

SPECTRUM



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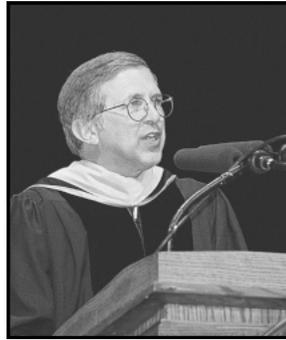
TODAY'S EDITION

See page 5 for
information on Staff
Appreciation Day.

President Charles Steger's Installation Remarks

I am honored to have been chosen to serve as Virginia Tech's fifteenth president. It is both a privilege and a challenge to follow and, I hope, to build upon the accomplishments of such distinguished leaders as Marshall Hahn, Bill Lavery, Jim McComas, and Paul Torgersen, who together represent four decades of skilled and inspired commitment to our institution. As I pledged in my first letter to the university community, I mean to commit all the intellect and energy that I can to the cause of advancing this great university.

Each period in the life of a great university has its challenges and its hopes and dreams...dreams which must be shared by the entire community, if they are to be realized, and challenges which cannot be overcome unless we join together in our efforts.



STEGER

Today, I want to talk with you about some ideas that to me appear central to the task of crafting a vision for the future of Virginia Tech in the increasingly complex landscape of higher education.

In terms of longevity in Western civilization, the university as an institution is second only to the church. Society has been well served by both the university's resistance to change and by its capacity to foster change. And while this may first appear to be a contradiction, it is not a contradiction at all. The key to success is changing the right things at the right time in order to preserve those essentials that define us.

Throughout the history of this country, there have been key events that defined the age. These events were of such force that they redirected the course of history.

(See STEGER on 6)

University Campaign launched by president

The 1999-2000 university campaign was launched May 1 with a letter of solicitation from President Charles Steger. The campaign, which is open to all current and retired members of the university community, will run through the end of the fiscal year and will focus on encouraging as many individuals as possible to participate.

Convenience in giving and flexibility in the designation of gifts will once more be prime features of the fundraising initiative. Donors will have the convenience and ease of making their contributions by check, credit card, securities, or payroll deduction. In addition, the gift card that accompanies Steger's letter will offer donors the opportunity to donate to one or more of 15 areas throughout the university. Individuals also will have the option of writing in any department, unit, or program that they wish to support.

One of the 15 designations is the Virginia Tech Staff and Faculty Dependent Spouse Scholarship Program, which made its first appearance on the gift card last year. The program is designed to assist families of full-time employees meet the financial challenges of enrolling their dependents and spouses at Virginia Tech. Qualified candi-

(See CAMPAIGN on 8)

New Diggs awards recipients announced

Assistant Professor Beverly Bunch-Lyons (History), Associate Professor James Martin (Civil and Environmental Engineering), and Professor Katherine Allen (Human Development) are the newly selected Diggs Teacher/Scholar Award winners for 2000.

Three Diggs teacher/scholars are selected each year through a process of nomination and interviews. This year, 22 nominations from six colleges brought an extraordinary group of faculty members into the Diggs Program, begun in 1992 to recognize and foster excellence, imagination, and innovation in linking scholarship and teaching.

In fall 2000, the three new Diggs scholars will lead a roundtable discussion focused on their recent work. Each winner receives public recognition; a cash award goes to the individual and to the nominating department. The Diggs Program thereby recognizes the essential role of both faculty and department in developing strong teacher/scholars.

Bunch-Lyons, an American historian, joined the History Department in 1995, after receiving her doctorate from Miami University in Oxford, Ohio. Before that she taught four years in the public-school system, where among other distinctions, she received a

(See DIGGS AWARDS on 8)

Revised conflict-of-interest policy approved for one year

By Susan Trulove

The University Council has passed a provisional version of the "Resolution Concerning Disclosure and Approval of External Activities of Faculty," which the Commission on Research has been working on since July, 1999.

Since it was the council's last meeting of the academic year, a waiver of first reading was required to vote on the resolution. The waiver, requiring a three-fourths majority, failed. Although a draft of the resolution and guidelines were posted on the web, Richard Bambach, president of the Faculty Senate, and Pat Devens of the College of Engineering said they have heard from faculty members who were frustrated that the final version was only posted last Thursday. With the pressure of year-end grading, the faculty members said there had not been enough time to consider it.

However, council members were reluctant to leave the university and the many faculty members participating in entrepre-

neurial activities unprotected. Mitzi Vernon, chair of the Commission on Faculty Affairs, in anticipation of the negative vote, had drafted a replacement resolution that allows the policy to be implemented for a year "as a pilot policy process."

A committee to be appointed by the president will monitor the submission and approval of disclosure documents through the fall and prepare a summary for the Commission on Research and University Council. The committee will consult with faculty members and administrators who have negotiated disclosure agreements to invite recommendations for improvement, and will actively solicit and take into account comments from others. Based on the committee's recommendation, the policy would then be confirmed or revised.

Terry Herdman and Malcolm McPherson said the policy provides mechanisms for disclosure, approval, and oversight of faculty work beyond traditional instruction and scholarship, and does not address the number of days per week and other details of external activities,

which are still being discussed.

Council members discussed proceeding with the original resolution for 90 minutes before killing the waiver then passing a waiver for the replacement resolution.

Although reluctant to pass the policy with some faculty members feeling it was being "fast-tracked," Bambach stated several times that he believes all faculty members should report what they are doing, including traditional activities, "so the university can back us up."

McPherson said that he has attended 14 meetings, including with the Faculty Senate, to discuss the proposal. He said the final document is not very different from the one posted in January, except that categories two and three regarding levels of conflict have been "amalgamated so that when there is any conflict or potential conflict, it will be a matter for discussion for a department head and faculty member."

He said passage is being sought now not
(See REVISED on 6)

AA Incentive Grants support diversity projects throughout university

The Equal Opportunity Affirmative Action Office and the Office of the Provost has awarded nine Affirmative Action Incentive Grants for 2000-2001, selected from 26 proposals, according to Pat Hyer, associate provost for academic administration.

The annual allocation for the program is \$20,000—half from the Provost's Office and half from EOAA. The selection committee is composed of EOAA Committee members. The program supports:

Projects designed to demonstrate the effectiveness of new approaches to promote affirmative action; activities which will

enhance the recruitment, retention, and advancement of women, minorities, and people with disabilities; programs that will encourage behavioral and attitudinal changes supportive of diversity, and thereby improve the campus environment for women, minorities, and people with disabilities; and studies to evaluate affirmative action or diversity programs or to develop a better understanding of these issues at Virginia Tech.

In the decade since its inception, the incentive program has launched efforts that have grown and thrived and become a part of the institution with funding from other sources. "That's our goal," Hyer said. "We want to show what works and see it continued." Examples are

the Minority Academic Opportunities Program, which its founders have enlarged from one to almost every college with funds from many sources, the pipeline programs for middle- and high-school students and support programs for women and minority engineers in the College of Engineering, and Hispanic Heritage Month sponsored by the Dean of Students' Office.

Winning projects, project leaders, university unit, and program descriptions follow: "Fighting systemic racism," Barbara Carlisle, Center for Interdisciplinary Studies (CIS), which will allow the unit to work on specific issues of racism and revise curriculum and practices as needed.

(See AA GRANTS on 8)

The Virginia Tech chapter of the national Honor Society of Phi Kappa Phi has inducted **Eleanor Schlenker**, professor of human nutrition, foods, and exercise as a faculty member into the society.

New chapter officers for 2000/2001 are President **Frank Conforti**, human nutrition, foods, and exercise; **Secretary Don Garst**, civil engineering; Treasurer **David Parrish**, crop and soil environmental sciences; **Eldridge Collins**, biological systems engineering—membership; **Don Mullins**, entomology—marshall, and **Paul Heilker**, English—publicity.

Marketing professor Joe Sirgy has been elected president-elect of the Academy of Marketing Science (AMS). The appointment, effective this June, is for two years, after which Sirgy will assume the position of president. With more than 1,600 members, AMS is the largest international academic society of marketing professors. It organizes various professional conferences and sponsors awards for outstanding teaching in the discipline. It publishes the *Journal of the Academy of Marketing Science* and *AMS Review* (electronic) that help marketing professors publish and disseminate their research to academic and business communities world wide.

Doris Teichler Zallen, professor of science and technology studies in the Center for Interdisciplinary Studies, is this year's winner of the Sturm Award for Excellence in Faculty Research. The award specifically recognizes Zallen's contribution to scholarship in her book *Does It Run in the Family? A Consumer Guide to DNA Testing for Genetic Disorders*, published in 1997 by Rutgers University Press. The Sturm Award, given annually by Virginia Tech's Mu Chapter of Phi Beta Kappa, recognizes excellence in scholarship that contributes significantly to the advancement of liberal learning and speaks to a wide scholarly audience beyond disciplinary specialists. In her book, Zallen, a trained geneticist and a science-policy expert with a strong interest in ethical issues, offers very clear and sympathetic explanations of questions opened up by advances in the understanding of inherited medical conditions and new DNA testing options. The book, now in its second printing, has been strongly endorsed by geneticists, ethicists, medical schools, and organizations devoted to research and support related to specific genetic diseases.

