

# Presidents' address, recognition of award winners highlight convocation



STEGER

An address by President Charles Steger and recognition of faculty and staff award winners will highlight the university's Fall Convocation on Wednesday, Sept. 20 at 4 p.m. in Burruss auditorium.

The introduction of the Fall Convocation is the final step in a process begun two years ago. Founders Day had become, for all practical purposes, the de-facto university awards day, and as a result had become unmanageably large. The university's new plan calls for awards to be conferred three times throughout the academic year—for students at the Student Awards Banquet in early April, for alumni at Founders Day in late April, and for faculty/staff members at

the Fall Awards Convocation in September. In addition to recognizing the contributions of the faculty and staff, the fall convocation serves as a platform to hear from the university president concerning the previous year's accomplishments and future directions of the university.

This year, Steger will update the university community on his challenge to expand the academic agenda of research and graduate studies to place Virginia Tech among the top 30 research universities in the country. Steger has proposed that the university strengthen undergraduate curriculum by starting with a re-fortified honors program. Steger also plans to report on the results of a management study recently

commissioned to determine how well the university is prepared to respond to the changing face of the educational market place.

The consultants have proposed a re-definition of duties for some senior administrators and the creation of new positions to bolster resource creation and intensify management oversight of non-academic areas. Steger intends to share in more detail the results of this study during his address.

The entire university community is invited to attend the convocation. Faculty members are invited to process and should contact Debbie Rhea at 1-5397 if they intend to do so.

# SPECTRUM



VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

<http://www.unirel.vt.edu/spectrum/>

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## SPECIAL HONOREES

Please turn to page 5 for stories and photos of the faculty and staff award winners who are being honored by the university for their many and varied accomplishments.

## Exemplary departments enhance campus diversity

By Jean Elliott, Kimberly Richards-Thomas, and Karen Gilbert

The departments of Educational Leadership and Policy Studies and Industrial and Systems Engineering and the Dean of Students Office have been named 2000 Exemplary Departments for their excellence in effectively increasing diversity of faculty and staff members and students, and enhancing multicultural perspectives in teaching, research, and outreach programs.

The Exemplary Department Awards were initiated by the Office of the Provost in 1994 as a means of encouraging and rewarding departmental excellence in various areas such as linking research with teaching, creating innovative introductory courses, and working collaboratively with other departments. The Department of Educational Leadership and Policy Studies will receive a \$20,000 award, and Industrial and Systems Engineering and the Dean of Students Office will each receive \$10,000. The awards are given annually.

"As the university moves forward in its plan to increase the number of under-represented students, faculty and staff

members, these departments' work conveys a truly exemplary spirit," said Associate Provost Ron Daniel. "Each has actively advanced university goals for diversity and produced measurable achievements."

A ceremony recognizing the award recipients will be held Wednesday, Sept. 27 beginning at 5:30 p.m. at the German Club. President Charles Steger will present the awards.

### Educational Leadership and Policy Studies

The Department of Educational Leadership and Policy Studies (ELPS) "has led the way in promoting cultural diversity with respect to its faculty members and its students," said Janet Johnson, dean of the College of Human Resources and Education.

Personnel administrators, principals and supervisors from across the state wrote in support of ELPS. The department was praised for the recruitment of students in its master's and doctoral cohorts, its curriculum, and the research projects supported by the faculty.

ELPS ranks third nationally in terms of doctoral degrees conferred on minority students in education. Since its inception in 1971, ELPS

has conferred over 800 doctoral degrees. Almost 60 percent of those degrees were received by females and African Americans.

In the Higher Education and Student Affairs (HESA) program offered by ELPS, many graduate assistants occupy positions in the Division of Student Affairs. "Their interaction with our undergraduate students has been most helpful in promoting multiculturalism on the campus," said Edward Spencer, assistant vice president for Student Affairs.

In its "Building Bridges" program, graduate minority students in HESA travel to historically black colleges and universities (HBCU) to recruit on behalf of the university. Extended campus programs in Northern Virginia, Tidewater, and Richmond enable the department to serve an area with a large percentage of minority members. The current enrollment reflects this tremendous diversity: 48 African-American females, 112 white females, one Hispanic female, 31 African-American males, one Hispanic male, and 113 white males.

The Counselor Education Program has also made remarkable advances in increasing the

(See *EXEMPLARY* on 4)

## Governor appoints BOV members

Governor Jim Gilmore has announced the appointments of Mitchell O. Carr, Jacob A. Lutz III, and Philip S. Thompson and the re-appointment of Thomas Davis Rust to the Virginia Tech Board of Visitors.

"We are delighted with the governor's appointments to the university Board of Visitors. We look forward to working with Mitchell Carr, Thomas Rust, Jacob Lutz, Philip Thompson and all of our board to improve the educational experience and to advance the academic agenda of Virginia Tech," President Charles Steger said.

"I want to also recognize the service of Heywood Fralin and Linda Pedigo and express our sincere appreciation for their service to the institution," Steger added. "We are fortunate to have a cadre of committed and devoted volunteer leaders."

Carr is president of the Augusta Lumber and Supply and Augusta Wood Exporters, Inc. of Waynesboro. He serves on the Advisory Board of the Virginia Tech College of Forestry, the UT Prosim Society, and is a member of the Virginia Tech Alumni Association, Century Club. He is past director of the National Hardwood Lumber Association, a member of the American Forest and Paper Association and a founding member of the American Hardwood Export Council. He has represented the American Hardwood Industry internationally at the European Economic Commission in Brussels, Belgium.

Appointed for the first time to the Board of Visitors, Lutz is the managing partner of the Richmond office of Mays and Valentine, LLP. He holds a B.S. from Virginia Tech in Finance and a J.D. from Marshall-Whyte School of Law at the College of William and

(See *GOVERNOR* on 4)

## Faculty Development Institute offers short courses

Now in its eighth year of operation, the Faculty Development Institute is offering nearly 40 short courses derived from its award-winning summer workshops.

During the fall semester, several workshops will be offered concurrently, using a mini-series format, featuring related topics over a six-week period. Starting Monday, Sept. 18 and continuing through Thursday, Nov. 2, faculty-development workshops are scheduled to take place in Torgersen Hall, the newly constructed Advanced Center for Information Technology and Communications.

Workshops are grouped thematically

under five generic headings: Basic Skills, Web Development, Digital Content, Web-based Instruction and Emerging Technologies. Specific abilities and skills relating to each theme and a suggested workshop are outlined on the FDI web site <http://www.fdi.vt.edu/2000fall/fdifall.html>. Concurrent workshops targeted at specific faculty interest are made possible by the availability of new classrooms in Torgersen Hall that are dedicated to faculty development and training.

Workshops range from basic scanning techniques to strategies for teaching at a distance. Although the presentations are designed for instructional faculty, all workshops are

open to staff and graduate students. Seating is limited and on-line registration is available at <http://www.fdi.vt.edu/2000fall/fdifall.html>.

This semester's workshops offer faculty members a chance to review topics from the summer FDI workshops and to work on personal projects in a series of open labs monitored by Eddie Watson. Each open lab will provide faculty members with a supportive environment to develop web-based instructional material for immediate use. Assistance and technical support will be available from New Media Center staff members for all programs that were featured during the FDI sum-

(See *FACULTY* on 4)

# ACTIVITIES

## EVENTS

### Friday, 15

**Salary and Wage Paydate.**

**Hispanic Heritage Month Begins** (Through 10-15).

**Hispanic Heritage Program**, 8 p.m., Squires Commonwealth Ballroom: SOLAZO.

### Saturday, 16

**YMCA Hike**, 9 a.m., Lancaster House parking lot.

**Football**, noon, Lane Stadium: Rutgers.

### Sunday 17

**Advising Week Begins** (Through 9-23).

### Monday, 18

**University Council**, 3-5 p.m., 1045 Pamplin.

### Tuesday, 19

**Family/Work/Life Resources Program**, noon-1 p.m., DBHCC, conference room G.

**CEUT**, 12:30-2 p.m., Hillcrest large conference room: 1-6995 for information.

**CEUT**, 2:30-5 p.m., Hillcrest dining hall: 1-6995 for information.

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

### Wednesday, 20

**CEUT**, 2:30-5 p.m., Hillcrest dining hall: 1-6995 for information.

**Fall Awards Convocation**, 4 p.m., Burrus auditorium.

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

**Alpine Project Event**, 7 p.m., 409 Saunders: 1-5888 for information.

### Thursday, 21

**Staff Senate**, noon, 126 War Memorial Hall.

**YMCA Slide Show**, noon, Cranwell Center: Estill Putney.

**Faculty Women's Club Reception**, noon -2 p.m., The Grove: 552-6735 for information.

**Black History Month Planning Meeting**, 4 p.m., 126 Squires: 1-8584 for information.

**Museum of Natural History Program**, 7 p.m.: 1-3001 to pre-register.

**Alpine Project Event**, 7:30 p.m., Squires Colonial Hall: 1-5888 for information.

## SEMINARS

### Friday, 15

**Highlands in Chemistry**, 11 a.m., 3 Davidson: John D. Henion, Cornell University.

**MCBB**, 12:20-1:10 p.m., 102 Fralin: John D. York, Duke.

**Geological Sciences**, 2:30 p.m., 210 Robeson: Mike Hochella.

### Monday, 18

**Horticulture**, 4-5 p.m., 409 Saunders: Diane Relf.

**Biochemistry**, 4 p.m., 223 Engel: Scott Ensign, Utah State.

### Wednesday, 20

**PPWS**, 4 p.m., Fralin auditorium: Amanda Griffiths.

### Thursday, 21

**Sigma Xi Series**, noon, Brush Mountain Room A Squires: Pat Traynor.

**Statistics**, 3:45 p.m., 409 Hutcheson: Cancelled

### Friday, 22

**Highlands in Chemistry**, 11 a.m., 3 Davidson: Gregory H. Robinson, University of Georgia.

**MCBB/Biochemistry**, 12:20-1:10 p.m., 102 Fralin: Roland Lill, Marburg University, Germany.

## BULLETINS

### Arts And Sciences to hold career fair

The College of Arts and Sciences will sponsor Career Spectrum, a job fair for arts-and-sciences majors, on Friday, Sept. 29 in Squires Commonwealth Ballroom, from 10 a.m.-4 p.m.

