

SPECTRUM

Virginia
Tech

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

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TODAY'S EDITION
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Personnel Services.

New classified compensation plan provides flexibility, rewards performance

Changes recommended to the General Assembly and Governor James Gilmore will result in the most extensive revision of the state-employee pay plan to be implemented in 40 years.

The state Commission on Reform of the Classified Compensation Plan endorsed the plan on January 14, and forwarded it to the General Assembly for action. The General Assembly approved the plan during this legislative session. The Commission's Final Report is included as a special insert in this issue of *Spectrum*.

Virginia Tech is one of the eight state agencies that has been involved in the pay plan project, with Linda Woodard, assistant vice president for personnel, and Judy Ridinger, university compensation manager, serving on Pay Plan Reform committees.

The key objectives defined by the General Assembly were to move toward a performance-based system, to introduce flexibility to meet agency needs, to address pay concerns raised by employees and managers, and to improve the performance-evaluation process.

According to Woodard, "The new plan will address many problems found in the current system and includes some significant changes. The process of converting to the new plan will not be easy, but we are convinced that with careful implementation, the plan will provide significant opportunity for improvement in our employee-compensation-and-recognition practices. We are committed to providing the training and support needed to make the new plan work."

The plan will replace the current system of 23 pay grades with nine pay bands without

steps. Pay bands will group three current salary grades, with approximately 10 percent more added to the top of each band. The new plan will provide more flexibility for employees to grow in their current positions without having to change jobs.

The proposed plan will collapse 1,650 job classifications into approximately 275 broad job groupings called roles. The broader roles will facilitate career planning and employee development.

The current five-level performance rating scale (from exceptional to does not meet expectations) will be replaced with a three-level rating scale. Among the new features are provisions for upward feedback from employees, recognition of team performance, and bonuses for high-performing employees.

The plan will increase flexibility in pay

practices. Agencies will be able to expand rewards-and-recognition programs, award in-range salary adjustments for increased responsibilities, and provide pay increases when employees acquire new skills or knowledge applied on the job.

Preparation for implementation of the new compensation plan is currently under way, with conversion scheduled for Sept. 25, 2000. This first phase will include activation of the new pay structure of nine bands, the broader job roles, and the new pay policies. Virginia Tech employees in the Information Technology compensation pilot will also be converted to the new pay plan.

There will be no changes in employees' salaries on September 25 of this year as a result of the conversion to the new plan.

(See *NEW CLASSIFIED* on 4)

Engineering faculty members recognized

By Lynn Nystrom

Twelve College of Engineering faculty members received the Dean's Award for Excellence at a reception honoring them on Tuesday, April 4.

Honored for excellent performance in research were Chris Fuller of mechanical engineering (ME) Rakesh Kapania of aerospace and ocean engineering (AOE), and Anbo Wang of electrical and computer engineering (ECpE).

Scott Hendricks of engineering science and mechanics (ESM), Ray Plaut of civil and environmental engineering (CEE), and Kostas Triantis of industrial and systems engineering (ISE) earned awards for excellent performance in teaching.

The recipients for the service award
(See *ENGINEERING* on 4)



GLASS CEILINGS Patricia A. Sullivan, left, chancellor of the University of North Carolina at Greensboro; Virginia Tech Provost Peggy Meszaros, and Marie McDemmond, right, president of Norfolk State University recently discussed their careers and challenges in a Women's History Month panel titled "Glass Ceilings and Beyond: Unmasking Women's Leadership in Higher Education Administration." The program was part of the debut of the College of Human Resources and Education Women's Leadership Initiative. (J. McCormick)

Founders Day format revised

By Debbie Rhea

In an effort to improve the quality of recognition for award recipients the university has reorganized many of the functions traditionally held during the Founders Day Week celebration.

"We hope that this reorganization of events will provide the university community, as well as the larger community a more fitting and enjoyable opportunity to celebrate the founding of the university, while at the same time giving proper recognition to those outstanding faculty and staff members and students who make this university one of the best in the world," said Larry Hincker, associate vice president for University Relations.

The plan affords special opportunities to appropriately recognize staff and faculty members, alumni, and students. It also creates a convocation where the president can annually address the community about the current state of the university.