Christopher Neck, associate professor of management in the Pamplin College of Business, has received the 2000 Students' Choice Award. The campus-wide recognition of teaching excellence is sponsored by the Virginia Tech Student Alumni Associates, a volunteer group of students that assists with alumni and student events.

On Faculty Appreciation Day each spring, the group sets up balloting stations around campus where students can cast their votes for their favorite faculty member. This is the third such honor for Neck, who won the award in 1996 and 1998. Neck, whose research specialty is in leadership, motivation, and total quality management, teaches a course on management theory and leadership practices to about 500 students each semester. He has also received several awards for teaching excellence from the Pamplin College of Business.

Peter Eyre, dean of the VMRCVM, has been appointed a member of the Advisory Board for the VT-UVA Carilion Biomedical Institute. He has also been appointed the chair of the Advisory/Management Committee of the Pharmaceutical Engineering Institute and the chair of a committee to implement the report of the Provost's Task Force on Graduate Education. He is also serving as a member of the Search Committee for Vice President of Development and University Relations at Virginia Tech.

Donald A. Prater, resident, Department of Biomedical Sciences and Pathobiology, recently received the Charles Louis Davis Foundation 1999 Student Scholarship Award in Veterinary Pathology at the 50th annual meeting of the American College of Veterinary Pathologists in Chicago. The award is presented to the top resident from each veterinary school that has programs in veterinary pathology. Prater has recently completed the residency portion of the combined residency/Ph.D. program at the VMRCVM. He is currently working on his doctoral dissertation in the area of population pharmacokinetics.

John M. Bowen, professor, Large Animal Clinical Sciences, and director of continuing education in the Virginia

Maryland Regional College of Veterinary Medicine, recently made two invited presentations at meetings sponsored by the British Equine Veterinary Association. In September, Bowen made a presentation on the use of computers in maintaining field records at a meeting in Harrogate, England. In December, Bowen made a presentation on fertility in the mare at a meeting held at the Royal College of Physicians at Regents Park in London.

David S. Lindsay, an associate professor in the Department of Biomedical Sciences and Pathobiology, was guest editor of a special issue of the *International Journal for Parasitology*, Volume 29, Number 10, 1999. The issue was devoted to the parasite *Neospora*. Lindsay has also written several publications. "A structural study of the *Neospora caninum* oocyst" was published in the *International Journal of Parasitology*. "Descriptions of two new species of coccidia (Protozoa: Eimeriidae) and redescription of *Eimeria ivensae* and *Eimeria odocollei* from captive white-tailed deer, *Odocoileus virginianus*" was published in the *Journal of Parasitology*. "*Cryptosporidium andersoni* n. sp. (Apicomplexa: Cryptosporidae) from Cattle, *Bos taurus*" was published in the *Journal of Euk. Microbiology*.

Bernard F. Feldman, professor, Department of Biomedical Sciences and Pathobiology, recently spoke to the Lexington, Kentucky Veterinary Medical Association on Small Animal Transfusion Medicine. Feldman also recently spoke at the Southwest International Veterinary Symposium in Dallas/Fort Worth on Clinical Hematology.

Xiang-Jin Meng, assistant professor, Department of Biomedical Sciences and Pathobiology, has recently authored and co-authored several articles in peer-reviewed journals. "Prevalence of antibodies to the hepatitis E virus in pigs from countries where hepatitis E is common or rare in the human population" was published in the *Journal of Medical Virology*. "Evidence that the genomic RNA of hepatitis E virus is capped" was published in the *Journal of Virology*. "Identity of a novel swine hepatitis E virus in Taiwan forming a monophyletic group with the Taiwan isolates of human hepatitis E virus" was published in the *Journal of Clinical Microbiology*. "Evidence for widespread infection of wild rats with hepatitis E virus in the United States" was published in the *American Journal of Tropical Medicine and Hygiene*. "Zoonotic and xenozoonotic risks of the hepatitis E virus" was published in the *Infectious Disease Review*. Meng also presented an invited guest lecture on "risk of swine hepatitis E virus in xenotransplantation" at the Xenotransplantation Workshop in Minneapolis, and participated in the FDA roundtable meeting on Xenotransplantation Policy. Meng also gave a presentation on swine hepatitis E virus pathogenesis at the Conference of Research Workers in Animal Diseases in Chicago, Illinois.

Meng recently received several research grants including two NIH grants (one R01 and one K22) to study the pathogenesis, zoonotic and xenozoonotic risks of hepatitis E virus by using swine hepatitis E virus and pigs as a model system. He also received one grant from Fort Dodge Animal Health, Inc. to develop a vaccine against porcine circovirus-associated disease. He recently chaired the review panel on "Hepatitis Virus Vaccines" for the U.S. Army's Intramural Military Infectious Diseases Research Program (MIDRP). Meng has also recently been appointed to the Editorial Board of the *Infectious Disease Review* and the *Journal of Clinical Microbiology*.

Thomas Inzana, professor Department of Biomedical Sciences and Pathobiology, recently presented seven papers at the "Haemophilus, Actinobacillus, Pasteurella 99" meeting in South Africa. "Molecular cloning and mutagenesis of a DNA locus involved in lipooligosaccharide biosynthesis in *Haemophilus somnus*" was published from his lab in the journal *Infection and Immunity*. Inzana also authored "Characterization of a DNA region containing 5'-(CAAT)n-3' DNA sequences involved in lipooligosaccharide biosynthesis in *Haemophilus somnus*," which was recently published in *Microbial Pathogenesis*.

Marie Suthers-McCabe, Extension specialist in human-companion animal interaction, recently made a presentation on family violence and pets before a group of Japanese dignitaries gathered at a People, Animals, Nature Inc. Conference in Philadelphia. The group was comprised of members of a Companion Animal Study Group called "GO" from Kiyoseshi, Tokyo, Japan. The group included the former president of the Japan Animal Hospital Association, the founder of the Companion

Animal Partnership Program in Japan, the veterinary consultant to the Japan Guide Association and Japan Service Dog Association, the curriculum coordinator for Kokusai Pet World College, public-health officials, veterinarians, veterinary technicians, researchers, animal-rescue volunteers, and obedience instructors. Suthers-McCabe's presentation concerned the link between domestic violence, child abuse and animal abuse and provided information on the development of programs to provide housing and care for the pets of victims of domestic violence who have sought safe refuge.

Suthers-McCabe also recently spoke at the University of Pennsylvania College of Veterinary Medicine and at the Maryland Veterinary Medical Association's annual meeting on the topic of "The Growing Role of Pets in Human Therapy and the Safe Pets Program," and at the annual meeting of the Virginia Veterinary Medical Association at the Homestead in Hot Springs, Virginia.

Beverly J. Purswell, associate professor, Department of Large Animal Clinical Sciences, recently presented "Management of Pregnancy and Whelping in the Dog and Modern Breeding Management in the Dog" at the annual meeting of the Virginia Veterinary Medical Association. Purswell also recently gave a presentation at the Central Veterinary Conference on Canine Reproduction to veterinarians and veterinary technicians in Kansas City, Missouri. Purswell was also elected alternate delegate from the Virginia Veterinary Medical Association to the American Veterinary Medical Association.

Michael Leib, a professor in the Department of Small Animal Clinical Sciences, recently presented "Helicobacter gastritis, acute pancreatitis, diagnostic approach to chronic diarrhea, fluid therapy for GI diseases, GI endoscopy: the technicians role" at the Indiana Veterinary Medical Association's annual meeting.

Ed Monroe, associate professor, Department of Small Animal Clinical Sciences, recently presented several lectures at the North American Veterinary Conference in Orlando. The lectures were entitled "Diagnosis of PU/PD in dogs: Do's and Don'ts," "Insulin and insulin therapy for canine diabetics," "Managing the difficult diabetic dog," "What is the best insulin for cats?" "How valuable is the glucose curve for managing diabetic dogs," and "What should you use to treat canine Cushing's disease?"

David Kronfeld, the Paul Mellon distinguished professor of agriculture and professor of veterinary medicine at the Virginia-Maryland Regional College of Veterinary Medicine, recently chaired a mini-symposium on exercise at the annual meeting of the Federation of American Societies for Experimental Biology. The meeting was held in Washington, D.C. and hosted 10,000 biologists.

Kronfeld also recently presented the plenary lecture on "Exercise Physiology" at the annual meeting of the Equine Nutrition and Physiology Society in Raleigh, NC. He also presented a lecture on "Nutrient Supplementation of Grazing Mares and Foals" at the Sir Frederick Smith Memorial Lecture of the British Equine Veterinary Association at the Royal College of Physicians in London.

Amy Nugent, a student at the VMRCVM, was recently selected by the Morris Animal Foundation as the VMRCVM's new Ballard Student representative. There are 27 students involved in the program at veterinary institutions throughout the United States. Nugent will join 12 other students who are new to the program, and 14 students who are in their second year of volunteer service. The primary responsibility of a Ballard Student is to educate the student body and the faculty at his or her school about the foundation's vital role in animal health.