Companies will be recruiting for many different types of positions, including internships, co-ops, and full-time jobs. Companies attending include AAI Corp., BAE Systems, Bank of America, IBM, Maxim Healthcare Services, and many more.

For more information, call Debbie Wilson at 1-8131.

### Engineering students to build edible cars

Assistant Professor of Engineering Fundamentals Mistry Cummings invites the university community to attend an Edible Car Contest. The contest will be Monday, Sept. 25 at 1:30 p.m. and 5 p.m., and on Tuesday, Sept. 26 at 2 p.m. on the front steps of Randolph Hall (inside Randolph if it rains).

### Program covers monitoring water quality

The Virginia Tech Museum of Natural History is holding a stream-water-quality training program on Thursday, Sept. 21 at 7 p.m. and Saturday Sept. 23 at 11 a.m. Pre-registration is required; call 1-3001.

### SAFE announces new scholarship

The Staff Association for Facilities Employees (SAFE) announces a new scholarship for children of Facilities and University Architect employees. The William M. Sterrett, Sr. scholarship is a non-endowed fund maintained and managed by the Virginia Tech Foundation. Donations can be made by payroll deduction to account number 871676. Scholarships can be used by recipients who attend any public college or university in Virginia. If tax-deductible funds are available, \$500 may be awarded by the VT Scholarship and Financial Aid office. The application deadline is April 15, 2001.

Applications can be picked up at any Director of Facilities office and the Office of the University Architect. Applications in pdf format can be printed from <http://www.facilities.vt.edu/scholarship/index.html>. For more information, contact the VT Scholarship and Financial Aid office, or members of the scholarship committee, Harley Ashe, Christina King, or Wyatt Sasser.

### VTFWC hosts reception

The Virginia Tech Faculty Women's Club will host a welcome reception on Thursday, Sept. 21, from noon -2 p.m. at The Grove. A shuttle will provide transportation from the parking lot behind Wallace Hall.

Club membership is open to women and wives of faculty and staff members. Retirees, wives and widows of retirees, and mothers and mothers-in-law of faculty and staff members are also welcome to join. The purpose of the club is to provide social and intellectual activities, promote Virginia Tech, and offer scholarship opportunities.

For free child-care arrangements for this event call Anne Saacke at 953-0179. For other information call Mary Montgomery at 552-6735.

### Alpine Project events offered

The "Focus on Switzerland and the European Alpine Region" project is offering two upcoming events. Both are free and open to the general public. Call 1-5888 for more information.

On Wednesday, Sept. 20, the Swiss film "The Boat is Full" will be shown at 7 p.m. in 409 Saunders. Discussion following the film will be led by Christine Kiebuszka, professor of English.

On Thursday, Sept. 21 at 7:30 p.m. in Squires Colonial Hall, graduate students Sybille Klenzendorf and Rachael Gray will present a narrated slide-show presentation of a climbing course they completed in the Austrian Alps with the German Alpine Club. They will also describe the European hut system and the courses offered by the European Alpine clubs. This event is co-sponsored by the VT Climbing Club.

## Football Parking Advisory

By Steve Mouras Director Office of Transportation

On Friday before the Rutgers game, parking will be prohibited after 5 p.m. in the following lots: Litton Reaves/Wallace (located off Washington Street and Duck Pond Drive), Coliseum lot (located off Washington Street and Spring Road), the gravel lot located behind the Jamerson Center, the Stadium lot, Track/Soccer lot, Engel lot and Maintenance lot (located off Spring Road and Southgate Drive).

Parking will also be prohibited on Spring Road and Washington Street (southern side only from Spring Road to Kent Street). Vehicles will be removed from these lots and roads after 10 p.m.

Before the game starts traffic on Washington Street, Tech Center Drive, Southgate Drive, and Spring Road will become one way toward the football stadium. Traffic on Duck Pond Drive will become one way toward B-Lot (only to Washington Street). After the game the streets' directions will reverse until the traffic flow returns to normal. The public will be charged \$5 for parking during football games. This only applies to those who do not have a valid VT parking permit (there is no charge for

those displaying a permit). The lots used by the public will be B-lot (large commuter lots off Prices Fork Rd), and Derring, Hahn, Davidson, Solitude, and Price/Saunders all along West Campus Drive.

On campus, Blacksburg Transit will run shuttles from the public parking area of B-Lot (located off Perry Street) to Cassell Coliseum, starting two hours before the game. The shuttles will leave about every 10 minutes. Extra shuttles will also run on the Oak Lane route, aiding guests who park in the Overflow Lot (located behind Duck Pond). These shuttles will leave the BT shelter at five minutes and 35 minutes after the hour. They will also wait at the shelter in front of I Lot (the "Cage" located at the end of Washington Street) leaving at 10 minutes and 40 minutes after the hour. The buses will run all routes until 1:30 a.m. following the game. A shuttle will also run to the Airport starting three hours before game time until one hour after.

For more information, call Parking Services at 1-3200 or, after regular business hours, the University Police Department at 1-6411.

## Alexander to lecture on campus

By Jean Elliott

Transnational feminist and post-colonialist scholar Jacqui Alexander will deliver a scholarly lecture on Thursday, Sept. 28, entitled, "Transnational Feminism: Mapping a Discipline/Mapping a Movement," from 7-9 p.m. in Donaldson Brown Hotel and Conference Center, rooms D and E.

The lecture is open to the campus and community. Alexander will also lead a student dialogue on the Intersections of Race, Gender, Class, Sexuality, and Nation between 3:30 and 5 p.m. in Squires Black Cultural Center. The event is being presented by the Department of Human Development and the Women's Studies Department.

Alexander is Fuller-Maathai associate professor and chair of the Gender and Women's Studies Department at Connecticut College. She has led a number of workshops, throughout the United States and abroad, in which she addresses the ways in which feminist understandings of globalization and race issues ask us to rethink and revise our educational practices and pedagogies.

"I believe that gender has to be understood as a transnational process, one in which the different histories of men and women are emphasized. We must also pay attention to local and regional contexts which enable us to see not only differences, but also the points of connection in women's lives. It is the case that many parts of the world are connected because of shared histories of colonization. This makes decolonization a central paradigm in feminist transnational work," Alexander said.

Alexander has received numerous awards including a Guggenheim Fellowship for research that she is conducting on memory and Kongo spiritual practices in the Caribbean. She also serves as the co-chair of a project funded by the Ford Foundation which explores the links between sexuality and spirituality.

Co-sponsors of this event include the College of Human Resources and Education (Diversity Committee); Diversity and Curriculum, College of Arts and Sciences; Office of the Vice President for Multicultural Affairs; Women and Minority Artist Guest Lecture Series; CAS

(See ALEXANDER on 3)

# 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. Jobs are advertised using old job title and pay grade and new role and pay band. 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 Associate**, 7161L, Grade 6, University Development.  
**Animal Care Supervisor**, 6998J, Grade 11, Veterinary Teaching Hospital.  
**Animal Care Technician B**, 496J, Grade 5, Veterinary Teaching Hospital.  
**Animal Care Technician B**, 2649J, Grade 5, Veterinary Teaching Hospital.  
**Applications Analyst**, 1226L, Grade 0, WARD.  
**Applications Analyst**, 2145L, Grade 0, WARD.  
**Assistant Manager**, 6522H, Grade 6, RkDP /Dietrick Express.  
**Assistant Manager**, 1033H, Grade 8, RDP /Dietrick Dining Center.  
**Assistant to Director of Annual Giving**, 2226L, Grade 6, University Development.  
**Banquet Manager (Food Operations Manager Assistant)**, 1118G, Grade 6, DBHCC.  
**Budget Analyst**, 6927T, Grade 10, Budget/Financial Planning.