Overall, there are three parts: 1) a Student Honors Banquet to honor major university student awards recipients, 2) a Founders Day Convocation with a keynote speaker and presentation of three of the university's major awards, and 3) a Fall Faculty/Staff Awards Day that will include an annual convocation and later that evening, a banquet honoring faculty/staff award recipients.

Leading off spring semester recognition events will be the Student Honors Banquet, which will honor the man and woman of the year. Outstanding students from each college, and other student award recipients. The banquet is scheduled for April 8 this year, but will usually be held on the first weekend in April.

On April 28, the university will celebrate its founding with a traditional convocation (in late April or early May in future years). Held in Burruss auditorium and fea-

(See *FOUNDERS DAY* on 4)

New CEE lab offers latest instructional technology

By Liz Crumbley

Thanks to its Alumni Advisory Board, the Charles E. Via Jr. Department of Civil and Environmental Engineering (CEE) has a new computer laboratory that provides students with the latest in instructional and multi-media technology.

Randy Dymond, associate professor and director of CEE computing, said the new media-capable lab is designed for students to learn in pairs, promoting teamwork in computer assignments. The lab's 16 computers are networked and have mirrored hard drives so that students can have an identical set of software at any of the stations. CEE students can use the lab as a workroom every day whenever classes are not scheduled, and there are two overflow computer labs next door.

"The new lab enables us to instruct students in how to use software tools in solving engineering analysis and design problems," Dymond said. "We're now at the state of the art and the faculty members and students are ecstatic about the new facilities."

Any CEE course that uses software tools can be taught in the lab, including hydraulic structure, airport design, geographic-information systems, land development, and geometric design of highways. At the teaching podium, Dymond said, the instructor can control the signals sent to each of two ceiling-mounted projectors. The lab can use video/audio inputs from portable computers, a dedicated podium computer, an Elmo video camera or a VCR.

The \$300,000 renovation also includes matrix switching which, when coupled with a

high-speed fiber-optic connection, will provide a link to Network Virginia in the future.

The CEE Alumni Advisory Board launched a fund-raising campaign that garnered the major portion of support for renovating the lab, said Bill Knocke, CEE department head. The Virginia Tech Transforming Instructional Space Grant program provided startup funding for the project.

Software for the lab has been donated by Autodesk, Bentley, Geopak and Eagle Point, Dymond said, and design and renovation support were provided by staff members from Instructional Services, the University Architect's Office and Physical Plant.

The new computing lab, on the third floor of Patton Hall, will be dedicated today at 4:30 p.m.

ACTIVITIES

EVENTS

Friday, 7

OWF Coffee Hour, 8-9 a.m., The Easy Chair.
Women's Network, noon, Women's Center conference room.
Student Recital, 8 p.m., Squires Recital Salon: Andrew Simmons.

Saturday, 8

Animal Expo, 9 a.m.-6 p.m., VMRCVM.
YMCA Hike, 10 a.m., 403 Washington St.: Rock Castle Gorge.
Student Recital, 8 p.m., Squires Recital Salon: Brian Nozny.

Sunday, 9

Student Recital, 3 p.m., Squires Recital Salon: Sandra Johnson, John Bible.
Student Recital, 8 p.m., Squires Recital Salon: William Adkins.

Monday, 10

Storytelling Program, 7 p.m., 146 Smyth: Orville Hicks.

Tuesday, 11

Multicultural Program, 4 p.m., 126 Squires: Dialogue Series.

Faculty Senate, 7 p.m., 32 Pamplin.

Musical Event, 7:30 p.m., Lyric Theatre: Audubon Quartet: "Seven Last Words of Christ."

Wednesday, 12

Family Support Program, noon-1 p.m., DBHCC, conference room C: David Wooten.
"With Good Reason", 7 p.m., WVTF: Topic TBA
Theatre Event, 8 p.m., Squires Studio Theatre: "Much Ado about Nothing."

Thursday, 13

YMCA Slide Show, noon, Cranwell Center: John Murray.
Theatre Event, 8 p.m., Squires Studio Theatre: "Much Ado about Nothing."

Friday, 14

Salary and Wage Paydate.
CEUT Program, noon-2 p.m., Hillcrest: Lunch and Learning Communities.
Theatre Event, 8 p.m., Squires Studio Theatre: "Much Ado about Nothing."