Kimberly May was recently recognized for her outstanding achievements as a resident/graduate student in the Department of Large Animal Surgery. May received first place in the Clinical Research Presentation at the VMRCVM's Eleventh Annual Research Symposium for her presentation on "Arthroscopic Anatomy of the Equine Temporomandibular Joint." May was also awarded the Best Clinical Manuscript by the *Veterinary Surgeon Journal* in 1998-1999. The manuscript was entitled "Urinary Bladder Marsupialization for Treatment of Obstructive Urolithiasis in Male Goats."

Rebecca Rice, a member of the VMRCVM's class of '91,

(See *ACHIEVERS* on 8)

EO/AA, PERSONNEL SERVICES INFORMATION

Where to Go for Help?

The Office of Equal Opportunity-Affirmative Action and the Department of Personnel Services offer varied but different and specific services to employees. At some time during employment at Virginia Tech, employees may need special assistance or counseling. The following question-and-answer format has been developed to assist employees with information on where to go to resolve personal and work-related problems.

In addition to employment benefits and personnel administration, Personnel Services provides assistance to classified staff members who have work-related problems, such as, employee/supervisor conflicts and co-worker conflicts by recommending ways to deal with and resolve issues.

The Office of Equal Opportunity-Affirmative Action exists to assist employees to deal with discrimination or harassment on the basis of race, gender, color, national origin, religion, age, political affiliation, veteran status, disability or sexual orientation.

The following is a list of questions and answers on how they might be handled:

I am a classified employee. I know that I must work overtime when requested; however, each time I have agreed to work the extra hours, my supervisor has taken this opportunity to get uncomfortably close to me and has made distasteful sexual comments. I can't afford to lose my job. Where can I go for advice and help?

This may be sexual harassment in violation of the university's EOAA statement and University Policy 1025. Report this immedi-

ately to your supervisor's supervisor since managers have a legal obligation to address the situation once made aware of it. If you cannot or choose not to go to your supervisor's manager or your department head go to the EOAA Office located at 336 Burruss Hall or go to Personnel Services and they will make sure you get the assistance you need. Review the policy for detail on what sexual harassment is and how to proceed with a complaint of sexual harassment. You may access the policy at <http://fbbox.vt.edu:10021/admin/eoaa/shnavigat.html> or contact the EOAA Office at 1-7500.

My supervisor is continually yelling at me, making me do additional work, criticizing my work and the way I do things. Nothing I do is ever good enough for my supervisor. Where can I go to get advice on how to handle this type of verbally abusive supervisor?

You may view this as *harassment or retaliation* but this is not unlawful harassment in violation of law or university policy and it is not an issue that you should take to EOAA Office. Take these management issues to Personnel Services where they will be able to advise you on ways you can approach the problem.

My immediate supervisor is the key organizer of several employees who participate in prayer group during the lunch break and she has made it known to me that she is not happy that I do not take part. I feel that because of this she recently denied my request to use annual leave when I asked off. I feel certain that my last performance-evaluation rating was affected because I declined

to participate. I am not of the same faith and I object to the pressure I am getting to pray with them and I worry about eventually losing my job because of this. Where can I go to get help for this problem?

This may be religious discrimination. Please go to your supervisor's manager or department head or go to the EOAA office to discuss this problem.

I am a supervisor of a long-time valuable employee who I suspect has a drinking problem. I frequently smell alcohol on her. At times, I suspect she has been drinking upon returning from lunch but I can't prove it. Her attendance is good but I have noticed that attention to detail, meeting deadlines and her general all-round work has suffered. I need to talk with someone who can help me approach her in a legal and helpful manner. Where can I go?

Personnel Services can advise you on how to talk with this employee and also to recommend an employee-assistance program to help her if she will agree.

I work in a hectic and busy office as a program support technician. The work load is enormous and I often take work home because I can't get the work done during the day with so many interruptions. My wife is upset because I spend so much time doing office work at home and I am not paid for it. I don't want to approach my boss because she expects me to get the work done during the day and she doesn't say anything to me when she sees me taking work home. What can I do to solve this problem?

Contact Personnel Services. A program support technician is a grade 6 position; therefore you are probably a non-exempt employee under the Fair Labor Standards Act. People working as non-exempt employees must be paid at a rate of time and one-half or allowed to take time and one-half off at a later time if you work more than 40 hours in a workweek. Managers have a responsibility to pay non-exempt employees overtime if they are aware of it and employees have a responsibility to request permission to work overtime.

I have worked at Virginia Tech for 15 years. Recently, I have acquired a disability and cannot fully perform some of my job duties because of a medical condition. Where can I go for assistance?

A: You need assistance requesting accommodations for your disability. According to University Policy 4075, classified staff requests for accommodations must be directed to Personnel Services at 1-9331. Faculty requests for accommodations must be directed to the EOAA Office at 1-7500. Review the policy for detail on the specific information needed to effectively request an accommodation.

Virginia Tech is committed to fair employment and treatment of employees. Both the Office of Equal Opportunity Affirmative Action and the Department of Personnel Services invite you to share your problems—even if it's the wrong office. Come to us. We will listen, advise you or refer you to the appropriate person for assistance.

TO THE EDITOR

Office of Family Support to become FW/LR

As of July 1, the Virginia Tech Office of Family Support will become Family and Work/Life Resources (FW/LR). This new title more accurately reflects the office's mission of assisting staff and faculty members in balancing job responsibilities with the rest of their lives. Research in the relatively new field of work/life has shown that support in meeting the many demands which impact time inside and outside the workplace can increase employee morale and commitment, resulting in a more productive workforce.

Worries about raising teenagers, getting out of debt, caring for an aging relative, or just how to fit everything into a 24-hour day are examples of the issues that can affect one's ability to work effectively and efficiently. Concerns vary broadly across life situations, and FW/LR tries to address as many as possible, providing an assortment of learning environments, times, and techniques. FW/LR lunch-time programs have examined the topics above, as well as other such diverse areas as personal safety, caring for a terminally ill parent, exercise and children, living with addiction, adoption, and stress management. FW/LR will provide some programs upon request, such as "Too Many Tasks, Too Little Time" and, with VA Cooperative Extension, "Money \$2000," a personal budgeting program. Available to parents is a "Reading Challenge," in which reading with children 15 minutes a day for one month is encouraged by award of a free children's book.

A central component of FW/LR is the child-care resource and referral service. Lists of local child-care providers, as well as students interested in doing temporary care, are available, along with advice on selecting that care. In addition, Director Cathy Jacobs is working with the Montgomery County Child Care Task Force to complete an extensive assessment of the child-care situation in this area. The office is updating information about summer programs

for children which will be available on line, by phone, or at a lunchtime program in early May.

Special projects this year have included: "Raising Healthy Boys" for which FW/LR raised support inside and outside the university to bring in a nationally known speaker for parents and professionals, the second annual NRV Parenting Fair (funded by a grant from the B. Wilson Porterfield, Jr. Foundation), the "Shared Lives" project for diversity-awareness programs in local child-care centers (in collaboration with the Office of Multicultural Affairs), and partnership with the Women's Center on the Lactation Facilities Project.

Rounding out FW/LR services are assistance in finding elder care, a newsletter for parents, and an extensive lending library of books, videos and brochures. Plans for fall 2000 include a week of programs which focus on aging, and the care of elderly relatives. The web page contains information about FL/WR services, as well as other resources available at Virginia Tech and in the surrounding community to help employees work toward personal and professional balance.

Family and Work/Life Resources is a division of Virginia Tech Personnel Services. The office is at 404 Clay Street and can be reached at 1-3213. The web address is www.ps.vt.edu/ofs/ofs.html.

Center for Transportation Research changes name

The Center for Transportation Research has officially changed its name to the Virginia Tech Transportation Institute.

The new name better represents the interdisciplinary nature of the organization. Adding Virginia Tech to the title differentiates the institute from the numerous other transportation centers in the country. The new name does not, however, reflect any change in vision, purpose or structure.

The Virginia Tech Transportation Institute is comprised of four divisions: administrative, technical operations, smart-road operations, and research. The Research Division consists of the Advanced Vehicle Dynamics Laboratory and four research groups: safety and human factors, information applications, roadway infrastructure, and transportation systems and operations.

For more information, contact Cindy Wilkinson at 1-1549.

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Virginia Tech does not discriminate against employees, students, or applicants on the basis of race, color, gender, sexual orientation, disability, age, veteran status, national origin, religion, or political affiliation. Anyone having questions concerning discrimination or accessibility regarding the programs described in this newspaper should contact the Equal Opportunity Affirmative Action Office: 540-231-7500 (v), 540-231-9460 (TTY).

The Class of 2000 is to be commended for their very generous gift to the university of a new university mace at Founders Day on the occasion of

Dr. Charles Steger's formal installation as fifteenth president. The new mace symbolizes entrance into the new millennium and is the university's ceremonial emblem of leadership in education. The class officers, working with the Alumni Association, commissioned the new mace's design and fabrication by Art Department Professor Steve Bickley.

Most colleges and universities use maces as ceremonial symbols of their institutions. At Virginia Tech, the first mace was first used at the 1959 Commencement. Engineering Professor Dan Frederick made a second mace and presented it at the presidential inauguration of Dr. T. Marshall Hahn in 1963. A third mace, crafted by Biology Professor Rhodes Holliman, was introduced in the university's centennial year, 1972.