**Business Researcher**, 7616D, Grade 11, VTIC.

**Computer Systems Engineer**, 6991J, Grade 14, Research/Graduate Studies.

**Computer Systems Engineer**, 0180T, Grade 14, Computer Science.

**Contracts Manager (Capital Outlay Program Manager)**, 2391G, Grade 14, Capital Design/Construction.

**Data Warehouse Architect**, 6701L, Grade 0, ISC.

**Development Assistant**, 1964L, Grade 6, University Development/Corporate/Foundation Relations.

**Development Associate**, 2179D, Grade 6, University Development.

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

**Electrician**, 7565G, Grade 7, Physical Plant.

**Electronic Information Coordinator**, 5502D, Grade 12, Publications/University Relations.

**Equipment Repair Supervisor**, 0253G, Grade 9, Motor Pool.

**Seven full-time food-operations positions available**; three part-time positions.

**Food Operations Manager A/Sous Chef**, 0940H, Grade 8, RDP/Southgate Bake Shop.

**Food Operations Manager B/Executive Chef**, 0266H, Grade 10, RDP/Shultz Dining Center.

**Housekeeping Lead Worker/Recycle Coordinator**, 6724H, Grade 2, RDP.

**Housekeeping Lead Worker/Special Projects Crew**, 0216H, Grade 2, RDP.

**Housekeeping Supervisor**, 0824H, Grade 4, RDP.

**Housekeeping Worker**, 2846J, Grade 1, Recreational Sports.

**Housekeeping Worker**, 0278H, Grade 1, RDP.

**Housekeeping Worker**, 2108C, Grade 1, Physical Plant/Housekeeping.

**Housekeeping Worker**, 1631G, Grade 1, DBHCC.

**Housekeeping Worker Senior**, 6926H, Grade 3, RDP.

**Housekeeping Worker Senior**, 2745H, Grade 3, RDP.

**Interpreter for Deaf**, 7472J, Grade 8, Dean of Students.

**Key Control Coordinator**, 1670, Grade 5, RDP.

**Laboratory Specialist**, 7624T, Grade 8, Chemical Engineering.

**Laboratory Specialist**, 7662M, Grade 8, Biochemistry.

**Laboratory Specialist**, 7668M, Grade 8, Biochemistry.

**Laboratory Specialist Advanced**, 3068M, Grade 11, BSE.

**Laboratory Specialist Advanced**, 3373M, Grade 11, BSE.

**Laboratory Specialist Senior**, 7546J, Grade 9, CVM.

**Laboratory Specialist Senior**, 7302M, Grade 9, Biochemistry.

**Medical Technologist**, 2596J, Grade 9, Veterinary Teaching Hospital.

**Medical Technologist (Surgical Ward Technician)**, 2637J, Grade 9, Veterinary Teaching Hospital.

**Operations Services Manager (Bldg & Grds Sup A)**, 1672J, Grade 9, UUSA.

**Photocopy Supervisor**, 2199J, Grade 6, CVM.

**Plumber Steamfitter**, 0709G, Grade 7, Physical Plant.

**Program Support Technician**, 0028T, Grade 6, Scholarships/Financial Aid.

**Program Support Technician**, W022876T, Grade 6, Undergraduate Admissions.

**Program Support Technician**, 1522T, Grade 6, Political Science.

**Program Support Technician**, 1534J, Grade 6, Graduate School.

**Programmer Analyst**, 1643T, Grade 12, Budget/Financial Planning.

**Public Relations Coordinator**, 6875L, Grade 12, University Relations/Provost.

**Research Software Developer**, 7637T, Grade 14, VBI.

**Security Lead Guard (Parking Enforcement Off.)**, 7653G, Grade 3, Parking Services.

**Security Lead Guard (Parking Enforcement Off.)**, W020119G, Grade 3, Parking Services.

**Student Services Specialist**, 7648T, Grade 8, University Honors—Provost.

**Systems Administrator**, 7636T, Grade 16, VBI.

**Trades Utility Worker (Maintenance Engineer)**, 7569G, Grade 3, DBHCC.

**Trades/Utilities Lead Worker**, 0007H, Grade 7, RDP/Culinary Services.

**Unit Secretary**, 0148H, Grade 5, RDP/Dietrick Dining Center.

**Web Site Technician (Prgm Support Tech. Senior)**, 6914T, Grade 7, Physics.

### PART TIME

**Agricultural Technician B**, W022203J, Grade 5, Veterinary Teaching Hospital.

**Airport Line Service (Vehicle Svc Attendant)**, W022078G, Grade 3, Airport.

**Animal Care Tech B**, W022914J, Grade 5, CVM.

**Animal Care Technician A**, W022675J, Grade 3, Veterinary Teaching Hospital.

**Animal Care Technician A**, W022155J, Grade 3, Veterinary Teaching Hospital.

**Banquet/Setup (Foa-b)**, W022143G, Grade 2, DBHCC.

**Cashier/Hostess**, W022981G, Grade 2, DBHCC.

**Enrollment Services Assistant**, W022462T, Grade 7, Undergraduate Admissions.

**Fiscal Assistant**, W022977M, Grade 5, Biochemistry.

**Fiscal Assistant**, W023088T, Grade 5, Women's Center.

**Highway Equipment Operator C**, W023114T, Grade 6, Chemistry.

**Housekeeping Worker**, W022490H, Grade 1, RDP.

**Housekeeping Worker**, W020574G, Grade 1, DBHCC.

**Laboratory Mechanic A**, W023110T, Grade 4, Registrar.

**Laboratory Specialist**, W023103M, Grade 8, Horticulture.

**Laboratory Technician Senior**, W022934M, Grade 5, FWS.

**Laboratory Technician Senior**, W020117G, Grade 5, EHSS.

**Medical Technologist**, W020101J, Grade 9, Veterinary Teaching Hospital.

**Nursing Assistant**, W022156J, Grade 4, Adult Day Services.

**Office Services Assistant**, W020838J, Grade 4, Veterinary Teaching Hospital.

**Office Services Assistant**, W022390T, Grade 4, Registrar.

**Office Services Assistant**, W022875T, Grade 4, Undergraduate Admissions.

**Office Services Specialist**, W022929J, Grade 5, Graduate School.

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

**Pharmacy Supervisor**, W022501J, Grade 15, Veterinary Teaching Hospital.

**Program Support Technician**, W023123, Grade 6, RDP/Marketing and Conference Services.

**Program Support Technician**, W023092F, Grade 6, University Libraries/Digital Library/Archives.

**Program Support Technician**, W023083J, Grade 6, Athletics.

**Radiologic Technologist**, W022238J, Grade 7, Health Center.

**Storekeeper**, W022291J, Grade 4, Veterinary Teaching Hospital.

**Web Designer**, W022976H, Grade 8, RDP/Marketing/Conference Services.

### OFF CAMPUS

**4-H Program Assistant**, 5862M, Grade 4, VCE.

**4-H Program Assistant**, 6379M, Grade 4, VCE.

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

**Development Associate**, 7663L, Grade 6, EMC/University Development.

**Program Support Technician**, 6211M, Grade 6, VCE.

**Receptionist**, W020297L, Grade 2, Computing Center.

## FACULTY POSITIONS

### NON-INSTRUCTIONAL

**University Development. Assistant Director of Development, Pamplin College of Business.** Contact: Bobby Couch, 201 Pack Bldg. (0336). Review begins immediately.

**University Development. Assistant Director of Development, College of Arts/Sciences.** Contact: Connie Talbott, 201 Pack Bldg. (0336). Review begins immediately.

**Center for Academic Enrichment/Excellence. Assistant Coordinator for Student-Athlete Academic Enrichment Programs.** Contact: Colin Howlett, 309 Cassell Coliseum (0502). Review begins September 29.

**University Libraries. College Librarian, College of Human Resources/Education.** Contact: Cathy Pillow, University Libraries, Virginia Tech, Box 90001, Blacksburg, VA 24062-9001. Review begins November 1.

**University Libraries. College Librarian, College of Arts/Sciences.** Contact: Cathy Pillow, University Libraries, Virginia Tech, Box 90001, Blacksburg, VA 24062-9001. Review begins November 1.

## ALEXANDER

*Continued from 2*

Dean's Interdisciplinary Taskforce; Center for Excellence for Undergraduate Teaching (CEUT); also the Departments of Human Development, Geography, History, English, Political Science, and the Women's Studies Program; and the Center for Interdisciplinary Studies.

For more information, contact Laura Gillman at [lgillman@vt.edu](mailto:lgillman@vt.edu) or 1-7817 or April L. Few at [alfew@vt.edu](mailto:alfew@vt.edu) or 1-2664.



VIRGINIA POLYTECHNIC INSTITUTE  
AND STATE UNIVERSITY

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## Mack named assistant dean for IT

By Stewart MacInnis

Timothy Mack, head of the Department of Entomology, has been given the additional title of assistant dean for information technology for the College of Agriculture and Life Sciences.

Mack has been director of Agricultural, Human and Natural Resources Information Technology since March 1999. Andy Swiger, dean of agriculture, noted that persons holding similar positions in other colleges are designated as assistant deans.

"Because of that, and since Dr. Mack works hand-in-hand with our assistant and associate deans and directors as well as deans and their cohorts in the other colleges involved with Extension and research, this is a most-appropriate recognition," Swiger said.

In addition to the on-campus faculty and staff members of the agriculture college, the unit supports faculty and staff members associated with the Virginia Agriculture Experiment Station and Virginia Cooperative Extension in the College of Natural Resources, the College of Human Resources and Education, the Virginia-Maryland College of Veterinary Medicine, and in more than 130 Extension field offices and research and Extension centers across the state.

Mack will continue his duties as department head.

## Status Report: The New Pay Plan

**What is the current status of the new pay plan? When will I know how it will affect me?**

The transition to the new pay plan is proceeding according to schedule. Effective September 25, current job classifications and pay grades will be "crosswalked" to a new "role title" and "pay band." Employees will be notified in writing of new role titles and pay bands. It is important to remember that that the crosswalk is a compensation neutral event—that is, pay will not be affected by the crosswalk process itself. Any adjustments in compensation will occur subsequent to and independent of the crosswalk.