SEMINARS

Friday, 7

Geological Sciences, 9 a.m., 4069 Derring: Matthew Mikulich, Chevron.

Highlands in Chemistry, 11 a.m., 3 Davidson: Peter Beak, Illinois.

Geological Sciences, noon, 300 Whittemore: Matthew Mikulich, Chevron.

MCBB, noon, 102 Fralin: Caro-Beth Stewart, SUNY.

Botany, 4 p.m., 1076 Derring: Duncan Porter.

Geological Sciences, 4 p.m., 4069 Derring: Wylie Poag, USGS.

Monday, 10

Statistics, 3:45 p.m., 409 Hutcheson: Hira Koul, Michigan State.

Horticulture, 4 p.m., 101 Saunders: Maurice Ogutu.

Thursday, 13

CSES, 4 p.m., 246 Smyth: Lori Stanley.

Geological Sciences, 4 p.m., 4069 Derring: Brian Atwater, Washington.

ISE, 4 p.m., 349 Whittemore: Don Chafin.

Plant Physiology, 4 p.m., 102 Saunders: Xiaohong Zou.

Friday, 14

Highlands in Chemistry, 11 a.m., 3 Davidson: Charles Casey, Wisconsin.

MCBB, noon, 102 Fralin: David Mount, Arizona.

Botany, 4 p.m., 1076 Derring: William DiMichele, Smithsonian Institution.

BULLETINS

OWF plans coffee hour

The Organization of Women Faculty will hold its monthly coffee hour from 8-9 a.m. Friday, April 7, in the Easy Chair at University Mall.

The Organization of Women Faculty is a group of women in academic and administrative faculty positions at Virginia Tech. For more information, contact Tamara Kennelly, 1-9214.

Works of Preston Frazer on display

A retrospective of the work of Preston Frazer will be in the Wallace Gallery, April 10-21. Frazer, associate professor emeritus, now 92, was well-known for his pencil drawings of architecture, landscapes and figure drawing.

Women's Network meeting set

The Women's Network will meet on Friday, April 7, at noon in the conference room of the Women's Center. Graduate students, staff, and faculty members are encouraged to attend.

The Women's Network has raised women's concerns to the university administration and has addressed women's needs through programs, networking, and other avenues available to the organization.

CEUT plans workshop

The Center for Excellence in Undergraduate Teaching will present the workshop Lunch and Learning Communities on Friday, April 14, from noon-2 p.m. in Hillcrest Hall. This program is a follow-up to the Winter Workshop on Learning Communities.

Participants from the workshop, members of the Learning Communities Committee, and any other interested persons are welcome to participate in the continuing discussion oriented to further developing this cross-cutting initiative.

The progress of on-going projects will be discussed, as well as plans for continuing the Learning Communities Initiative beyond the current academic year. Lunch will be provided.

Animal Welfare Expo Saturday

The Virginia-Maryland Regional College of Veterinary Medicine will host the "Spring 2000 Animal Welfare Expo" on April 8 from 9 a.m. to 6 p.m. at the Vet School. The conference is open to the public and will feature a variety of educational events and open discussion forums concerning animal welfare issues.

Co-sponsored by the Virginia Partnership for Animal Welfare and Support (VAPAWS) and the Virginia Tech Student Animal Welfare Committee, the expo will focus on developing regional, long-term solutions to difficult animal problems such as irresponsible reproduction and work towards addressing them on a long-term, regional basis.

The conference will include representatives from several

animal welfare and other companion animal-related organizations located throughout southwest Virginia. Presentations on the human-animal bond, state and local ordinances regarding shelter policies, dogs in literature, achieving the animal welfare medical mission, animals in community disaster planning and others will be featured throughout the day.

The expo will also include a variety of demonstrations by assistance dogs, Canine Good Citizens and Therapy Dog International tests, canine search and rescue and others.

The expo will conclude with a town hall meeting on developing a community animal-management system.

Admission is free. For more information, call Maureen Ennis at 552-2638.

Forum focuses on homelessness

A Homelessness Forum will be held Friday, April 21, in Squires Old Dominion Ballroom, will address the state of homelessness in the New River Valley and beyond.