The new mace becomes the new official mace 28 years later and was presented by class President Lauren Esleek at Friday's Presidential Installation. The mace is a gold-plated aluminum form with contemporary metal design. It bears three different seals of the university—current official seal, 1972 centennial seal, and earliest 1872 VAMC seal. The current seal is affixed to genuine Hokie stone at the top of the mace. Immediately below the stone are eight spires bearing the inspiration inscriptions from the eight pylons of the War Memorial, and below the spires, the 1872 founding date of the institution. The mace will eventually be placed on display in Burruss Hall.

Congratulations to the Class of 2000 on their approaching graduation marked by this magnificent gift to the university.

Thomas C. Tillar Jr., vice president for alumni relations

ACTIVITIES

EVENTS

Friday, 5

Exams Begin.

Saturday, 6

Music Event, 8 p.m., Squires Recital Salon: Audubon Quartet.

Sunday, 7

YMCA Hike, 1:30 p.m., 403 Washington St.: Falls Ridge in Spring.

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

Monday, 8

Wildflower Walk, 5:30 p.m., Greenhouse.

Tuesday, 9

Library Renovation Forum, 1-2 p.m., sixth-floor conference room, Newman Library.

Wednesday, 10

Exams End.

"With Good Reason," 7 p.m., WVTF: Topic TBA.

Thursday, 11

Senior Day.

Horticulture Club Plant Sale, 8 a.m.-7 p.m., Washington Street Greenhouses.

Friday, 12

VTCC Commissioning Ceremony, 3 p.m., DBHCC auditorium.

Graduate School Commencement Ceremony, 4:30 p.m., Cassell Coliseum.

Veterinary Medicine Commencement Ceremony, 7 p.m., Squires Commonwealth Ballroom.

Saturday, 13

Commencement, 9 a.m., Lane Stadium.

Tuesday, 16

Salary and Wage Paydate.

Wednesday, 17

"With Good Reason," 7 p.m., WVTF: Topic TBA

Thursday, 18

Staff Appreciation Day, 10 a.m.-3 p.m., Rector Field House.
Staff Senate, 5:30 p.m., 1810 Litton-Reaves.

Friday, 19

Northern Virginia Center Commencement Ceremony, 7:30 p.m., Hilton Alexandria Center.

Monday, 22

First Summer Classes Begin.

Wednesday, 24

Last Day to Add.
"With Good Reason," 7 p.m., WVTF: Topic TBA

SEMINAR

Wednesday, 10

Water Science, noon-1 p.m., 108 Seitz: Jesse Richardson Jr.

CommonHealth Weight Watchers group forming

A Weight Watchers at Work Program is being formed on campus. There will be a special at-work price for the meeting series (minimum enrollment is 20 members). Contact Kellie Ross at 1-7404 or rosskn@vt.edu for more information or to reserve a membership.

Women's Network meeting open to all

On Tuesday, May 9, at noon the Women's Network will meet in the conference room of the Women's Center. The Women's Network welcomes ideas, time, energy, leadership, and commitment toward improving women's roles at the

BULLETINS

university.

The Women's Network is self-governed and self-funded. Its goals are to advocate women's concerns, to support women's career advancement, to assure participation in decision making, to create communication channels, and to bring together the university community.

Communications surveys now due

Faculty and classified staff members who have not already

completed a communications survey issued by the Office of the Provost are encouraged to do so. Surveys were sent to all full-time university employees the week of March 27 requesting their input about various communication vehicles at Virginia Tech. Responses will help the Provost's Office and University Relations develop methods to enhance communication between university administration, the academic community, and classified staff.

Individuals who have not completed the survey and need a copy may call 1-7188 to request one.

Engineering to host open house

Virginia Tech's nationally ranked College of Engineering will host its third Industry Opportunities Open House on Thursday, June 8 on campus. The all-day event, aimed at developing partnerships and creating opportunities for industry to interact with faculty members, will include clinics on engineering topics and tours of research facilities.

In addition, a special event on Wednesday, June 7, will feature a tour of the new Smart Road and a Small Business Innovation Research (SBIR) and Small Business Technology Transfer Research (STTR) Proposal Preparation Workshop.

The open house will also feature several speakers. At 9 a.m., Anne Armstrong, president of Virginia's Center for Innovative Technology (CIT), will discuss the "Future Directions of Virginia's CIT." Following will be three discussions relating to opportunities with the Small Business Institute Research (SBIR) / Small Business Technology Transfer (STTR) Proposal Preparation Workshop: Vincent Schaper will speak on opportunities with the Office of Naval Research; Ritchie Coryell will discuss the National Science Foundation's program; and Marshall Dick will highlight the Environmental Protection Agency's efforts in the SBIR/STTR area. William Spillman, director of Virginia Tech's newly created Optical Sciences and Engineering Research Center will also speak during the morning session on its projected interactions with industry.

At 1:30 p.m., engineering faculty members will offer a variety of clinics on topics from materials and structural design, thin/thick film coatings, radio frequency measurements, manufacturing systems design, high performance embedded computing, wireless circuits, to data analysis and instrumentation.

Laboratory tours will also be available to

the participants. Laboratories scheduled to be open include macroergonomics and group-decision systems, flexible manufacturing systems, robotics and automation, fluid mechanics, aerodynamics, CAVE, electronic manufacturing, auditory systems, virtual environment, composites processing, smart-road pavement, adhesion mechanics, materials testing, configurable computing, optical-image processing, fiber-optic draw tower, mobile and portable radio group, digital signal processing, packaging for power electronics, VLSI design, time domain and RF measurement, intelligent material systems and structures, and traffic.

Engineers from industries with interests in engineering research and development or faced with design and operation problems are welcome to attend. Government and economic-development officials are also encouraged to visit during this open house to learn about the various activities of the faculty of Virginia Tech's College of Engineering.

The one-day SBIR/STTR proposal preparation course to be held on the preceding day, June 7, will provide attendees with information on how small businesses can prepare a competitive SBIR/STTR proposal to any of the 10 participating agencies.

The event is sponsored by the College of Engineering, the CIT, the Economic Development Office, the Industry Program Development Office, New Century Technology Council, and the Roanoke Valley Economic Development partnership. There is a \$25 registration fee. There is an additional registration fee of \$50 to participate in the SBIR/STTR proposal preparation course.

For more information, see the Industry Opportunities Open House web site at <http://www.esm.vt.edu/openhouse2000> or contact Pat White at 1-3366.

Exhibit highlights Christiansburg Institute

An exhibit that explores the history of Christiansburg Institute, a unique school established after the Civil War for African-Americans, and the role it played in Virginia's developing educational system will begin a tour of Virginia towns and cities with a premier showing on the Virginia Tech campus.

The exhibition, "A Century of Contribution: Christiansburg Institute and Educational Change in Virginia," will open May 10 at the Black Cultural Center in Squires Student Center. It will remain at the center, which is open Monday-Friday, 11 a.m.-5 p.m., through July. Weekend showings can be arranged by calling Kimberly Philpott at 1-3787.

The exhibition has also been scheduled at the Alexandria Black History Resource Center in Alexandria, the Harrison Museum of African American Culture and History Museum of Western Virginia in Roanoke, and the Black History Museum in Richmond following its showing in Blacksburg. Plans are under way for the exhibition to travel to other locations, both in and outside Virginia.

"We are honored that the Black Cultural Center at Virginia Tech will be the first site for the Christiansburg Institute exhibition. This exhibition captures a part of history that needs to be shared with Virginia Tech students. It will certainly provide them with experiences and, perhaps, knowledge that they will not get in a typical classroom," said Barbara Pendergrass, dean of students.

Christiansburg Institute was founded in 1866 by the Reverend Charles S. Schaeffer, an ex-Union captain in the Civil War, to educate the freed people of African descent. The Friends' Freedmen's Association of Philadelphia, a Quaker organization, began supporting the school in 1873, and Booker T. Washington served as its overall advisor in the late 1800s.

"Throughout its history, Christiansburg Institute remained an institution characterized by excellence, recognized by both the State Board of Education and the Southern Association of Colleges and Secondary Schools," said

Anna Fariello, curator of the exhibition and a member of the faculty in the Center for Interdisciplinary Studies. In 1954 the Supreme Court put an end to state-sanctioned segregation. After 1966 African-American students attended county high schools established for their white classmates, and the Christiansburg Institute campus went on the auction block.

Several years after the school closed, a group of graduates organized the Christiansburg Institute Alumni Association to restore the stately Edgar A. Long classroom building. Now the group plans to establish an archive and museum as well as a community learning center and outreach program and is accepting donations to the archive. "A Century of Contribution: Christiansburg Institute and Educational Change in Virginia" has been one of the alumni association's many goals.

The exhibition is comprised of period photographs and papers from the Christiansburg Institute alumni archives. It examines issues of race and explores how racial concerns molded the policies that form today's educational institutions.

Included in the exhibition are a series of hanging panels depicting school scenes; a chronological narrative of the story of Christiansburg Institute, decade by decade; and past and present photographs that create a narrative of "then" and "now." "This section will raise public awareness regarding future renovation of the site," said alumna Elaine Carter, one of the organizers.

The exhibition is co-sponsored by the Christiansburg Institute Alumni Association; the Virginia Foundation for the Humanities and Public Policy; and Virginia Tech's Center for Interdisciplinary Studies (CIS), Black Studies, Black Cultural Center, Office of the Dean of Students, and College of Arts and Sciences. It was organized and presented with the cooperation of the CIS.