**What training will be provided?**

A central feature of the new compensation management system is the increase in flexibility and accountability afforded to managers in making pay-related decisions. Department managers will participate in compensation-management training beginning in mid-September with subsequent training for supervisors and business managers and follow-up information sessions for employees.

**When and how will the new pay plan affect my pay?**

The implementation of the new pay plan itself will not result in pay changes for

employees. Each management area within the university is developing a process to identify and review in-band adjustment and role change actions. Personnel Services must still approve these actions. Employees will receive that information from their managers once that process is finalized. The new pay plan has no effect on the merit increases which will become effective on November 25.

**When will I receive an updated performance plan (P112)?**

Supervisors will continue to provide performance-management plans for each employee just as we have in the past. We expect the conversion to the new performance management plan to begin in early 2001. In the meantime, managers will continue to update individual employee performance plans to reflect their expectations and include any changes in job duties and performance standards.

**Will there be any change in the manner in which university jobs are advertised?**

For the short-term future, university jobs will be advertised using both the old job classification and pay grade as well as the new role and pay band. Eventually, only the role, work title, and hiring range will be reflected in the advertisements.

### PERSONNEL INFORMATION

## EXEMPLARY

Continued from 1

diversity of its student enrollment. Of the 25 accepted M.A. applicants in counselor education for 2000, 92 percent are female or minorities. A total of nine doctoral candidates have been accepted in counselor education for fall 2000, two African American females, two African American males, and five white females.

The Principal Preparation Program is reviewed as part of the NCATE accreditation process, and the department continues to restructure its curriculum and delivery of several courses to further enhance accommodation and awareness of multicultural perspectives.

Active in a variety of forms of outreach, ELPS helped to sponsor the symposium "Segregation, Desegregation, Resegregation: Lessons Learned About Equity in Our Schools" not only as a contributor of funds, but also with forum panelists and participation by faculty members and students. Internationally, ELPS sponsors annual conferences on leadership and ethics in Oxford, England, as well as curriculum-development collaborations in China.

### Industrial and Systems Engineering

The Industrial and Systems Engineering (ISE) positioning plan, vision and mission statements, and learning objectives all include a commitment to diversity and multicultural awareness. Gender issues and multicultural perspectives have been integrated into the department's teaching, research, and outreach activities.

ISE actively recruits minority faculty members to present its students with faculty role models that are representative of a diverse population. Twenty-one percent of ISE faculty are women, and thirty-three percent of ISE Ph.D. students are female. Faculty and staff members participate in a range of diversity-related committees, including the Human Factors and Ergonomics Society Diversity Committee, the American Association of

University Women, the National Hearing Conservation Association, and the University Accessibility Advisory Committee.

Diversity among students is promoted through the freshman-recruitment program as well as through scholarships. ISE offers over 50 undergraduate scholarships, and 58 percent are awarded to minorities.

ISE offers all students a unique global-issues course which exposes them to issues regarding conducting business with different cultures. A first-of-its-kind dual master's degree was initiated this semester between Virginia Tech and *Ecole des Mines de Nantes* in France. There has been an active exchange of students and faculty members for the past five years with the Federal University of Santa Catarina in Brazil, and ISE currently hosts five faculty members from four different countries through its international-visiting-faculty program.

ISE's capstone senior design course involves working with universities in France and Puerto Rico, and about 25 percent of ISE seniors will receive an international experience through this program. The ISE Student Design Center, a new project developed by the ISE Advisory Board, will offer student design teams the latest in communications technology for facilitating team projects with universities and corporations around the world.

"Of paramount importance is a fostering, caring, and sincere attitude by the faculty and staff, and creation of an aura of support and understanding of the needs of different types of people, students and faculty members alike," said Department Head John Casali. "This attitude must be pervasive and reflective of commitment; that is one reason that we speak to it in our departmental positioning plan. All actions toward diversity must be thought of as integrated efforts that are part and parcel of the operating and personnel systems of the department, and not as an augmentation or an afterthought."

### The Dean of Students Office

The Dean of Students Office actively promotes a welcoming campus climate at Virginia Tech through a range of programs and services. The office houses Multicultural Programs, Services for Students with Disabilities, and Student Advocacy, and it coordinates numerous annual programs and events, including Summer Orientation, Parents' Day, Celebration of Diversity, and Project SAFE (Sexual Assault Facts and Education), to name just a few.

Through Multicultural Programs, the Dean of Students Office supports the Black Cultural Center and the Multicultural Center, centers that provided over 10,000 student contacts last year. Multicultural Programs staff members serve as advisors for student organizations that promote diversity and coordinate such activities as Black History Month and Hispanic Heritage Month.

Services for Students with Disabilities and Interpreting Services provide support in a variety of ways, from intensive coaching programs for students to faculty-development workshops.

## FACULTY

Continued from 1

mer workshops. The open-lab sessions will be every Thursday in October, from 10 a.m. to noon in the New Media Center, first floor, Torgersen Hall.

In addition to the open lab, a mini-series on distance learning, led by Mark Raby, and a series of digital-content-creation workshops will also be featured on Thursday mornings. Several other workshops will feature updated versions of familiar computer software, such as Adobe PhotoShop, Adobe Premier, Real Media, Apple QuickTime VR and CourseInfo. For more workshop information, contact Ed McPherson at 1-8029; [ejay@vt.edu](mailto:ejay@vt.edu) or <http://www.edtech.vt.edu/idi/workshops/workshops.html>.

## Torgersen to be honored

Junior Achievement of Southwest Virginia, Inc. and AT&T have announced that former President Paul Torgersen, retired president of Virginia Tech University, will be inducted into the Southwest Virginia Business Hall of Fame this year.

Torgersen will be honored at a reception and awards dinner on Wednesday, Sept. 20 at the Hotel Roanoke and Conference Center.

Also being honored as a Hall of Fame laureate is Elizabeth Bowles, former Roanoke city councilwoman.

"We are extremely pleased to have Elizabeth and Paul joining the prestigious ranks of our Hall of Fame laureates," said Nick Taubman, honorary chairperson for the 2000 Business Hall of Fame.

Torgersen and Bowles will be recognized for their individual contributions to private enterprise and to the community. AT&T has been the corporate sponsor of Junior Achievement's Southwest Virginia Hall of Fame since 1996.

The Southwest Virginia Business Hall of Fame is an annual gathering of the area's top executives who convene to honor great achievements in Virginia business. The event celebrates the accomplishments of individuals who have had a lasting impact on the free enterprise system and improved our way of life in Southwest Virginia.

## GOVERNOR

Continued from 1

Mary. Before entering private law practice, Lutz served in various capacities with the FDIC at its offices in Washington, D.C. and Atlanta. Lutz is a member of Phi Kappa Phi and Beta Gamma Sigma National Honorary Societies. He is an admitted member of the American, Virginia, Tennessee and Richmond Bar Associations and various United States District Courts and Circuit Courts of Appeal.

Rust, first served as mayor of Herndon between 1976-1980 and was again elected in 1990. He has retained the office in each election since. He has served on the Virginia Tech Board of Visitors since 1996 and was elected vice-rector in 1999. Rust has an extensive record of public service, including as a member of the Herndon Town Council, 1971-1976; member of the Herndon Planning Commission, 1971-1973; and as commissioner and chairman (1994-1995) of the Northern Virginia Planning District Commission, 1990-present. He holds a B.S. in civil engineering from Virginia Tech, an M.S. in public-works engineering from George Washington University, and a master of planning in urban and environmental planning from the University of Virginia.

Thompson is vice president of business transformation and chief information officer at IBM. He is responsible for directing IBM's business-process and information-technology investments and establishing IBM's overall re-engineering and information-technology directions as well as IBM's own e-business initiatives. Thompson is a previous vice president for operations for Pitney Bowes' Monarch Marketing Systems. He has also held the position of senior vice president for operations at Zenith Electronics Corporation. Thompson is a 1972 graduate of the University of Akron in Ohio with a B.S. in electrical engineering. In 1977, he earned an M.S. degree in engineering from the Virginia Tech.

# 2000 Faculty-Staff Award Winners

## ALUMNI AWARDS FOR EXCELLENCE IN EXTENSION

### Joyce A. Martin

By Brook Lewis, University Relations intern

Having an outstanding record of leadership, dedication, involvement of volunteers and insight are several reasons why the Montgomery County 4-H Administrative Board nominated Joyce A. Martin for the Alumni Association Extension Excellence Award.

"Her positive vision of VCE at the local, area, district and state levels enables her to continue meeting the needs of the youth of Montgomery County and Virginia," wrote James Oliver, chairman of the Montgomery County 4-H Administrative Board, in nominating her.

In 1976, the Alumni Association began presenting awards to outstanding members of the research and Extension faculty as a way to recognize the work the Extension division performs in support of the university's goals.

A former home-economics professor, Martin now serves as the senior 4-H Extension Agent for the Montgomery County. When she began in 1978, the program had 690 members and 60 adult leaders. Today, the program is one of the strongest in Virginia and has more than 3,400 school and community members with 260 adult and teen volunteers supporting the program.

Martin's goals for the program include continuing to work with her Extension colleagues and volunteers to plan, conduct and evaluate programs designed to improve the attitudes, knowledge and life skills of youths and adults.

"Her focus and recruiting and training adult volunteers has had a great impact on this program and it is great to see her rewarded for her efforts," said Doug Harris, Extension agent and unit coordinator for Montgomery County.