C. Theodore Koebel, director of the Center for Housing Research and associate professor of urban affairs and planning will speak about the national scope of homelessness. Carol Johnson, executive director of the New River Family Shelter, will address the issue of homelessness in the New River Valley.

In addition, there will be a panel discussion and a homelessness simulation that will allow participants to experience homelessness first hand. It will require participants to deal with the needs and challenges faced by homeless individuals and families every day.

The forum is sponsored by the Virginia Tech Service-Learning Center in the College of Arts and Sciences and the Board of Directors of the New River Family Shelter. For more information or to register, call the Service-Learning Center at 1-6964.

Tech, county join spring cleaning

Virginia Tech will once again be a key player in the annual Broomin' & Bloomin' county-wide cleanup, sponsored by the Montgomery County Improvement Council (MCIC). The event will be held Saturday, April 15, 7 a.m.-2 p.m.

Broomin' & Bloomin' brings together thousands of citizens to focus on cleaning up roadways, illegal dumps, parks, and schools. Last year, 3,175 individuals and 145 organizations participated, collecting 21.4 tons of debris and 733 tires. The volunteer effort cleaned up 12 illegal dumps and beautified five local parks and six county school areas.

The university grounds department also provides back-up assistance and equipment. The Blacksburg Transit provides transportation to cleanup sites. Buses leave at 7 a.m. from the

parking lot behind Derring Hall. Following cleanup, the MCIC hosts a picnic with music and prizes for all participants at the Montgomery County Recreation Center.

For more information, call 382-5793.

Storyteller on campus

Orville Hicks, noted Appalachian regional storyteller, will perform his blend of family, personal, and folk narratives Monday, April 10, at 7 p.m. in 146 Smyth.

Hicks, a Deep Gap, N.C., native, brings an important tradition of North Carolina narrative and adds a personal creativity that enriches the tradition and enlivens its form and function in present-day contexts. Hicks continues the nationally recognized Beech Mountain Jack Tale tradition through the recreation of his mother's telling of traditional lore when he was a child.

Admission is free. This event is sponsored by the Appalachian Studies Program and by the Appalachian Way Student Organization at Virginia Tech. It is one of the organization's Springtime in Appalachia events.

For more information, contact Anita Puckett at 1-9526 or apuckett@vt.edu.

Kindlon Lecture to focus on raising boys

Dan Kindlon, author of *Raising Cain: Protecting the Emotional Life of Boys*, will present a lecture on Monday, April 17 at 7:30 p.m. in Squires Colonial Hall titled "Raising Healthy Boys." A book signing will follow.

Kindlon is a clinical and research psychologist specializing in the behavioral problems of children and adolescents. He holds joint assistant professorship in the Psychiatry Department of the Harvard Medical School and the Department of Maternal and Child Health at the Harvard School of Public Health, where he is engaged in teaching and research.

According to Kindlon and his research partner, Michael Thompson, schoolyard shootings and teen suicides are merely high-profile symptoms of deeper and more fundamental problems that place all our boys at risk.

Kindlon and Thompson believe that boys suffer from a narrow definition of masculinity imposed on them by our culture that leaves them emotionally resourceless as men. They argue that emotional literacy is the most valuable gift we can offer our sons, and that boys have as much aptitude as girls for the emotional skills they need to build and sustain friendships, to feel connected rather than cut off, to love and feel loved. Above all, they explain why boys need to be taught by example that emotional connection is the sturdiest bridge between boyhood and manhood, and that emotional courage is the truest test of a young man's character.

The lecture is free and open to the public.

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. For information on all job listings, call 1-5300. Some of the following positions include state benefits. Positions with numbers beginning with a "W" are hourly and do not include state benefits. Individuals with disabilities desiring assistance or accommodation in the application process should call by the application deadline.

Closing date for advertised positions is 1 p.m. Monday. An EO/AA employer committed to diversity.

Full Time

Applications Analyst, 7328D, Grade 0, AIS.

Budget Manager, 1951T, Grade 14, Budget/Financial Planning.

Budget Manager, 7567T, Grade 14, Budget/Financial Planning.

Computer Center Lead Engineer, 7438T, Grade 16, CPES.

Customer Service Representative, 07541A, Grade 5, CNS.

