's degree required. Advanced degree(s) preferred. Related experience in education preferred. An understanding of and commitment to the programs of the center. The ability to relate to alumni and to individuals in corporate and foundation positions. Successful track record in fundraising and capital campaign experience highly desirable. Willingness to travel. Strong written, verbal, organizational, and interpersonal skills. Experience working with volunteers. Self-starter and able to work as a team member within the center and the university. Applicants should send cover letter, resume, and names of five references to: Office of University Development, Timothy G. Corvin, Senior Director of Development of Capital Support, Office of University Development (0336), Virginia Tech, Blacksburg VA 24061. Applications review begins immediately and continues until the position is filled.

**Dean of Students Office. Coordinator, Orientation and Parent Programs.** Qualifications: prefer master's in student affairs; two-three years experience in orientation programming; background in event planning and collaboration; excellent interpersonal and communication skills; program-development skills and attention to detail; demonstrated ability to work effectively with a variety of audiences; knowledge of student development theory. Duties: reporting to the associate dean of students, this position will provide administrative leadership to orientation and parent programs. Specific duties include: coordinate campus-wide advisory group; supervise support staff; select, hire, and train orientation leaders; teach a three-credit leadership course for orientation leaders; develop and facilitate production of printed publications; coordinate annual Parents' Day program; provide leadership to print and mail parent newsletter; participate as team member of dean of students "on-call" system for student advocacy. Salary range is \$25,000-\$28,000. Benefits include health plan and retirement package. Twelve-month position is available. Application process: Review begins immediately and continues until a suitable

candidate is identified; submit a letter of professional interest, resume, and appropriate supporting materials; submit a list of names, addresses, phone numbers, and e-mail addresses of three references; starting date is July 1, 1999. Send to: J. Thomas Brown, Search Committee Chair, Dean of Students Office (0255), 152 Henderson Hall, Virginia Tech, Blacksburg VA 24061.

**Department of Wood Science and Forest Products. Managing Director, Wood-Based Composites Center.** The position involves organizing and conducting a student recruiting program, organizing and conducting a student internship program, preparation and editing of center publications, web-site management, coordinating short courses, participation in the research program, and communication with industry members. Qualifications: The successful candidate must have excellent verbal and written communication skills, a knowledge of the wood-based composites industry, a desire to work with students, and a degree in wood science and technology. A master's degree is preferred. Industry experience is highly desired. Salary: This is a full-time appointment with an annual salary range of \$36,000 to \$40,000 plus benefits. The position is classified as a research associate and is eligible for Virginia state employee benefits. Application procedure: Send letter of application, resume, and references to Fred Kamke, Department of Wood Science and Forest Products (0503), 1650 Ramble Rd., Virginia Tech, Blacksburg VA 24061. Phone: 1-7100. E-mail: Application deadline: March 1, or until suitable candidate is identified.

**University Office of International Programs (UOIP). Assistant Director for International Education.** The office seeks a member of the Virginia Tech faculty for a 50-percent split-time appointment between UOIP and the candidate's current department or unit. The assistant director will work with faculty members to further Strategic Direction 3.5 "Internationalizing the University Experience," as follows: examine ways to enhance international curriculum-development skills and organize means of sharing this information; identify external grants and other means of providing international exposure or increased knowledge of international topics and advise faculty members; manage existing programs, including mini-grant program and International Fellows Program administered jointly with

(See JOBS on 4)



VIRGINIA POLYTECHNIC INSTITUTE  
AND STATE UNIVERSITY

*Spectrum*, a faculty-staff tabloid, is published each Thursday during the academic year, with the exception of certain holidays, exam weeks, and the summer. Copy deadline is 5 p.m. Thursday. No advertising is accepted.

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## IN OTHER NEWS

# Tech center to aid access to employment

By Susan Trulove

The Virginia Tech Center for Transportation Research (CTR) has begun work on a \$50,000 project with local organizations and citizens to develop a service, called ACCESS TO JOBS. The service is intended to benefit low-income residents who need transportation to prepare for, secure, and maintain jobs, said Stephanie Herbert, the project manager for the CTR portion of the project.

ACCESS TO JOBS will transport clients of the Montgomery County Department of Social Services (DSS), New River Community Action (NRCA), and the New River Family Shelter (NRFS) to job-related activities such as GED programs and job training.

Client trips will be coordinated using a dynamic-database-and-dispatch system the CTR is designing that will match trip requests to volunteer drivers and available transportation resources to create the most efficient route and schedule. Herbert says she believes the ACCESS TO JOBS system "will make finding the resources for and scheduling client trips much easier than the manual system currently employed, and will allow our non-profit and community partners to focus their

energy and resources on direct service."