Last year she was awarded the Outstanding Extension Agent for Virginia 4-H Adult Leaders Association. She also won the Senior Spirit Award in 1995 and in the previous year won the Outstanding Area Programming Directors Award. She has also won the Distinguished Service Award in 1998 from the National Association of Extension 4-H Agents.

Martin received her B.S. and M.S. in home economics from the University of Southern Mississippi and her Ed.D. in home economics from Virginia Tech.



MARTIN

## Robert M. Shaffer

By Lynn Davis

Robert M. Shaffer, forestry operations professor in the College of Natural Resources, has received this year's Alumni Association Extension Excellence Award for his Extension Program in timber harvesting, which is highly regarded and widely recognized throughout Virginia and the nation.

Danny Goodbar, co-owner of Two Brothers Logging, Inc., of Goshen, and current president of the Virginia Logger's Association, praised Shaffer for "his good work and common sense approach to improving logging and forestry practices. His excellent counsel to the forest and logging industry has brought many benefits to the state. He has provided a lot of valuable help and information to Virginia loggers."

Shaffer, a 17-year veteran, has worked closely with the Virginia Department of Forestry to develop and promulgate forestry Best Management Practices (BMP's) to protect water quality during timber-harvesting operations. Virginia is frequently cited as a leader in the successful implementation of non-regulatory BMP's. Moreover, these efforts have produced meaningful results. During the period 1989 to 1997, voluntary BMP compliance increased 42 percent in Virginia, and sediment from logging was reduced 23 percent.

Shaffer has published many refereed-journal articles, written Extension and popular papers, and produced training materials and videotapes that are used for logger training and education programs in several states. He has planned and conducted numerous workshops and short courses for loggers and professional foresters on topics ranging from timber-harvest planning to logging cost analysis.

Shaffer has also developed an Extension focus on logging safety. He has played a major role in increasing safety awareness within the logging industry, and has conducted important research which has helped to target the development of safety-training programs on the highest risk areas of logging.

In an on-going effort to improve logging-production efficiency and professionalism, Shaffer periodically conducts technology-transfer programs and keeps Virginia loggers abreast of the latest technology through a quarterly *Newsletter to Virginia Loggers*, and a regular column, "The Logroll—Notes and News for Loggers," in *Virginia Forests* magazine.

He serves as a member of the forest industry's Sustainable Forestry Initiative Task Force, an organization that promotes and funds logger education and training throughout the state. He has received national awards for his effective technical writing from the Forest Resources Association in 1991, 1993, and 1998, and was the recipient of "Excellence in



SHAFFER

Programming" Awards from the Extension Forest Resources Association in 1991 and 1992.

## ALUMNI AWARDS FOR EXCELLENCE IN RESEARCH

### R. Michael Akers

By Susan Trulove

One would expect a dairy-science faculty member at a major research university to advance the understanding of milk synthesis and lactation physiology and increase productivity in the dairy industry. In less than 20 years, dairy scientist R. Michael Akers has also greatly advanced the understanding of mammary-gland development, discovered new information about growth factors, and contributed to transgenic technology world wide.

For his long-term excellence in mammary gland research in dairy cattle and humans, Akers, has earned the Alumni Award for Research Excellence. Akers also recently received the Pharmacia and Upjohn Physiology Award, presented at the American Dairy Science Association annual meeting.

One of Akers main areas of research is the hormonal regulation of mammary development in young animals in relation to stage of development, nutrition, and hormonal manipulations. His studies yielded important new knowledge concerning the role of the ovary and ovarian hormones in regulation of mammary development.

He was the first to note the absence of growth hormone-receptors in mammary tissue and was among the first to characterize the hormones associated with mammary-cell growth and with differentiation of the secretory epithelial cells that make up the lining of the mammary gland.

Akers discovered that insulin-like growth factor (IGF) is produced not only in the pituitary and circulated in the blood stream, but is also produced locally in the mammary gland and in the connective tissue surrounding the epithelial tissue. "It is the local production of IGF-1 that regulates mammary development," he said.

William Drohan, senior director of plasma development at the American Red Cross, said Akers' research techniques "provided some of the earliest groundbreaking and most difficult work in the scientific development of transgenic animals. As a result of this pioneering work, transgenic animal technology holds tremendous promise for the large-scale production of life-saving human therapeutic drugs in quantities far greater than could ever be produced through fractionation of human blood.

Akers' research has been supported by PPL Therapeutics, Inc. and Hatch since 1997. He has



AKERS

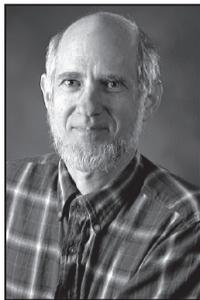
received two USDA National Research Initiative Competitive Grants totaling almost \$250,000 since 1993.

Akers joined Virginia Tech's faculty in 1981. He teaches Anatomy and Physiology of Domestic Animals, a required course of animal science, dairy science and poultry science students, and the graduate Lactation Physiology course for agriculture, biochemistry, and biology majors.

### Layne Terry Watson

By Susan Trulove

As a "jack of all trades," Layne T. Watson, professor of mathematics and computer science, has spent 25 years building multi-disciplinary teams to solve complex, real-life problems. As a master of two of those trades—mathematics and computer science—he converted the esoteric theory of homotopies, a way to mathematically represent families



WATSON

of functions, into a tool now widely used by industry to solve computationally intensive problems.

For his pioneering research leading to the widespread adoption of homotopy methods in the solution of industrial optimization problems, Watson has earned the university's Alumni Award for Research Excellence.

Watson's work is at the interface of computer science, mathematics, engineering, and science. "The overall goal is to provide sophisticated mathematical software, justified by rigorous mathematical analysis, to attack significant practical engineering and scientific problems," he said.

In 1987, he introduced HOMPACT, a suite of codes for globally convergent homotopy algorithms. The software was the culmination of a 10-year project to make mathematically obscure homotopy methods available to the typical engineer, and to provide production quality software to the user community. HOMPACT is now in use at over 200 sites from Australia to Yugoslavia.

He has collaborated with people in disciplines ranging from accounting, biology, and engineering to law, wood science, and zoology, and published almost 300 refereed publications with more than 100 different co-authors. His work, ranging from applied basic computer technology to abstract mathematics, has been continuously funded by both public and private sources since his days as a student. Recent sponsored research includes a \$599,000 NASA grant to study variable-complexity multi-disciplinary optimization on parallel computers; a \$192,000 Department of Energy grant to develop parallel software for non-linear systems of equations; a \$75,000 grant from Michelin to study large sparse linear systems arising in tire design; and a Virginia Tech research division (ASPIRES) grant to develop leadership in problem solving environments for ecosystem assessment, management, and policy.

Watson joined the Virginia Tech computer science department in 1978. He has also been a visiting scholar at the University of Michigan and a guest professor at the University of Notre Dame in various

engineering disciplines as well as mathematics and computer science.

### ALUMNI AWARD FOR EXCELLENCE IN INTERNATIONAL PROGRAMS Gene Egger

By Catherine Doss

A member of the selection committee for the Alumni Award for Excellence in International Programs said, "When I think of international programs at Virginia Tech, I think of Gene Egger." Egger is this year's winner of the Alumni Award for Excellence in International Programs



EGGER

Egger's has been making contributions as a faculty member in the Department of Architecture in the College of Architecture and urban Studies for the past 30 years.

One of Egger's signal contributions to the theory and practice of internationalization at Virginia Tech is very tangible: helping to establish the university's Center for European Studies and Architecture in Riva San Vitale, Switzerland.

Egger's leadership in the international arena has many dimensions. He has not, for example, limited his efforts to exemplary work in one country or worked only with one program, such as study abroad, at Virginia Tech. Rather, he has, in the words of a colleague, created a "culture" of internationalization in his department, his college, and the university. Because of his example, over half of the faculty members in architecture have participated in study-abroad programs, and Egger has personally guided the international studies of some 1,500 architecture students. Many of these students have found internships in prestigious European firms.

Egger's extensive contacts have also resulted in visits to campus by some of the most creative international practitioners in the field of architecture.

Egger's dossier shows a sustained commitment to internationalization. The personal awards he has won—Architecture Program Recognition (twice), Academy of Teaching Excellence, and the Wine Award—all grow from his mentoring and work in international affairs. From 1977-93 he served as co-director, with the late Olivio Ferrari, of study abroad in Switzerland. Since 1993 he has been the director of Special Programs for Study Abroad and Domestic Study Tours. As a result of his extensive travel throughout Western Europe, Scandinavia, Greece, Central America, East Africa, and Egypt, he has directed various study groups and has designed individual project tours.

Egger is also distinguished as a professional architect, having won design awards throughout the United States and Europe. A recently shared honor was the *Pianificazione di Piazza Brocchi Montagnola* Switzerland Competition.

Egger is the fourth recipient of the award. The \$2,000 stipend that comes with the award is funded by the Alumni Association.

### XCALIBER INDIVIDUA AWARD

#### Arthur L. Buikema Jr.

By Sally Harris

The Center for Innovative Learning has selected Arthur L. Buikema Jr., alumni distinguished professor of biology, to receive the 1999-2000 Xcaliber Award for excellence by an individual faculty member in teaching with technology.

Established by the provost in 1997, this award recognizes the outstanding contributions of faculty members who are developing courseware using technology. The award said Buikema "is highly commended for his efforts to focus on the following student-oriented outcomes: active learning; interactive communication; more self-directed, self-paced learning; computer literacy integrated with content; electronic access to course material and supplemental resources; and electronic access to course information, announcements, and news."