Executive Secretary, 1854T, Grade 6, Budget/Financial Planning.

Executive Secretary, 4406T, Grade 6, Mining/Minerals Engineering.

Fire Protection Inspector, 239G, Grade 10, Environmental Health/Safety.

Food Operations Manager B/Executive Chef, 1781H, Grade 10, Residential/Dining Programs/Dietrick Dining Hall.

Food Operations Manager B/Executive Chef, 0837H, Grade 10, Residential/Dining Programs/Vest End Market.

Geotechnical Engineering Technician (Lab Instr Supervisor), 7580J, Grade 11, Civil/Environmental Engineering.

Housekeeping Worker, 0485H, Grade 1, Residential/Dining Programs.

Housekeeping Worker, 7572C, Grade 1, Physical Plant.

Human Resource Generalist, 1073T, Grade 12, Personnel Services.

Laboratory Specialist, 4002M, Grade 8, CVM.

Laboratory Specialist Senior, 7362M, Grade 9, CSES.

Materials Control Coordinator, 7590A, Grade 6, CNS.

Medical Technologist, 2637J, Grade 9, Veterinary Teaching Hospital.

Office Services Specialist, 7461H, Grade 5, Residential/Dining Programs/Residence Education.

Operating Systems Analyst, 2242D, Grade 0, AIS.

Police Captain, 7578T, Grade 11, Police Department.

Police Officer, P02004G, Grade 0, Police Department.

Program Support Technician, 6763T, Grade 6, Engineering Development.

Program Support Technician, 0479T, Grade 6, Undergraduate Admissions.

Program Support Technician, 5159T, Grade 6, College of Business.

Program Support Technician, 3350M, Grade 6, Fisheries/Wildlife Sciences.

Program Support Technician Senior, 1584T, Grade 7, College of Business.

Program Support Technician Senior, 1441T, Grade 7, College of Engineering.

Program Support Technician Senior, 7588T, Grade 7, Mechanical Engineering.

Public Relations Assistant Specialist, 7239J, Grade 8, Recreational Sports.

Public Relations Coordinator, LC083, Grade 12, University Relations.

Telecommunications Database Manager, 2967A, Grade 8, CNS.

Part Time

Animal Care Technician A, W022155M, Grade 3, Veterinary Teaching Hospital.

Computer Technician (Installation & Repair Tech.), W022991T, Grade 8, Mathematics.

Executive Secretary, W022993J, Grade 6, CAUS.

Executive Secretary, W022984T, Grade 6, University Leadership Development.

Flight Instructor (Pilot, Single Engine), W023001G, Grade 10, Airport.

One food-operations position available.

Housekeeping Worker, W020574G, Grade 1, DBHCC.

Institutional Chauffeur, W023008G, Grade 3, Motor Pool.

Institutional Chauffeur, W023008G, Grade 3, Motor Pool.

Laboratory Technician Senior, W022172M, Grade 5, Veterinary Teaching Hospital.

Laboratory Technician Senior, W020117T, Grade 5, Environmental Health/Safety Services.

Macintosh Support Technician (Installation/Repair Tech.), W022166T, Grade 8, Mathematics.

Office Services Assistant, W022356G, Grade 4, DBHCC.

Office Services Assistant (Switchboard Operator), W022101C, Grade 4, CNS.

Pharmacy Assistant A, W020839J, Grade 4, Veterinary Teaching Hospital.

Pilot, Second In Comm', W021102G, Grade 12, Air Transportation Services.

Program Support Technician, W022995C, Grade 6, Educational Technologies.

Program Support Technician, 7344T, Grade 6, Mathematics.

Public Relations Assistant Specialist/ Web Designer, W022976H, Grade 8, Residential/Dining Programs/Marketing/Conference Services.

Radiologic Technologist, W022238G, Grade 7, Health Center.

Secretary Senior, W020618J, Grade 5, CVM.

University Only

Laboratory Specialist Senior, U7402M, Grade 9, Biochemistry.

Off Campus

Evening Announcer, 1962D, Grade 8, WVTF.

Grounds Worker Senior, U7589M, Grade 3, CALS—Hampton Roads AREC.

FACULTY POSITIONS

INSTRUCTIONAL

Department of Biological Systems Engineering, Assistant Professor, Land and Water Resources Engineering. Contact: John Perumpral, 200 Seitz Hall (0303). Review begins May 1.