Project funding, including in-kind contributions, is split about evenly between the CTR's Intelligent Transportation Systems (ITS) Implementation Center and several community groups and agencies. Major partners include the Managing Information for Rural America Team (MIRA) and the Voluntary Action Center (VAC). The MIRA Team is a group of Blacksburg residents responsible for administering a \$15,000 Kellogg grant designed to help people living in rural America use Information Technology to improve their communities. Because transportation has been identified by the Virginia Department of Social Services as a major barrier to employment in Montgomery County, the CTR and the MIRA Team began working together to craft the idea, build the support, and generate the resources needed for the project to succeed.

To make ACCESS TO JOBS a viable service, the CTR and the MIRA Team are partnering with the Voluntary Action Center. "Building a relationship with VAC is critical because the service will be run with the help of volunteers and local civic organizations," said Aaron Schroeder, the co-director of CTR's ITS Implementation Center. VAC seeks, among other things, to involve citizens in the fight

against poverty. VAC will not only assist in volunteer management, but the project will be run out of their offices at the Wesley Foundation.

"I believe it is this type of project, where the university teams with local community groups and agencies to help address local social problems, that stands the best chance at continued success," Schroeder said. "Together the CTR, the MIRA Team, and VAC hope to begin to address the major barrier to economic independence that is reliable rural transport."

## INSTITUTE

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ever unearthed and the largest bed of dinosaur bones ever found. He is noted for his scientific theory that Tyrannosaurus Rex was not a killer but a carrion-feeder.

The conference provides further opportunities for the institute to broker connections between K-12 teachers and researchers. Topics range from biotechnology in the rainforest to learning about NASA K-12 summer teacher workshops; from weather labs to DNA techniques. During the closing session at the conference, Nicholas C. Fraser, curator of vertebrate paleontology at the Virginia Museum of Natural History, will explain how teachers can be eligible to participate in a dinosaur dig this summer.

## JOBS

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Center for Excellence in Undergraduate Teaching, Alumni Award for Excellence in International Programs, and *Global Network* newsletter; advise on negotiating and signing linkage agreements with international universities and maintain linkages database; provide assistance to international visitors. Qualifications: Ph.D. and five years teaching at Virginia Tech; experience in international education such as incorporating international content into courses taught; strong interpersonal skills; demonstrated organizational ability. Desirable: grant-writing success; knowledge of international education grant programs such as Fulbright; recognized accomplishments in teaching and/or course development; experience in collaborative programming, teaching, or research with international institutions. UOIP will provide office space and a graduate assistant. The position is a three-year rotational assignment with the possibility of extension to begin between June 1 and Sept. 1, 1999. Send letter of application highlighting qualifications, curriculum vitae, and a letter of reference from department head (one additional letter from another VT faculty administrator or member of VT teaching faculty may be submitted if desired) to Search Committee, University Office of International Programs (0265), 134 Burruss Hall, fax: 1-5750, by March 5.

**The Women's Center. Assistant Director/Sexual Assault Education Coordinator.** The center provides advocacy, support services, and educational programming for faculty and staff members, students, and community groups. Responsibilities include providing workshops and seminars related to sexual assault, sexual harassment, and dating violence for students and faculty and staff members; training and supervising student peer educators in the area of sexual assault; and serving as an advocate for survivors of violence by providing them with crisis intervention services and referrals. The assistant director/educator works closely with law-enforcement officers, faculty members, Dean of Students Office, residence life staff, counseling services, health services, the campus judicial system, and the local women's-resource center. Administrative duties include managing the center during the summer months and when the director is unavailable. This entails budget management, staff supervision, preparing reports, fund raising, and grant writing. Applicants should possess expertise in the area of sexual-violence prevention, excellent writing skills, and should be comfortable in a higher-education environment. A master's degree is required; doctorate preferred. This is a full-time position/calendar year to begin Aug. 1, 1999. Send cover letter, resume, and the names, addresses, and phone numbers of three

references to Penny Burge, Women's Center at Virginia Tech (0270), Price House, Virginia Tech, Blacksburg VA 24061. Review begins March 19, and continues until the position is filled.