For more information on the exhibition and the alumni association, contact Fariello at 382-3946 or fariello@vt.edu or Carter at 953-5523 or elcarter@vt.edu.



STAFF APPRECIATION DAY

Thursday, May 18
Rector Field House



NOTE TO SUPERVISORS FROM PRESIDENT STEGER

It is time for the university to express thanks to the many individuals who play such a vital role at Virginia Tech: the members of our staff. Therefore, I have declared Thursday, May 18 as Staff Appreciation Day, with the day's activities beginning at 10 a.m. at Rector Field House and concluding at 3 p.m. I am writing to request your strong support for this event by encouraging staff to wear casual clothing, gather to visit and greet their friends, participate in group health walks, and cheer on fellow employees participating in various activities.

Please allow all staff and non-student wage employees in your area to participate for a minimum of several hours. Food service will be offered between 11 a.m. and 1 p.m., and a schedule of the day's activities will be mailed to all staff. Share copies of this letter with your managers and supervisors to help them understand the commitment we want them to make toward the success of the day. We recognize there are certain departments which require varying levels of staff support throughout the day, therefore we are suggesting that offices stay open to receive visitors and phone calls, but with minimal and rotating staffing required to do so.

Staff Appreciation Day cannot be considered a substitution for leave. Employees are asked to report to their normal work location that morning and return in the afternoon. Employees on sick leave or planned annual leave on this date should record the full eight hours as leave.

PARKING AND TRANSPORTATION

We suggest that you park in the Commuter parking lot on Stadium Road or at Lane Stadium just off Spring Road. Please enter the Field House from Spring Road. Personal Touch Catering will be serving from the opposite end of the Field House this year, so you'll want to avoid the back entrance.

In addition, the Campus Circular will be in service on May 18 if you do not want to drive. If you need additional schedule information for the circular, please contact Blacksburg Transit at 961-1185 or at www.btansit.org.

If you require special arrangements in order to participate in any of the activities, please contact Margie Murray at 231-7111 or mbmurray@vt.edu by May 15.

ACTIVITIES SCHEDULE

Luncheon (11 a.m. to 1 p.m.)

Enjoy a free lunch catered by Personal Touch Catering. Selections will include hot dogs, barbecue, grilled chicken, potato salad, and coleslaw. For the vegetarian, we also have garden burgers, fruit salad, and vegetarian baked beans. And for dessert, don't forget the brownies and ice cream.

DJ Music (All Day)

We hope you'll enjoy our new format featuring hourly intervals of your favorite music. Our very own Wendell Brown of Chemical Engineering will be spinning tunes all day long. The music schedule is noted below:

10 to 11 a.m.: Oldies Variety
11 a.m. to noon: Country and Bluegrass
noon to 1 p.m.: Oldies Variety
1 to 2 p.m.: Classic Rock and Pop
2 to 3 p.m.: Country, Blues and Cajun

Bingo (10:30 a.m. until all prizes are awarded)
 Beginning at 10:30 a.m., and until all prizes have been awarded, games will be held throughout the day with the exception of 12 noon to 1 p.m. We hope to award four to five prizes per hour. We have an excellent selection of Sugar Bowl memorabilia donated by the Virginia Tech Licensing Department.

Dunking Booth (10:40 a.m.-12 p.m. and 1-3 p.m.)

We know there are those of you just itching to get a chance to "dunk" an administrator. We have signed up quite a few administrators willing to put themselves on public display. Come to test your throwing skill or just enjoy the show.

The preliminary list of fun-loving volunteers begins with: Dave Ford, vice provost for academic affairs; Greg Brown, dean of the College of Natural Resources; Tim Mack, professor and head, Department of Entomology; Rich Sorensen, dean of the Pamplin College of Business; Linda Woodard, assistant vice president for personnel, and Doug Martin, human resources manager, Personnel Services.

Team Pack Rat Challenge (10:40 a.m. and 1:40 p.m.)

Form a team of five or more people and have each person bring as many items as he or she can carry. Each member of the two teams that produce the most items requested per game will be awarded CommonHealth gifts. Come on down, bring a friend, and bring some "stuff."

Hokie Bird Photo Op (11 a.m. to noon)

Are you a Hokie Bird fan? Join us in Rector Field House between 11 a.m. and 12 noon to meet the Hokie Bird in person. Be sure to bring your own camera to preserve the occasion. This special opportunity may not be available for years to come so don't forget your camera.

Outdoor Activities for Individuals or Teams (All Day)

Do you want to play volleyball or pitch horseshoes? Equipment will be available all day for those of you that want to challenge your friends to a friendly game of horseshoes, or compete against another department in volleyball. Form your teams and talk to your friends. Volleyball and horseshoe equipment is available on a first-come, first-served basis.

TOUR SCHEDULE AND REGISTRATION INFORMATION

Tour Registration Deadline: Monday, May 15

Register by phone or email: 1-7111 or dskar@vt.edu

Tour Ticket Distribution: Tickets will be sent in campus mail until May 15. Late registrants will be provided tickets at Rector Field House.

Tour Openings: If someone holding a ticket for a particular tour does not show up, we will allow others to fill in those spaces on a first-come, first-served basis. Please check with the tour leader—the individual holding the tour sign—for openings.

Special Accommodations: If you require special accommodations to participate in a group tour, please contact Margie Murray at 1-7111 by May 15.

You will be told immediately if you have a space on the tour you are requesting, and a confirmation ticket will be mailed to your campus address. If you request a ticket and later find that you are unable to use it, pass it on to someone who will. Space is limited and we want as many people as possible to have the opportunity to participate.

Please bring your tour ticket with you to Rector Field House to assure your place in the tour. The central meeting place for all walking tours will be inside Rector Field House. When you first enter the building from the Spring Road entrance, look for the sign "WALKING TOURS." Tour leaders will be holding the sign corresponding with the tour he or she is leading. Because these tours are part of the CommonHealth fitness program, participants will receive a separate CommonHealth gift upon departure from the Field House. Some tours may proceed even in inclement weather, so bring your umbrella if it

looks like rain. You should arrive and begin lining up 15 minutes before the departure time for your tour.

Deet's Place (10:30 a.m., 60 spaces)

This tour features explanations on the fine art of roasting coffee beans and an introduction to the specialty coffee industry. Participants will learn about a variety of beans and sample different types of coffee, including Hokie Blend and Deet's Place house blend. The program will be held at Deet's Place, Virginia Tech's Premiere Coffee, Ice Cream and Pastry Shop, in Dietrick Dining Hall. Tour guides will be Jay Capron, Manager of Deet's Place, and Judy Young, Assistant Manager.

Historical Group Walk (10:30 a.m., 25 spaces)

This walk will feature humorous historical commentary by none other than Doug Martin, human resources manager, Personnel Services. If you've never heard Doug share his interesting perspectives and background about Virginia Tech, you don't want to miss this walk.

Horticulture Gardens

(10:30 a.m. and 2 p.m., 20 spaces per tour)

Located on Washington Street, adjacent to Rector Field House, the Horticulture Gardens complex is a living museum of plant materials. Our tour guide, Suzanne Piovano, Lab Specialist in Horticulture, will escort guests through the gardens explaining the various vegetation and gardening methods. Suzanne is very knowledgeable and will be happy to answer questions as they arise. Although a tour guide will not be available except during tour times, please feel free to wander through the gardens at your leisure.

McComas Student Health and Fitness Center (10:15 a.m., 10:30 a.m., 10:45 a.m. and 11 a.m., 15 spaces per tour)

The James D. McComas Student Health and Fitness Center is an 118,000 square foot multi-purpose building serving student health and recreational needs. It includes the Thomas E. Cook Student Health Services Center, the Charles W. Schiffrert Counseling Center. McComas Hall houses basketball courts, a jogging track, weight training rooms, fitness studios, and a swimming pool. A tour guide will lead you through both wings of this impressive building.

Wallace Hall Design Kitchens (10:15 a.m., 11 a.m., 1:30 p.m., 40 spaces per tour)

The Center for Real Life Kitchen Design is a unique teaching facility that includes five fully functioning kitchens, one of which is the GE Real Life Kitchen. The Real Life Kitchen is a universal design kitchen, designed to make the kitchen space work for everyone, regardless of size or ability.

The kitchens reflect a variety of price levels, life styles, and accessibility in and use of space. This facility is yet another example of Virginia Tech on the cutting edge of universal design, and it's the first facility of its kind in the nation. Glenda Andes, a graduate student in near environments, will provide you with background information and demonstrate some of the cutting-edge features. You may then tour on your own until the next tour group arrives.

CommonHealth Walk with Bridgit Mitchell
(1:30 p.m., open to anyone interested)

The CommonHealth Office has organized another walk for anyone interested. Participants will receive a CommonHealth gift. We plan to have Bridgit Mitchell, former director of CommonHealth at Virginia Tech, lead the walk. For those of you that haven't heard, Bridgit was promoted within CommonHealth, and has moved out of the area. Please join Bridgit for her last official walk down the "runway." Everyone is welcome.

STEGER

Continued from 1

I believe we are in such a period today.