Department of Biological Systems Engineering, Assistant Professor, Machinery Systems and Safety Engineering. Contact: John Perumpral, 200 Seitz Hall (0303). Review begins May 1.

Department of Biological Systems Engineering, Assistant Professor, Livestock Systems Engineering. Contact: John Perumpral, 200 Seitz Hall (0303). Review begins May 1.

Marion duPont Scott Equine Medical Center, Clinical Instructor in Surgery. Contact: G. Frederick Fregin, Box 1938, Leesburg, VA 20177. Review begins immediately.

Department of Horticulture, Assistant/Associate Professor, Commercial Small Fruits/Vegetables. Contact: Robert Wright, 301 Saunders (0327). Review begins July 1.

Department of Human Development, Curriculum Director, Child Development Lab School. Position #111442. Contact: Andrew Stremmel, 317 Wallace Hall (0416). Review begins April 10.

Department of Human Development, Program Director, Child Development Lab School. Position #11897. Contact: Andrew Stremmel, 317 Wallace Hall (0416). Review begins April 10.

NON-INSTRUCTIONAL
Upward Bound Program, Counselor. Contact: Thomas Wilson, Hillcrest Hall-Lower Level (0146). Review begins April 1.

Center for Power Electronics Systems, Program Development Director. Contact: Ann Craig, 657 Whittemore (0111). Deadline is April 15.

Virginia Cooperative Extension, Agriculture and Natural Resources Extension Agent (re-advertised). Position #FA676, Southampton. Contact: Steve Umberger, 122 Hutcheson (0437). Review begins April 24.

Software Technologies Lab of the Department of Industrial and Systems Engineering, Software Engineer (3). Contact: Bert Hubbard, 1900 Kraft Dr., Suite 105, Blacksburg, VA 24060. Review begins April 3.

Agricultural Education Program, Agricultural Education Curriculum Specialists (2). Contact: John Hillison, 268 Litton Reaves (0343). Deadline is May 1.

Schiffert Health Center, Health Education Director. Contact: Brian Warren McComas (0140). Review begins April 24.

University Libraries, College Librarian, College of Arts and Sciences. Contact: Cathy Pillow, Newman Library (0434). Review begins May 1.

CORRECTION

President's Award nominees recognized

(Editor's note: Part of the list of nominees for the President's Award was inadvertently omitted from last week's issue of Spectrum. The complete article is reprinted below.)

On March 22, President Charles Steger recognized the 2000 President's Award nominees for their outstanding contributions to the university. This is the first year that such a reception has been held in honor of all nominees.

In addition to the nominees, the individual nominator and immediate supervisor for each nominee were asked to attend in honor of these outstanding staff members. Each nominee was presented a Certificate of Recognition and thanked by Steger.

The President's Office and Personnel Services firmly believe that a nomination warrants special recognition by the entire university community.

The nominees were as follows: Catherine Atkinson, crop and soil environmental sciences; John Baird, Photographic Services; Bonita Beasley, Sponsored Programs; Lisa Boothe, Career Services; Wendy Brooks, Purchasing; Patricia Bryant, educational leadership and policy

study; Renee Chandler, Center for Gerontology; Lovedia Cole, industrial and systems engineering; Shelia Collins, engineering science and mechanics; Eric Day, entomology; Debbie Elkins, near environments; Steve Hypes, Tailor Shop; Lee Johnson, animal and poultry sciences; Linda Jones, Danville City Extension Office; Jesse Judy, Northwest District Extension Office; Tammy Kast, Custodial Services; Leon Law, Physical Plant; Nancy Linkous, engineering science and mechanics; Fred Medley, Administrative Information Systems; Wayne Pugh, Bursar's Office; Lyn Sharp, Museum of Natural History; Susan Sink, College of Engineering/Development; Gloria Smith, Personnel Services; Tammie Smith, teaching and learning; Connie Sowers, aerospace studies; Shirley Stone, Dean of Students Office; Dreama Webb, small animal clinical sciences; Suella Wolfe, College of Agriculture and Life Sciences administration; Marsha Wright, Clarke County Extension Office

Selections and notification of each of the five award winners will be completed no later than today.