"Art Buikema's work in web-based materials development and the application of technology has broadened and extended his students' learning experiences," the citation reads. "His novel teaching strategies appeal to students' intrinsic sense of curiosity and motivates them to learn. In addition, his insistence on making the modules, which he produced in partnership with a publisher, available to the university community and to Virginia's high-school teachers is commendable." Buikema presented a workshop to high-school teachers and gave them the web address and passwords so they could use the modules in meeting the state's Standards of Learning.

According to George Simmons, associate head of biology where Buikema has been on the faculty for 29 years, Buikema researched what motivates students, then "took these attributes and used them as the challenges to address in his web design." Buikema himself developed, wrote, and programmed the modules, which contain more than 2,000 pages, Simmons said. The strategy of the modules is to allow the student to build bridges between facts instead of having the professor do it for them.

Buikema has received a continuous stream of awards since 1961. Most recently, he received an Xcaliber certificate of excellence for his accomplishments using technology in 1997, the college's Certificate of Teaching Excellence in 1996, the Alumni Teaching Award in 1996, the Diggs Teaching Scholar Award in 1995, among others.

Buikema's research interests include aquatic toxicology, environmental physiology, invertebrate ecology, invertebrate behavior as affected by stress, and blocks people have to changing their teaching strategies.

Buikema is a member of numerous professional societies, including the Virginia Academy of Sciences, the International Society for Theoretical and Applied Limnology, the Society of Environmental Toxicology and Chemistry, and the Ecological Society of America.



BUIKEMA

**XCALIBER TEAM AWARD**

**Barbara B. Lockee, Gregory P. Sherman, Katherine S. Cennamo, Glen A. Holmes, D. Michael Moore, Kenneth R. Potter**



Team members, from left, Kenneth Potter, Katherine Cennamo, Mike Moore, Barbara Lockee, Greg Sherman, and Glen Holmes. (J. McCozmick)

By Mary Witty, University Relations intern

The 2000 XCaliber Award for team excellence was awarded to ITMA: A Distance Delivered Instructional Technology Masters Program for Practicing Educators.

The XCaliber Award is awarded annually by the Center for Innovation in Learning in recognition of the outstanding contributions to learning that faculty and staff are making as they develop courseware through technology.

The ITMA team was recognized for its work in developing a master's program in instructional technology for teachers that was designed as a module-based system with linkages back to the Virginia Standards of Learning Instructional Personnel.

Jerry Niles, associate dean for the College of Human Resources and Education, wrote that, "On the national level, the effort represents an innovative approach for the facilitation of crucial instructional-technology skills among K-12 teachers. Among IT professionals, this comprehensive set of instructional modules is viewed as the application of research and theory to practice, as it exhibits appropriate uses of technology for the creation of effective learning environments.

ITMA is a model of how the Internet can be used to maximize its advantages as a teaching tool. The program is designed to maximize the benefits of web-based delivery and respond to student's individual learning needs. The group focuses on active learning, interactive communication, self-paced learning and computer literacy.

Thomas M. Sherman, chair of the Department of Teaching and Learning wrote in a letter of recommendation for the team, "ITMA is a wonderful expression of the potential of web-based technologies. It is recognized as a major achievement by instructional-design professionals and it is appropriate the university has recognized the program."

In selecting the ITMA for the group award, Anne Moore, director of information-technology initiatives, said, "The ITMA was selected because of its excellent instructional design, its continuous evaluation and improvement of the learning modules and the program as a whole, and its interactive, technology-assisted approach to meeting the needs of teachers in Virginia and nationally to learn how to integrate technology in

teaching and learning."

The team is composed of six educators from the Department of Teaching and Learning. Barbara Lockee, Gregory P. Sherman, Katherine S. Cennamo, Glen A. Holmes, D. Michael Moore and Kenneth R. Potter were all recognized for their outstanding efforts in educating through the use of technology.

The XCaliber Award was established by former Provost Peggy Meszaros in 1997. It recognizes outstanding contributions of faculty members who are developing courseware through technology. The mission of the Virginia Tech Center for Innovation in Learning is to "achieve the learning outcomes that describe independent, critical thinking and technologically literate learners across content areas." A cash award and commemorative plaque accompanied the award.

**ALUMNI TEACHING AWARDS**

**Jimmy T. Arnold**

By Laura Templeton, University Relations intern

Jimmy T. Arnold, a professor of mathematics since 1969, has been awarded the Alumni Award for Excellence in Teaching.

In his nomination letter for Arnold, the former head of the math department, Robert F. Olin, wrote, "Throughout his career, Dr. Arnold has consistently been a superior teacher whose work has already received recognition at both the departmental and college levels."

Arnold is the recipient of six Certificates of Teaching Excellence and was the first recipient of the Mathematics Department Head Award for Excellence.

Over the years Arnold has taught calculus, modern algebra, linear algebra, abstract algebra, introduction to proofs, and Math 1114. He has also done research in commutative ring theory, with 29 published papers, numerous talks, and seven invited addresses.

Students and faculty members describe him as "the best teacher I have ever had," "an excellent mentor and friend," and "very challenging but fair." Students were impressed with his teaching ability, patience and compassion. His student evaluations from 1994 to 1999 have ranged from a 3.4 to a 4.0.

His colleagues admire his generosity and wisdom about teaching, along with his concern for his students' education. They describe him as "one of our best traditional teachers," "the kind of professor you hope your own child will get," and "obviously so genuinely interested in his students."

Arnold does more than just cover the classroom material. He enjoys teaching in an actively engaged style. He says that teaching remains his highest priority and better teaching is always a personal goal. His teaching style includes a brief 15-minute lecture at the beginning of class, followed by group work, and homework to be done in groups or individually. In his nomination letter, one of Arnold's former



ARNOLD

students wrote, "his teaching style is innovative and encourages a learning environment both inside and outside the class."

Each year the Academy of Teaching Excellence selects two recipients of the award from a pool of 60 nominees. The Alumni Teaching Award includes a \$2,000 prize, several plaques, and induction into the Academy of Teaching Excellence.

After receiving the Alumni Award, Arnold said, "I would like to express my appreciation to the students for their confidence in me."

Arnold graduated from Northeastern Louisiana University with a B.S. and then received his M.S. in 1965 and Ph.D. in 1967 in mathematics from Florida State University.

**Beth M. Waggenspack**

By Sally Harris

Beth M. Waggenspack, associate professor of communication studies in the College of Arts and Sciences, has won an Alumni Teaching Award for 2000.

The Alumni Association established the award in 1982, and it includes \$2,000, a plaque, and induction into the Academy of Teaching Excellence. Each year, the academy selects two recipients from University College of Teaching Excellence Certificate-holders of the past three years, a pool of 60 nominees.

Waggenspack has received three Certificates of Teaching Excellence from the college. "In a department known for teaching excellence, her student evaluations are among the very best," according to the award citation. "Dr. Waggenspack is also a pedagogical innovator, transforming, for example, the Rhetorical Tradition course into a very popular offering in the University Core Curriculum. Well-known across campus and in the community as a passionate advocate for teaching and learning at all levels, she is recognized by honors students, majors, graduate-teaching assistants, and peers as a well-loved master teacher."

Waggenspack was nominated by Communication Studies Department Acting Head Ellie Sturgis, with support of several letters of recommendation. "Beth has been a stellar faculty member throughout her tenure at Virginia Tech," Sturgis wrote, "and her excellence in teaching has been a hallmark of her activities."

Waggenspack "was intimately involved with the transformation of Public Speaking, a course taken by approximately 1,500 university students each year," Sturgis said. In addition, Waggenspack's research in rhetoric, especially that of women, informs and transforms her instruction.

Waggenspack has served the department, college, and university in numerous posts, including associate department head and assistant dean of the college. "She works tirelessly with other departments and colleges in the university to improve the communication abilities of our students," Sturgis wrote.



WAGGENSPACK

"I'm particularly fortunate because teaching is my passion," Waggenspack said, "and my discipline is one that allows ardor to be integral to its study and application."

Waggenspack strives to provide a reasonable and practical connection among theory, research, and skills to accomplish her teaching goals. A practical thinker, Waggenspack wants students to see how strategies and theories work in real cases, so she includes personal stories in her classes and encourages students to do the same.

"Teachers cannot make students competent communicators," she said. "At best, I can expose them to a range of ethical communication competencies that they might apply in their daily lives."

## ALUMNI AWARD FOR EXCELLENCE IN ACADEMIC ADVISING

**Daniel B. Thorp**

By Sally Harris

Daniel B. Thorp, associate chair of the history department in the College of Arts and Sciences, received the Alumni Award for Excellence in Academic Advising.

One award of \$2,000 is given each year for excellence in undergraduate advising. "Student letters attest to Professor Thorp's accessibility, effectiveness, and valued assistance in advising," the award citation read. Not only does Thorp send letters of congratulations to top students, but "doesn't give up on those who need additional encouragement." One student wrote that "his actions redeemed me as a student and as an individual."

Not only does Thorp help his own advisees, but he also "organized tutorials for new department advisors, designed a department advisor-evaluation form, included advising information on the department web page, scheduled regular meetings with department advisors, and performed senior exit interviews. As a result, the department made significant changes that improved advising and class scheduling."

Albert Moyer, department head, who nominated Thorp on behalf of the department (with supporting letters from colleagues and several students), wrote that Thorp "understands that sound advising is critical for the educational success of students." Not only does he advise students on courses, but also helps them find scholarship funding, obtain internship and service-learning credit, and in all ways "consistently encourages students to pursue their goals."