The structure of higher education is in transition. It will of necessity change in order to respond to the rationalization of the marketplace, which has been brought about by the revolution in information technology and the integration of the global economy. New forms of individual freedom and opportunity will emerge. Institutions of higher education must find their place in the new economic order.

The American Revolution established a new concept of social order and individual freedom, where ability and ingenuity are valued above social station. The industrial revolution next unleashed a new economic order based on technology. Today we are in the midst of a yet another revolution, brought about by the convergence of the information society and the digital economy, which is changing the ways we do our work, teach our students, conduct research, and relate to each other.

The immense change we have witnessed in the ability to travel and to communicate with every quarter of the world over the Internet has given new wings to the mobility of intellectual capital. The best information, the brightest faculty members, and most effective coursework can be accessed from anywhere on the planet. Therefore, the quality standard that is set is not what may be best in the state, region, or even the nation, but what is best in the world. This is the challenge the new revolution poses to Virginia Tech—to set standards commensurate with standards of global excellence.

As I reflect upon the challenges that lie ahead not only for Virginia Tech, but for all of higher education, I would like to outline briefly the structuring ideas which I believe define and sustain the life of our university.

Most essentially, Virginia Tech is a public, land-grant university. It is a role we embrace with enthusiasm. Since their early beginnings, more than a century ago, land-grant colleges have been change agents for expanded personal opportunity and social or community development. We must not only generate and disseminate new knowledge but also engage the problems which face society today. Virginia Tech is and will be a university that puts knowledge to work.

We must cherish the civil discourse and intellectual climate of the academy. Critical thinking, whether nurtured in student or faculty member, is fundamental to our mission.

This is what we are and what we must be about.

As we enter a new period of challenge and change, we are fortunate that Virginia Tech enjoys a great deal of positive momentum. Our programs are solid and well recognized, our entering class this fall will be the most qualified in history, and our private resources have grown significantly. Now we must capitalize on this momentum to reach a new level of excellence and service.

In my opinion, major institutions that are up to this challenge of change will not simply maintain their positions, but will grow markedly stronger. While the pace of change will surely accelerate, our goal of quality and accessibility must remain a constant...quality at a level commensurate with our global competition...and accessibility as the central feature of our mission as a public university. Not only must we ensure that highly qualified students, regardless of financial circumstances, are able to pursue their education at Virginia Tech, we must also make

accessible our programs and resources to ever-expanding non-traditional groups. We must make accessible, for example, the intellectual capital of our faculty. We must make accessible, through new means involving the Internet or other electronic delivery, graduate programs or specialized courses. We must explore new ways to share and exchange knowledge with individuals as they progress through their careers.

I submit to you that in the face of these challenges, Virginia Tech can look to the future with optimism, and that we should as an academic community embrace the goal of reaching a new level among research universities.

What does this goal imply for us? I believe that conventional measures, such as total expenditures on research and development, will continue to be important. But other measures will become more significant as well. To suggest just a few: our contributions to economic development and other forms of outreach; our national and international collaborations with other universities and with the private sector; our ability to innovate in information and communication technology, and thus to connect ourselves with the world.

If we look concretely at the institutions with whom we would like to be compared in 10 years, we must increase significantly our level of sponsored research, and we must also increase our scholarly productivity across the board. And to accomplish the latter goal, we must substantially increase our support for our university libraries—the heart of the scholarly enterprise.

Today, I propose that we accept the challenge to place Virginia Tech in the top 30 research universities in America by the year 2010.

What other steps must we take to move Virginia Tech into the company of the most distinguished universities in the world? First and foremost come our students. We should and will continue to seek out students of increasingly high academic abilities. Indeed the bar for admission has already begun to rise significantly. These bright and motivated students stimulate the entire academic enterprise. To this end, I believe we should establish a residential honors college and commit to raising \$25 million to endow it, thus cementing our desire to offer a rich and rigorous education to future generations of students who seek that extra measure of challenge for themselves.

Second, we must continue to improve the appearance and the utility of our remarkably beautiful campus. For example, during the last five years, the university has made great progress in improving our facilities and addressing critical space needs, by adding thousands of square feet of new space. And new science, research, and other services buildings are in the offing.

However, I believe we should also commit to improving the university's currently inadequate fine- and performing-arts spaces. As a university, we must always strive to educate the whole person. The study of the arts is compelling because it enables us to sort and select, to analyze and interpret sense data that structure experience in ways that educate us as rational thinkers and moral actors. We owe students more than a preparation for life at work; we owe them the opportunity and means to educate themselves beyond work and after work. To that end, a new home for the fine and performing arts will culturally enrich the lives of our students, and the entire university community as well. I am pleased to note that \$5 million in private monies already is committed

for a new concert hall and gallery. This will not only bolster academic programs, but also be a resource to the community. Quite simply, it reflects our commitment to being a multi-dimensional, comprehensive university.

As our students graduate, we must strengthen our ability to communicate with them, and strengthen their bonds to their alma mater as well. On Commencement day in May, Virginia Tech will send students into a world quite different from the one I entered as a graduate in 1969.

The personal computer did not exist, and I recall working problems with my slide rule. Now, technology is changing so rapidly and the growth rate of knowledge is so rapid, that our education must be a continuous process. I want to see Virginia Tech play a lifelong, active role in the lives of our alumni. As a result, I established a task force to consider how we might best make available computer-based instruction that would be of value in the continuing development of the careers of all our graduates. We need to reconceptualize the traditional courses and develop strategies for just-in-time learning at the graduate level. A pilot program is scheduled to begin this fall. Today, a survey of educational needs will be sent via the Internet to 46,000 of our alumni.

In addition to expanding the delivery of our educational programs, Outreach and Extension will continue to provide service across the commonwealth. To better focus this effort, five regional advisory councils will be established by our Outreach program to assist Virginia Tech in establishing priorities for economic development and other programs. The first such council is being organized to assist the Southwest and Southside as they address the significant challenge of rejuvenating the economies of the tobacco, textile, and coal regions that are now in sharp decline.

To accomplish all of these goals will require new resources. Although we have benefited from state support and the very generous gifts of alumni and friends, these will not provide sufficient resources to make the transformational steps necessary to achieve our goals. It is our intention to launch a major fund-raising campaign in 2003, a campaign that we envision at two or three times the magnitude of our recently concluded effort.

New alliances with business and government will be critical to leverage support for our projects. Three examples illustrate this point. The first is the Carilion Biomedical Institute—a partnership between Virginia Tech, the University of Virginia, and Carilion Health Systems. A \$20-million gift from Carilion set the stage for a whole new direction in our research, to advance biomedical sciences and generate new applications to improve health care and contribute to economic development.

The second is the new program in Bioinformatics, which will receive its first two years of funding from the Tobacco Indemnification and Community Revitalization Commission. This new program operates at the convergence of two of our cross-cutting initiatives, biotechnology and information technology. We are currently recruiting scientists of international caliber, and if our plans are realized, this will become a \$100-million program, with support from state, federal, and private sources.

The third example is the recently announced World Institute for Disaster Risk Management. This was created jointly by Virginia Tech and the ETH system, the premier technical

universities of Switzerland in conjunction with the World Bank. It is representative of the new type of international alliances necessary to insure success in the future.

These new initiatives and alliances will affect how we manage resources and how the university itself must be organized and managed. To prepare for this, we will be conducting an examination of the senior executive structure across the university, which will be completed in the next several months. New types of alliances with industry and government, as well as with other universities, will require that we reconfigure management responsibilities to insure our fiduciary obligations are met and to take full advantage of new opportunities. We must continue to develop our cross-cutting initiatives and to find resources to support these efforts. The most exciting issues in both basic and applied research today cross departmental and college boundaries, and we must continue to encourage faculty members to pursue research with their colleagues in other disciplines.

As I conclude these remarks, it is important to offer some thoughts about the life of a university and what that means.

The life of the university is defined by the intellectual, emotional and physical well being of our community. In that regard we must encourage an environment that fosters respect, stimulates debate, and provides opportunity for persons and groups to pursue mutual interests for the betterment of all.

Athletics has a special place in the life of the university. We want to encourage diverse and robust intramural programs and provide the necessary facilities for these programs. For our intercollegiate teams we have every hope to sustain a strong national presence and to provide facilities to assist these programs in realizing that goal.

Moreover, we share an obligation to create a civilized and reflective environment. The university should, and indeed must, be a place that mirrors our broader society. At Virginia Tech, we have made progress, admittedly slowly, in providing opportunities for women and minorities. We must do better. I will charge the staff to prepare a concrete plan for expanding African American enrollment by at least 20 percent. And I commit to personal involvement in that effort. Once we have achieved that first goal, we will look to further improvements. I will also ask the staff to look at improving opportunities for other under-represented groups in the faculty, staff, and student bodies. We must also expand the international and multi-cultural perspective in our curricula and in the life of our campus community, if we are to function successfully at the global level in the ways to which we aspire.

On this Founders Day in the year 2000, the future of Virginia Tech is a bright one.

- We have an organizational culture that fosters motivation and is willing to experiment with new ideas. We have a community of faculty and staff members and students possessed of exceptional talent and promise. We have the will to act. We have the capacity to take risks. And together we will complete a new vision for advancing this university in the next decade.