Y.E.S. program encourages good nutrition

By Lori Greiner

Residential and Dining Programs wants you to eat smarter. That's why Culinary Services developed the "You're Eating Smarter" (Y.E.S.) nutrition-education program. In its second year, the program has grown to include personal counseling, residence-hall programs, a web site and other educational opportunities.

RDP Administrative Dietitian Jenny Lindsey coordinates the Y.E.S. program. "The program was designed to give students the nutritional information needed to make healthy eating choices," Lindsey said. "The most visible part of the program are the table cards that are distributed in the dining centers periodically. Each card contains information on an important nutritional topic. They provide an easy way to learn about nutrition."

Other components of the program include personal counseling, residence-hall programs, and "Ask the Dietitian," which gives students an opportunity to talk directly with Lindsey in the dining centers about their nutritional needs.

(See Y.E.S. PROGRAM on 4)



VIRGINIA POLYTECHNIC INSTITUTE
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Lessening children's exposure to pesticides aim of professor's work with local schools

By Stewart MacInnis

Children will face less exposure to pesticides when they attend school, thanks to the efforts of a Virginia Tech professor.

Dini Miller, assistant professor entomology and an urban-pest-management specialist with Virginia Cooperative Extension, is beginning a project with five Southwest Virginia school divisions to reduce the use of pesticides in and around school buildings. She hopes to eventually extend the program state wide.

Her collaboration with school systems in Montgomery, Giles, Pulaski and Floyd counties and the City of Radford starts as Congress is considering a measure to ensure parents know when pesticides are applied in schools. The U.S. Senate adopted a "right-to-know" amendment to the Education Savings Account Bill in mid-March. In addition to notification requirements, the amendment, if passed by the full Congress and signed into law, will require schools to take steps to reduce exposing children to pesticides.

Miller said the pilot IPM program is giving the five Southwest Virginia school systems a head start in meeting that requirement, as well as demonstrating to other school systems the effectiveness of alternative pest control methods. IPM, or integrated pest management, involves treating for pests only when they are detected, and using a variety of strategies to control them. Some of the strategies may not involve any toxic material at all, she said.

Miller said many school divisions control pests in their schools by applying pesticides on

a set schedule. By following a schedule, pesticides may be applied even when there is no pest problem to control.

"Children in schools can be needlessly exposed to these pesticides," Miller said. "Treatment should occur in schools—and anywhere, for that matter—only when needed, and with the least-toxic product that is appropriate." Some strategies, such as using baits and traps, can drastically reduce the potential for children being exposed to toxic products.

Miller said she is unaware of incidents in which Virginia school children have been poisoned by pesticides. Prudence, however, dictates that the potential for exposure to pesticides be reduced as much as possible.

"It's certainly important that schools control pests," Miller said. "Often, however, pests can be controlled just as effectively and with reduced amounts of pesticides by intelligently employing a variety of strategies."

The thrust of the project is to educate school facility managers, employees of schools and pest control companies, and others on IPM procedures. The immediate task, Miller said, is to help facility managers develop contract terms with pest control companies that provide for IPM methods. Many such annual contracts are negotiated in the late spring before the start of the budget year on July 1.

The pilot project is funded with a one-year grant from the Virginia Environmental Endowment.

In addition to training, Miller said the project will include a web site where facility managers will be able to access information about pests and IPM.

Tech student chosen for NASA Astrobiology Academy participation

By Liz Crumbley

Rivers Lamb, a sophomore in aerospace and ocean engineering (AOE), is one of only 12 college students selected nation wide to participate in the Astrobiology Academy at the NASA-Ames Research Center in Moffett Field, California.

Lamb, who is the only student chosen from Virginia to attend the academy, will spend 10 weeks at NASA-Ames working on a project titled "Use of Mars Wind Tunnel to Quantify Dust Transport on the 2001 Mars Lander."

The object of the project is to simulate the effects that Mars winds will have on the operations of NASA's Mars Surveyor 2001 Lander. Lamb and his fellow students will develop and run simulation experiments.

The goal of the NASA Astrobiology Academy is to help guide future leaders of the U.S. Space Program by giving them a glimpse of how the system works. Ames is the lead NASA

Center for Astrobiology and plays a major role in research on origin, evolution, and distribution of stars, planets, and life in the universe.