Thorp also emphasizes a liberal-arts education's ability to help students "learn how to think and express" themselves, Moyer said. Not only does he do all this, but he has served as a member and now chair of the department Undergraduate Advising Committee, encouraging regular meetings of advisors, and organized tutorials for new advisors. Thorp also serves as associate chair of the department, responsible for scheduling and supervising the department's undergraduate classes and the under-



THORP

graduate advising program and its 10 advisers, and responding to any problems, questions, or complaints from students or their parents.

"Working individually with students, working collegially with the staff and faculty, and working to insure quality in advising, Dan Thorp is recognized in the Department of History as an exceptionally committed, knowledgeable, and accessible advisor, colleague, and administrator," Moyer wrote.

Thorp came to Virginia Tech in 1981 as a temporary instructor while completing his doctorate at Johns Hopkins. After teaching at East Carolina University, Thorp returned to Virginia Tech when a tenure-track position opened here. He became associate chair in 1995.

## WILLIAM E. WINE AWARDS

**Andrew S. Becker**

By Sally Harris

Andrew S. Becker, associate professor of Latin, Greek, and Classical Studies in the Department of Foreign Languages and Literatures, has received the William E. Wine Award for "a history of university teaching excellence."

The \$2,000 award is given in memory of W. E. Wine, an alumnus and former rector of the Board of Visitors.

Becker joined the department in 1988. He has won three Certificates of Teaching Excellence and has been active in Honors, Residential Leadership, and Tech's Center for European Studies and Architecture in Riva San Vitale, Switzerland. "His students praise his demanding humanity, love of languages and literature, infectious passion, ability to draw on his extensive knowledge of other cultures, and his insistence on both accurate understanding and imaginative engagement," according to the award citation.

Becker's scholarship includes a book on Homer's *Iliad* and numerous articles on ancient Greek and Latin language and literature, including Plato, ancient rhetoricians, and Vergil. He has twice been a finalist for the American Philological Association's National Award for Excellence in Teaching.

His teaching has influence well beyond Blacksburg as he has presented seminars for professors and secondary school teachers and his service as a faculty member and director of the Virginia Department of Education's intensive Governor's Latin Academy each summer.

Becker sees the teaching of Latin and Greek texts as a twofold process. "We try to recover, to see things as they would have seen them, as much as possible," he wrote. "But we also try to renovate, to make it new, to make what we study part of the way we understand the world (equipment for living). This last step keeps the languages and literature from becoming old curiosities, allowing them to resonate and join our daily conversations."

In fact, wrote Judith Shrum, department head, of Becker's early career, "...I began to see little clumps of students hanging around his office in late afternoons, reading and translating Latin or Greek....Dr.

Becker had turned to Latin literature to transcend the limits of the daily circumstances of his students." Becker, she said, showed "a transparency of person and a transcendence of thought that elevated the students beyond themselves and their 20th century environments to an earlier time, showing them how it can yet affect their lives."

## Julie L. Ozanne

By Sookhan Ho

Julie Ozanne drills holes into books in the classroom, spills Perrier all over the table, and requires her students to get offended.

"The social impact of advertising is hard to communicate when business students accept and take for granted the role of advertising in their lives," said Ozanne, an associate professor of marketing.

The Perrier pouring occurs when students cannot identify a package's most important function. After that, Ozanne said, "they never forget that the fundamental purpose of a package is containment."

As for the drill, she says, people don't need products, they need the problem-solving ability of products—a basic marketing concept. "I hold up a drill in class and ask, 'what does this company sell?' When students are unable to answer or answer, 'drills,' I borrow the book of a student and drill a large hole in the book—which has been planted, of course—to make the point that people need holes, not drills."

Ozanne is one of the three winners this year of the university's William E. Wine Award for Excellence in Teaching. Her goal in teaching, she said, "is to change the way students see and understand the marketplace and their role as consumers. I accomplish this goal by providing students with engaging, relevant, and experiential exercises that bring the ideas to life."

Her imaginative teaching approaches are only part of the reason her teaching scores have been consistently above her department's average. Her students, whether undergraduate or graduate, in small classes or large, laud her preparedness for class, her energy and enthusiasm, and her concern for them.

Ozanne's teaching talents have also won the admiration of her colleagues. Associate professor of marketing Ruth Smith attended, on two occasions, Ozanne's 700-plus student class in marketing management, a required course for all Pamplin students as well as other majors on campus. "What I found truly remarkable was her ability to overcome the passivity that inevitably settles into a mass lecture and engage her students," Smith said.

Marketing head Kent Nakamoto says Ozanne's commitment to students extends beyond the classroom. "She has served as advisor and mentor to students, not only academically and professionally, but also in their development as young adults."

Ozanne was honored by last year's seniors, who chose her as the faculty speaker for the college commencement ceremony last spring.

Ozanne, whose research interests are social marketing and critical and feminist perspectives in mar-



OZANNE



BECKER

keting, has also won recognition for her research. A recent study included her among the top 100 researchers in the field of consumer behavior.

### Andrew J. Stremmel

By Jean Kelly,

*University Relations intern*

Andrew J. Stremmel, an associate professor in the Virginia Tech Department of Human Resources and Education, has been awarded the 2000 W.E. Wine Award for excellence in teaching.

The award has been in existence for 44 years and is awarded annually to three of the university's approximately 1,500 faculty members who demonstrate teaching excellence.

Stremmel joined the faculty of Human Development in 1989, and has dedicated his life to excellence in mentoring, guidance, teaching, and learning. He is looked upon by his peers and students as an excellent teacher. He believes that "to be effective, a teacher must be caring, thoughtful, and responsive." It is important to Stremmel to remind himself that he is teaching students and not a subject, and therefore he is sensitive to the teaching-learning histories students bring to the classroom as well as their present readiness for learning and methods of teaching. From this Stremmel believes he is learning from them.

Stremmel's biggest contribution to the learning community is through his work as the director of the Virginia Tech Child Development Lab School. Stremmel accepted this position in 1995 along with the responsibilities of a faculty member. Under his leadership, the Lab School has received national and international recognition for its innovation. It is a learning community that reflects the inquiry-oriented, social-constructivist philosophy of the early-childhood-education program at Virginia Tech.

Stremmel's teaching is interconnected with his research and outreach activities. He is involved in collaborative research with students and faculty members from different disciplines so that multiple expertise and outlooks could be built into the projects in diverse contexts. His commitment to learning and teaching extends to his leadership in professional organizations, sharing his knowledge through presentations at professional meetings and publications in scholarly books and journal.

Stremmel graduated from Penn State University in 1978, receiving his undergraduate degree in psychology. He has an M.S. degree in child development and a Ph.D. in early-childhood education. He became an associate professor at Virginia Tech in 1989 subsequent to receiving his doctorate. He has received numerous teaching awards and recognition since coming to Tech. He currently is the program area leader in Early Childhood Education, serves on the Center for Teacher Education Advisory Committee, the CHRE Diversity Committee, and an advisor for undergraduate students in the Early Childhood Education Five-year Teacher Education Program.



STREMMEL

## SPORN AWARD FOR TEACHING INTRODUCTORY SUBJECTS

Terry Papillon

By Sally Harris

Terry L. Papillon has received the University Sporn Award for Excellence in Teaching Introductory Subjects.

Papillon is associate professor of classics in the Department of Foreign Languages and Literatures and the Center for Interdisciplinary Studies in the College of Arts and Sciences. The \$2,000 Sporn award is given annually to one faculty member in memory of Dr. and Mrs. Philip J. Sporn. Nominations are from students only, and a student committee, working with the Provost's Office, chooses the recipient.

"Dr. Papillon was chosen because of his positive influence on hundreds of students, his energy for teaching, his consideration for the students, and his professionalism and motivational skills that are an example for all Tech faculty," the award citation said.

Papillon also has won the Diggs Teaching Scholar Award and the Certificate of Teaching Excellence. He coordinates the Classical Studies Program and is the author of one book and several articles.

One former student said Papillon "brings vitality to what could be a cold and rigorous discipline." Papillon uses technological innovation in his classes, she said. He lends support to students, creates "a sense of camaraderie," and makes students feel at ease, she said. "If a professor's success were measured by the effect that he or she has on students, then Dr. Papillon's success would be tremendous." Another student said "he always made you feel that he truly cared for you and wanted you to enjoy learning," and another put it succinctly: "He genuinely loves his students."

Papillon has three interrelated goals: "passion, seriousness, and success." Students comment on his passion, and Papillon said, "I think that what I teach is truly fascinating." One student said he "wanted to open our minds to what the ancient poets had to offer."

He believes in intellectual rigor, in taking students seriously and treating them with respect, and in the importance of the classics. "I tell my students that we shall deal with important topics, such as love, death, or devotion," he said. "Talking about them in the context of the ancients should get them thinking about such things in their own life."

To see students begin to join in the process of learning what it means to be human in the context of those around them marks success for Papillon. His greatest joy is to see his students go on to succeed. "I get the kind of joy that comes from knowing that students have learned to think, laugh, and treat others with respect. You can't beat this for a job."