**Reynolds Homestead Continuing Education Center. Director/Adjunct Faculty.** In Critz. The director works with community organizations, school and library personnel, arts council staff, and staff members of other cultural and educational institutions to develop an agenda for the center. The new director will pursue distance learning to provide these resources to the community. The director will be involved in fund raising as part of his/her duties. The director should have a graduate degree in a field compatible with an education and outreach facility that also includes the curatorship of a historic home and grounds. He or she should have a minimum of three years' experience directing educational and cultural programming and fund raising. Some training or experience in historic preservation or curating is highly desirable. The director holds an adjunct faculty position in the Center for Interdisciplinary Studies at Virginia Tech and participates in all the center activities. He or she will supervise a staff of four and work with many part-time teachers and volunteers. Salary will be commensurate with assistant to associate professor, depending on the experience of the successful candidate. The position begins July 1, 1999. Applicant should submit letters of interest addressing qualifications for the position; a curriculum vitae, including an e-mail address and fax number, if available; and the names, addresses, phone numbers and e-mail addresses

of three references. Interviews begin April 15 and continue until the position is filled. Letters should be addressed to Barbara Carlisle, Chair, Reynolds Homestead Search, Center for Interdisciplinary Studies (0227), Virginia Tech, Blacksburg VA 24061.

**Mobile and Portable Radio Research Group (MPRG). Director of Information Services.** MPRG, rapidly growing research laboratory of the Bradley Department of Electrical and Computer Engineering with efforts focused in the field of wireless communications, invites applications for the above position at the rank of research associate. Duties will include (1) system administration for a network of 20 Sun workstations, networked printers, and a growing number (50+) of Windows NT workstations, (2) purchasing, installation, and maintenance of computing equipment and software (3) technical support of electronic publications database and website, (4) supervision of a team of students to provide user support for research and teaching activities of the laboratory, (5) long-term planning for growth of laboratories computing facilities. Expected qualifications include: (1) a B.S. degree in computer science, computer engineering, or a related field, (2) strong knowledge of Unix and NT system administration, (3) knowledge of HTML, C, C++, Ethernet, Unix, Solaris 2.6, Windows 95/98, Windows NT Workstation and Server 4.0, (4) excellent work habits and interpersonal communication skills. Qualified applicants should submit a resume and list of three references to B.D. Woerner, Director, MPRG (0350), NEB, Virginia Tech, Blacksburg VA 24061. Applications will be accepted until position is filled.

## KEOWN

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and House of Delegates and a reception at the Governor's Mansion.

Keown is a 25-year veteran of Virginia Tech. He joined the university after receiving a doctorate in business administration from Indiana University in 1974. An award-winning teacher, he has received five Certificates of Teaching Excellence, a Wine Award, and the Alumni Teaching Excellence Award. Keown has taught exclusively at the undergraduate level for the past nine years. His typical teaching load consists of mass sections of Corporate Finance, a core course for business majors. Despite his large classes (up to 600 or more students), students have, in end-of-term evaluations, consistently praised Keown's enthusiasm and dedication, his ability to make the study of finance fun, and his respect and concern for them.

Two of Keown's books—Basic Financial Management and Foundations of Finance: The Logic and Practice of Financial Management—are used in college finance classes in 16 Virginia universities and colleges and in others all over the country. His latest book, Personal Finance: Turning Money into Wealth, was published last year by Prentice-Hall.

Keown has also developed a variety of innovative instructional materials, including web sites, study guides, readings, and lecture planners. The web site he created to complement his new book provides the student with web-based exercises and discussions tied to links to about 850 related sites.

Keown is also active in student advising. As the faculty advisor to the Finance Club since 1990, he has helped to organize trips to New York to visit stock exchanges, banks, and brokerage houses. He also advises the student chapter of the Financial Management Association.

Keown was head of the finance department for nine years before returning to full-time teaching in 1991. A fellow of the Decision Sciences Institute, he is co-editor of the Financial Management Association's Survey and Synthesis Series and co-executive editor of the Journal of Financial Research. He spoke on personal investing strategies as the Pamplin College's distinguished faculty lecturer in a public-lecture series to celebrate the university's 125th anniversary.

## COHEN

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Leadership Seminar, presented programs and workshops, and planned the annual showcase for 170 student organizations. She has also coordinated student organizations at Virginia Tech and served as an academic advisor at Michigan State University.

She has been a member of the Women's Leadership Program Planning Committee, a presenter for the Multicultural Programs Leadership Institute, editor of the American College Personnel Association convention publications, a trained facilitator for Project SAFE (Sexual Assault Facts and Education), coordinator of the Virginia Association of Student Personnel Administrators (VASPA) Student Leadership Conference, a member-at-large of the VASPA executive board, and a member of the Division of Student Affairs Staff Development Committee. She is also trained in team facilitation and team management.

Cohen holds a master's degree in college and university administration from Michigan State University.

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