Each student chosen for the academy has been "hand-picked," according to NASA, through a series of "gates," including selection and sponsorship by a state Space Grant Consortium, interviews and panel reviews. NASA also conducts an Earth and Space Sciences Academy at the Goddard Space Flight Center in Maryland and an Aeronautics Academy at the Dryden Flight Research Center in California.

"Rivers is incredibly exuberant, smart and hard-working," said Chris Hall, the AOE faculty member who advised the project team.

In addition to working on the Mars wind-tunnel project with NASA researchers, Lamb and the other academy students will attend a NASA lecture series on astrobiology and will visit various aerospace facilities and genetic-engineering companies.

NEWSMAKERS

The following people were recognized as newsmakers during the first part of 2000:

Rosemary Blieszner, John Simonetti, Joseph Scarpaci, Larry Grossman, Doug Nelson, Rosemary Blieszner, Katherine Allen, Stan Suboleski, Charles W. Steger, Joseph Scarpaci, Tracy Wilkins, James Robertson Jr., Paul Torgersen, Clara Cox, Fred

Baumgartner, Bill Carstensen, Edward Fox, Mark Crisman, Randy C. Marchany, E. Scott Geller, Rosemary Goss, Marshall Fishwick, Nikki Giovanni, Carol Burger, John Casali, James Berkson and Beth Walls.

For a complete list of where they were cited, see *Electronic Spectrum*, at <http://www.unirel.vt.edu/spectrum>.

FOUNDERS DAY

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turing the installation of Charles Steger as the fifteenth president of the university, the convocation will provide an opportunity for the university to confer its three highest external awards—the Ruffner Medal and two Alumni Distinguished Service Awards. This convocation will be open to the public, with special invitations sent to distinguished university groups and friends.

On Tuesday of the week preceding Founders Day, faculty and staff award recipients will be announced and they will be hon-

ored with a reception hosted by Steger.

Finally, the plan institutes a new Fall Faculty/Staff Awards Day (to be held Sept. 20, 2000), in Burruss auditorium. This university convocation will feature the presidential address to the university community. The event will include an academic procession by award recipients as well as other distinguished members of the university community.

The faculty/staff award recipients will participate in the procession, be recognized in the audience, and receive their plaques later that evening at a banquet in their honor. There will also be a special issue of *Spectrum*, including articles about each award recipient.

NEW CLASSIFIED

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Employees will receive notification from Personnel Services informing them of their new titles in September.

University departments will complete employee-performance evaluations in August and September, following our regular schedule and procedures; employees who meet or exceed expectations on their evaluations will receive the annual performance increases effective November 25 in their December 16 paychecks. The new performance-management program will not begin until early winter 2001.

Employees can learn more about the new pay plan by attending information sessions conducted by Personnel Services. The schedule for these programs is April 11 at 8:30 a.m. and 1 p.m., and April 12 at 3 p.m. All sessions will be in the Donaldson Brown auditorium.

Beginning in mid-April, Personnel Services will be holding small-group sessions for each college and administrative area so that employees will have the opportunity to learn more about the plan and ask questions. Opportunities for off-campus employees to learn about the new plan will also be scheduled.

TECH

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In addition, as part of a pilot program last semester, students were given access to a computer in the Depot at Dietrick to conduct a nutritional analysis of the content of their meal. This program is currently being evaluated and refined for expansion in the other dining centers.

Beginning this semester, the Y.E.S. program will be going on line at <http://www.rdp.vt.edu/yes>. Each month, a different nutrition topic will be featured. Visitors will be able to link to their favorite nutritional web sites and check out frequently asked questions, as well as submit their own questions to the dietitian. Visitors can also try their hand at nutrition trivia to win prizes.

For more information, contact Lindsey at lindsey@vt.edu.

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ENGINEERING

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were Ed Henneke of ESM, Y.A. Liu of chemical engineering (ChE), and William Tranter of ECPe.

Bill Stephenson, dean of the College of Engineering, established a new honor this year, the Outstanding New Professor Award. The first recipients were Sean Corcoran of materials science and engineering (MSE), Mary E. Karsarda of ME, and Sanjay Raman of ECPe.