I look forward to our working together with great enthusiasm and hope for the future.

Thank you.

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

Administrative Assistant, 6845L, Grade 7, AIS—Alumni Development.

Animal Care Supervisor, 6998J, Grade 11, Veterinary Teaching Hospital.

Animal Care Technician B, 2630J, Grade 5, Veterinary Teaching Hospital.

Applications Analyst, 7328D, Grade 0, AIS.

Assistant Director of Annual Giving for Telemarketing, 1528L, Grade 12, University Development/Annual Giving Program.

Banquet Manager (Food Operations Manager Assistant), 1118G, Grade 6, DBHCC.

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

Business Manager A, 7600J, Grade 10, OIP.

Capital Outlay Program Assistant Director, 7597G, Grade 15, Capital Design/Construction.

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

Data Systems Manager, 7601L, Grade 10, Center for Survey Research.

Editor, Virginia Tech Magazine, 0654L, Grade 12, University Relations/Outreach Communications.

Electrician, 7565G, Grade 7, Physical Plant.

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

Two full-time food-operations positions available; two part-time positions.

Food Operations Manager A/Assistant Manager, 0509H, Grade 8, Residential/Dining Programs/Owens Food Court.

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/West End Market.

Food Production Worker A/Shopleader Supervisor,

0381, Grade 3, Residential/Dining Programs/West End Market.

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

Housekeeping Worker, 2846C, Grade 1, Physical Plant.

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

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

Housekeeping Worker Senior, 0269H, Grade 3, Residential/Dining Programs.

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

Information Technology Analyst, 7388L, Grade 0, University Computing Support.

Laboratory Specialist Senior, 7599T, Grade 9, Biology.

Landscape Supervisor, 2815G, Grade 10, Physical Plant/Grounds.

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

New Media Center Manager, 6918D, Grade 14, Instructional Services.

Office Services Specialist, 1233T, Grade 5, Mining/Minerals Engineering.

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

Operating Systems Analyst, 2836D, Grade 0, Computing Center.

Police Captain, 7578T, Grade 11, Police.

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

Program Support Technician, 2718T, Grade 6, Personnel Services.

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

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

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

Secretary Senior, 2977F, Grade 5, Controller's Office.

Part Time

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

Barn Manager (Agricultural Supervisor), W023021M, Grade 7, Animal/Poultry Sciences.

Computer Technician (Installation/Repair Tech), W023018M, Grade 8, Horticulture.

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

Executive Secretary, W022984T, Grade 6, University

Leadership Development.

Grounds Supervisor (Athletic Facility/Event Coordinator), W023022J, Grade 8, Athletics.

Housekeeping Worker, W020574G, Grade 1, DBHCC.

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

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

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

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

Public Relations Specialist, W020344L, Grade 10, University Relations/Outreach Communications.

Quality Assurance Agent, W023015D, Grade 0, AIS.

Trades/Utilities Worker, W023023, Grade 3, Residential/Dining Programs/Culinary Services Maintenance Crew.

University Only

Administrative Assistant to the President, U0423T, Grade 9, President's Office.

Grounds Lead Worker, U7249G, Grade 6, Physical Plant/Grounds/Trash/Garbage.

Off Campus

Announcer, W020800L, Grade 8, University Relations/WVTF.

FACULTY POSITIONS

INSTRUCTIONAL

Department of Aerospace and Ocean Engineering. Assistant/Associate Professor. Contact: Bernard Grossman, 215 Randolph Hall (0203). Review begins June 15.

Department of Innovative Programs. Instructor, Instructional Technology. Contact: Dianne Yardley, 103 War Memorial Hall (0317). Review begins May 15.

NON-INSTRUCTIONAL

Department of Wood Science and Forest Products. Department Head. Contact: D. Earl Kline, 1650 Ramble Rd. (0503). Review begins August 1.

Development and University Relations. Assistant Director of Development, College of Engineering. Contact: Susan Sink, 333 Norris Hall (0259). Review begins immediately.

Athletics. Assistant Men's and Women's Swim Coach. Contact: Pam Linkous, 359 Jamerson Center (0502). Review begins May 29.

Virginia Cooperative Extension. Extension Agent, 4-H Youth Development. #FA589, Buchanan Co. Contact: John Dooley, 122 Hutcheson Hall (0437). Review begins May 29.

Research symposium shows off student research at university

By Susan Trulove

Student research ranging from preventing truck crashes and the benefits of B6 in fighting breast cancer to navigation of the simulated world won recognition in the 16th Annual Research Symposium. The event is organized by the Graduate Student Assembly and judged by faculty members.

"Bridging Research Boundaries" was the theme this year. Graduate research is judged in four categories, there is one category for undergraduate research, and a "virtual" category for electronic submissions from graduate and undergraduate students in all disciplines. The Virginia Water Resources Research Center also gives a prize across all categories for the best poster related to water research.

There were 109 entries this year, and \$3,650 in prizes.

First place winners are:

Natural and biological sciences—Brandy Cowling, a major in human nutrition, foods and exercise, "Vitamin B6 decreases proliferation and DNA synthesis of human breast cancer cells *in vitro*." Learn about related research by faculty member Barbara Davis at <http://fbbox.vt.edu:10021/tr/news/Archives/Sept99/99384.html>.

Physical sciences and engineering—Richard Hanowski, a Ph.D. student in industrial and systems engineering and a research associate with the Transportation Institute, "Reducing crashes in local/short-haul trucking."

Social science and humanities—John B. Williamson, a psychology major, "Cerebral asymmetry in the dual-task performances of high-hostile males."

Agricultural and animal sciences—Christiane Massicotte, a major in biomedical sciences and pathology, "Adenosine triphosphate (ATP) concentration in henniscatic nerves affected with organophosphorus ester-induced delayed neuropathy (OPIDN)."

Undergraduate category—Elizabeth Cowardin, a student in animal and poultry science, "Effects of fish oil or n-6 fatty acid supplements on immune responses in orphaned, milk-fed lambs." She did her research in collaboration with and her research colleagues, fellow students Alyssa Fenton and Meghan Wulster-Radcliffe, and faculty members Joseph Herbein of dairy science and Gregory S. Lewis of animal and poultry science.

Virtual category—Jun Xu, a Ph.D. student in environmental design and planning, "Navigation/Way-Finding: A comparative of the real versus simulated world." (<http://caus5.arch.vt.edu/jun/virtual/index.htm>). Xu and Holly Cline a doctoral student in near environments with an interiors design concentration, began the research as a computer science class project. Xu received his master's of architecture degree from Virginia Tech in 1998.

Water research—Lara Martin, a master's student in biology, "Denitrification in sediments of headwater streams." The research was done

in collaboration with P.J. Mulholland, A.V. Palumbo, and J. Zhou of Oak Ridge National Laboratory environmental sciences division and Jack Webster, faculty member in biology.

Sponsors of the event were the Virginia Tech Graduate School, Student Budget Board, College of Architecture and Urban Studies, College of Arts and Sciences, College of Agriculture and Life Sciences, College of Engineering, College of Human Resources and Educa-

tion, College of Natural Resources, College of Veterinary Medicine, Biological Sciences Initiative, Waste Policy Institute, University Honors Program, and the Virginia Water Resources Research Center. The event was chaired by Kali K. Phelps, a major in food science and technology. The abstracts of the symposium are on line at <http://gsa.usa.vt.edu/symposium/2000/abstractbook.html>.

Wheeler honored with advising award

By Liz Crumbley

Sarah Wheeler, coordinator of academic support programs for the College of Engineering, has received the university's 1999-2000 Award for Excellence in Career Advising. The award is presented annually by Virginia Tech Career Services to recognize exemplary work with students in the area of career development.

Since Wheeler began advising engineering students about 15 years ago, she has developed a number of programs to help undergraduates in their quests for degrees and good jobs. She recently implemented CHOICES, a peer-mentoring program for students who are undecided about their educational and career paths, and MPETS, the Mentoring Program for Engineering Transfer Students.

Wheeler also initiated the College of Engineering Quality Advising Network, a college-wide organization for the improvement of academic and career advising and personal coun-

seling.

During each academic year, Wheeler conducts several resume workshops, employer panels, and etiquette dinners for juniors and seniors, and gives presentations on career opportunities to engineering freshmen. In addition, she personally advises all undergraduates who are transferring into or out of the college, or transferring from one engineering department to another.

"Sarah Wheeler is the heart of advising within the College of Engineering," said Bevelee Watford, the college's associate dean for academic affairs, in nominating Wheeler for the award.

Wheeler's advising skills have been critical to the success of many undergraduates. "She worked hard to help me overcome obstacles that were outside her responsibility," said Ercella Wilson, an engineer with BWX Technologies Inc. NNFD.

Vet Med Commencement set

By Jeffrey S. Douglas

Former Maryland Governor Harry R. Hughes, who helped create the regional foundations of the Virginia-Maryland College of Veterinary Medicine, will be honored during its 17th annual Commencement ceremony on Friday, May 12 at 7 p.m. in Squires Student Center.

Hughes will be inducted into the college's John N. Dalton Society during the ceremonies. Hughes served two terms as governor of Maryland, from 1978 until 1986. He signed the official memorandum of understanding with the late Virginia Governor John N. Dalton which began Maryland's official involvement with the regional veterinary college. Memorializing Dalton, who signed its founding legislation, the Dalton Society honors those who have provided distinguished service for the college.

Eighty-eight DVM degrees, one Ph.D. degree, eight M.S. degrees and five certificates of residency will be awarded during the ceremony.

The keynote address will be presented by a faculty member selected by the class. John L. Robertson, a professor in the Department of Biomedical Sciences and Pathobiology, will present the year 2000 address.

Michael Erskine, vice-president of the Maryland Veterinary Medical Association, will officially administer the veterinarian's oath. Dale L. Cupp, president of the Virginia Veterinary Medical Association, will welcome the new veterinarians on behalf of organized veterinary medicine.

The Dr. and Mrs. Dorsey Taylor Mahin Award for Clinical Excellence, an award that honors veterinarians who display skill and compassion in service to animals and people, will also be presented during the event. The Class of 2000 valedictorian will be presented with the Richard B. Talbot Award, and the College's Outstanding Young Alumna for 2000 will be named.

Scholarship donors and student recipients will be recognized during the college's annual Awards Luncheon preceding Commencement exercises.

REVISED

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only to meet the Board of Visitors' request for such a document by the June meeting, but also because "faculty members have been approaching me for several months, asking for the forms so they can report their activities. The comments I've heard from faculty members are, 'Please get on with it.'"

President Charles Steger agreed, "We want the faculty to have the full protection of this document." But he also said he did not want University Council to pass it on a single reading if there are significant questions.

Minnis Ridenour said he believes the provisional policy will meet the Board of Visitors' request. "The intent of the (proposed original policy) is understood and endorsed."

The provisional policy introduced by Vernon and passed by the council is as follows: That Policy 13010 be approved provision-

ally for one year as a "pilot" policy process and that the Committee on Conflicts of Interest and Commitment be formally charged with responsibility to monitor the submission and approval of disclosure documents through the fall term and prepare a summary for the Commission on Research and subsequently the University Council.

In preparing such a report, the committee should consult with faculty members and administrators who have negotiated such disclosure agreements and solicit their recommendations for improvements to the process and the policy. Further the committee should take into account comments from other interested parties.

Based on the committee's recommendations, the policy should then be confirmed and/or revised through usual governance procedures by the last council meeting in spring 2001.

AA GRANTS

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"Christiansburg Institute (CI) Project for Historic Preservation," Larkin Dudley and Susan Gooden of the Center for Public Administration and Policy and Marcy Schnitzer of the Service Learning Center, to assist CI in the completion of the nomination application for the Virginia Landmark Register and the National Register of Historic Places, which will make it eligible for additional funding for its eventual goal of becoming a community learning center to address behavior and attitudinal challenges tied to racism, sexism, cultural differences, and poverty.

"Mentoring Program for Minority Classified Employees of Virginia Tech," Robin Atkins, Rickie Carroll, Sheila Collins, Carolyn Dudding, and Richard Harsbberger of the Office Manager Development Group, Office of Multicultural Affairs, University Leadership Development, Personnel Services, and College of Arts and Sciences, the continuation of a mentoring program for minority classified

employees in Grades 5-7.

"Awareness Video and Workshop for Faculty and Staff," by Tom McAvoy, Susan Trulove, and other members of the Awareness Subcommittee of the EOAA Committee, which will help create a short video, a train-the-trainers program, and workshops to increase awareness of attitudes and behavior that interfere with the university being a welcoming community for all.

"First National Conference on African American and Multicultural Stepping," by Elizabeth Fine, CIS, to organize a conference for April 2001 that will include all aspects of stepping, from its history and emerging role in performing arts to its use in religious, school and community groups and adaptation by other cultural groups. The conference will lay the ground work for future conferences and for competitions.

"Taking it to the Campus," monthly discussion, by Kimberly Philpott of the Dean of Students Office, to initiate discussion of current events related to cultural and social issues,

enhance dialogue between students, faculty and staff members, and the local community, and provide student organizations and faculty members to co-facilitate such discussions.

"Building Bridges," by Joan Hirt, David Alexander, Lanny Cross, and Ken Tyburski of the Graduate Preparation Program in Higher Education and Student Affairs, to allow visits to target institutions and events to recruit graduate students from under-represented groups.

"African American Male Summit," by Miya Simpson, Christopher Medley, and Ron

Giddings of the Center for Academic Enrichment and Excellence, and the National Pan Hellenic Council, to improve student retention.

"An Open House Program for Undergraduate Minority Recruitment," by Max Stephenson and Elizabeth Gilboy of the Office of Academic Affairs and Diversity Programs of the College of Architecture and Urban Studies, which will work with minority alumni of the college and representatives of businesses who hire graduates of the college to organize an open house at the Northern Virginia Center.

DIGGS AWARDS

Continued from 1

Curriculum Development Award from the state of North Carolina for her participation in the state-wide revision of the social studies curriculum. Since coming to Virginia Tech, Bunch-Lyons has expanded her legacy of excellence in the classroom, skillfully designing active learning projects and a teaching philosophy that engage students intellectually and imaginatively in the primary source materials of historical scholarship, even in the context of large classes. Her scholarship in the history of African-American women is both a source and a model for her students.

Martin, an earthquake engineer/scientist, joined the Civil and Environmental Engineering faculty in 1991. He received a National Young Investigator's Award from the National Science Foundation in 1993, and in 1996 was selected for a SCHEV Outstanding Faculty Award. Martin is described by his colleagues as having contributed powerfully and with grace to the teaching mission, as being extraordinarily effective in communicating values as well as engineering knowledge to undergraduates and graduate students. Martin's teaching focuses on "real-world" projects, based first in his research in earthquake engineering and, more recently, in the potentiality of engineering technology to benefit learners who must

overcome significant medical impediments to gain the knowledge they seek. Martin has been a leader in the College of Engineering's recruitment and support of minority students, and in the SUCCEED program, a consortium of engineering schools in the southeastern United States.

Allen, a social scientist who studies family systems, treats teaching and learning as a living laboratory. Allen was selected as a 1998 fellow of the National Council of Family Relationships and received the 1997 Ernest Osborne Award from Excellence in Teaching from the National Council on Family Relations. She served this year as president of the Academy of Teaching Excellence. Allen is a visionary practitioner at many levels and at many different intersections between teaching, scholarship, and university life. She teaches and serves as a mentor to undergraduates, graduate students, and even other faculty members. She participates as a leader among equals with colleagues throughout the university to examine and deepen the teaching vocation, particularly spotlighting multi-cultural, controversial, and sensitive subjects in the field of human development.

Information about the Diggs Roundtable, a public event for faculty and staff members, students, and administrators, will be posted in the fall.

CAMPAIGN

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dates also include those dependents and spouses who have demonstrated outstanding academic achievement. Consequently, funds are equally divided between need- and merit-based scholarship. Last year, some \$2,000 was raised for the program—thanks in large part to the university campaign. The contributions made it possible to award \$500 scholarships to Christopher Purcell, a senior at Auburn High School in Riner, and to Jerry Sumpter, a senior at Christiansburg High School.

"We are hoping to build on the success we had last year," said Tom McAvoy, chair of the Scholarship Program Committee and senior laboratory specialist in Entomology. "Our goal is to award four scholarships for the fall of 2001."

ACHIEVERS

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recently passed the American Toxicology Boards. Rice is one of 16 individuals world wide to become double boarded in veterinary and human toxicology.

Several faculty members from the Department of Large Animal Clinical Sciences made presentations at a meeting of the Forum on Agricultural Communication Topics in Virginia held recently at the Equine Medical Center. **Mark Crisman**, associate professor, Department of Large Animal Clinical Sciences, presented "Alternative Therapies in Equine Medicine." **Rick Howard**, assistant professor, Department of Large Animal Clinical Sciences, presented "Equine Joint Disease." **Virginia Buechner-Maxwell**, associate professor, Department of Large Animal Clinical Sciences, presented "Center for Immunological Investigations." **Jim Bowen**, director of continuing education and professor, Department of Large Animal Clinical Sciences, presented "Center for Reproductive Excellence Using Advanced Technology and Endocrinology." **Dennis Kronfeld**, Paul Mellon distinguished professor of agriculture, Middleburg Agricultural Research and Extension Center, presented "Equine Nutrition Update."

Michael Murray, the Adelaide C. Riggs professor of equine medicine, made a presentation on the impact and treatment of gastric ulcers in performance horses during a special luncheon at the Stadium Jumping Chalet in

Palm Beach, Florida. Murray's appearance was part of the Winter Equestrian Festival in Palm Beach.

Several faculty members from the Equine Medical Center made presentations at a meeting of the Forum on Agricultural Communication Topics in Virginia held recently at the center. **Nathanial White**, Theodora Ayer Randolph professor of surgery, presented "Hot Topics in Lameness" and "Equine Colic." **Michael Murray**, Adelaide C. Riggs professor of internal medicine, presented "Equine Gastric Ulcers." **Martin Furr**, associate professor, presented "Equine Protozoal Myelitis (EPM)." **Patty Doyle**, clinical instructor, presented "Nuclear Scintigraphy." **Ken Sullins**, associate professor, presented "Osteochondritis Dissecans (OCD)" and "Laser Surgery."

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