PAPILLON

## SPORN AWARD FOR TEACHING ENGINEERING SUBJECTS

William L. Conger

By Lynn Nystrom

If you are sitting in one of Bill Conger's chemical engineering (ChE) introductory classes, he might start by talking to you about an old Kingston Trio song, "Charley on the MTA." Although today's college sophomore may not be familiar with the legendary group of the 1950s, Conger believes Charley's plight on the MTA—the fact that he couldn't get off the train, consequently traveling in circles because he didn't have the fare money—can serve as a perfect example of recycling in the chemical process.

Might sound like a stretch to some, but it does get the student's imagination going.

The ChE professor has a few other favorite singers for his lectures, including Tom Lear, a former Ivy League physics professor turned entertainer. Lear sings a song about all of the elements of the periodic table. This form of learning may put the old flash cards out of business.

Conger's style of teaching combined with his obvious passion for the job is what won him the Engineering Sporn Award for 2000. The Student Engineers' Council of Virginia Tech presents the Sporn Award on an annual basis. All engineering faculty members are eligible, and the process is highly competitive. Presentations are made on behalf of the nominees at a SEC meeting, with a final vote taken by the SEC membership.

Conger's selection followed several tributes to his teaching from a number of engineering undergraduates. Conger said he prefers teaching undergraduates because "they don't yet think they know more than the faculty member. They are fresh, not stilted, and you can pour as much material into them as they can absorb."

With the exception of the first semester that Conger arrived at Virginia Tech in 1983 to assume the department headship, he has always taught at least one class.

Over the 33 years Conger has been in the classroom, he has witnessed many changes in the ChE curriculum. When he first started teaching, graduate students were not the norm in the classroom at the University of Pennsylvania. He had to plead with the administration to let him teach.

He almost met his demise when he gave his first exam. The department head decided to sit in and take the test with the students. When the time was up and no one had handed in a paper, it was Conger's boss who spoke up and requested more time for everyone. Conger said the department head scored less than 100 on a 150-point exam. The best score went to a high-school overachiever with a 135.

"As a result, I was told that I had good lectures and good rapport with the students, but that I was not to test so rigidly," Conger said. He has adhered to that advice over the years.



CONGER

## PRESIDENT'S AWARDS FOR EXCELLENCE

### Steve A. Hypes

By Laura Templeton,  
University Relations intern

Steve P. Hypes, storekeeper and supervisor for the Virginia Tech Corps of Cadets and the Marching Virginians, has received the President's Award of Excellence for his exceptional performance and contribution.

Colonel Wesley L. Fox, deputy commandant of cadets, in his nomination of Hypes wrote, "Steve Hypes is not merely another face in the Tailor Shop, he is a doer, an achiever, and an essential member of the team—he makes things happen."

Hypes started as a store clerk. He then began assisting other tailors before becoming one of three university tailors. Since 1991, however, Hypes has been the university's only tailor. He is responsible for not only the Corps of Cadets uniforms, but also the Marching Virginians and Virginia Tech Police Department. He tailors more than 1,000 uniforms a year.

During peak seasons Hypes often works 12-hour days, seven days a week. His duties include managing the shop and employees, fitting and marking, uniform issue and record maintenance, customer service, and inventory.

His colleagues have recognized his hard work, respect, and positive attitude. Commandant of Cadets Jerrold P. Allen, wrote in his nomination letter, "For 20 years, Steve has performed superbly, and has repeatedly assumed greater responsibilities. Thanks to Steve, the Marching Virginians, Hokie teams, and the Corps have repeatedly displayed an exemplary image in the uniforms he tailored."

Hypes' customers and co-workers appreciate his dedication and positive attitude, which he has displayed for 20 years. He is noted for performing wonderfully in demanding conditions.

The President's Award for Excellence recognizes staff and administrative faculty members for outstanding contributions to the university. Nominations are received from all areas of the university to recognize sustained excellence in job performance. A committee appointed by the president selects the recipients.

Hypes received \$2,000 at a reception on April 25 in honor of his hard work and dedication.

### Gover Lee Johnson III

By Kyle Combs, University  
Relations intern

Gover Lee Johnson, a lab assistant in the Department of Animal and Poultry Sciences, has been awarded the President's Award for Excellence.

"Lee has made enormous contributions to the faculty, staff, and students in all departments located in Litton-



HYPES

Reaves as the resident 'computer expert,'" James Knight, a professor in the animal and poultry sciences department, wrote in his recommendation letter.

Johnson has worked for the department for 16 years. His attitude distinguishes him from among other exceptional university employees, said W.E. Beal, professor in the Department of Animal and Poultry Sciences. "Lee Johnson is extraordinary because of his willingness to help the rest of us," said Beal.

"I feel very honored to receive this award, and the fact that my peers and students were involved in getting me this award makes me feel even more honored," Johnson said.

Johnson once took a week of annual leave to help a fellow employee build a house. He also took off several days when his supervisor's wife and child were in a serious car accident to help with the family's daily chores, allowing his supervisor to spend time with his recovering wife.

His supervisors regard Johnson as a peer, not an employee, said Knight. "Lee is the glue that holds together three active research and teaching programs," Knight said.

One of Johnson's talents is his people-management skills. He coordinates the activities of three scientists, about 10 graduate students, numerous undergraduates, visiting scientists and technicians, Knight said.

The President's Awards for Excellence recognize selected staff and administrative faculty members for their outstanding contribution to the university. Johnson was selected from among 29 nominees by a committee comprised of members representative of all sectors of the university. He received \$2,000 and was honored at a reception during Founders Week.

### Tammy V. Kast

By Kyle Combs, University  
Relations intern

Tammy Kast, a housekeeper in Litton-Reaves Hall, has been awarded the President's Award for Excellence at Virginia Tech.

"No one I have known in nearly 30 years at Virginia Tech, faculty or staff member, has demonstrated a stronger work ethic or more complete dedication to helping others, than Tammy Kast," W.E.

Vinson, head of the Department of Dairy Science, wrote in his recommendation letter.

Kast has been a housekeeper at Virginia Tech for 10 years and has impressed others with how conscientious and proud of her work she is, said Doris Smith, a senior secretary in the Department of Agricultural Education, in a letter nominating Kast.

Smith said that Kast also goes that extra mile to make sure the rooms are in excellent shape to make a good impression for a special visitor or function.

Smith reminded people in her nomination letter how hard custodians work. "They have to be here very early to complete their work before the professors, secretaries and students start their day. During the winter they are here early to do extra work, like

clearing the sidewalks to make sure the way is clear to the building."

In addition to a friendly smile and helping hand, Kast has always demonstrated a can-do approach to her job. Vinson wrote that, "Tammy is always available to assist with a variety of emergencies which occur frequently, and (she) somehow is always there with a solution to the problem of the day."

"Tammy never complains about her job. She is very cordial and personal with the faculty and staff members and students as she carries out her duties and responsibilities," Smith said.

John Hillison, director of agricultural education, wrote in his recommendation letter that, "Not only does (Tammy) do her work well, but she even checks to see what additional work may need to be done." The President's Awards for Excellence recognize selected staff and administrative faculty members for their outstanding contribution to the university. Kast was selected from among 29 nominees by a committee comprised of members representative of all sectors of the university. Kast was honored at a reception and received a \$2,000 award.

### Susan E. Sink

By Colleen Klunzig, Uni-  
versity Relations intern

Under the leadership of Susan Sink, the College of Engineering raised 20 percent of the entire university's gift revenue during the 1999 fiscal year.

Sink, director of development for the College of Engineering, led an effort that brought in a total of \$68.6 million during the Campaign for Virginia Tech. This was well over the college's original goal of \$50 million for the campaign.

For her efforts, Sink will receive one of the President's Awards for Excellence.

"I will be honored to recognize Susan at a reception during Founders Week as a representative of all employees who help make this university all that it is," said Virginia Tech President Charles Steger.

Five candidates won the awards and will receive recognition from Steger during Founders Week.

William Stephenson, dean of the College of Engineering, nominated Sink for her achievements in fund raising and her ability to gain support in the private sector.

"During Ms. Sink's tenure in the Engineering Development Office, the number of endowments in the college has nearly doubled," Stephenson said. "Endowed funds provide an essential quality for any great university. They indicate stability, independence, and flexibility."

As part of her job, Sink traveled throughout Virginia and the U.S. to solicit gifts from donors. She developed proposals, fund-raising letters, gift-recognition programs, and brochures, and worked with Steger, Stephenson and others to plan for the college's future stability.

Sink took on a struggling campaign, and made it successful within just a few years.



SINK



KAST



JOHNSON

"The truly outstanding part of this story is that Susan's achievement is marked by the fact that when she began her job as director, the college campaign was already under way. She had two-and-a-half years to complete what was actually a six-year campaign. So, the college was truly behind schedule. The only way for Susan to be successful was to work nights and weekends. And she did," said Lynn Nystrom, director of news and external relations.

"It almost seems that the Awards Committee had Susan in mind when it established the criteria for the President's Award," said Nevin Kessler, former associate vice president for development.

### Connie V. Sowers

By Kyle Combs, *University Relations intern*

Connie Sowers, a secretary in the Department of Aerospace Studies, has been awarded the President's Award for Excellence.

The President's Awards for Excellence recognize selected staff and administrative faculty members for their outstanding contribution to the university. Sowers was selected from 29 nominees by a committee comprised of members representative of all sectors of the university.

"Connie Sowers consistently performs well above everyone's expectations," Colonel Con M. Rodi, head of the Department of Aerospace Studies, wrote in his nomination letter.

Sowers is the program-support technician for the department and U.S. Air Force ROTC for two years and is known affectionately as "the secretary of the Air Force," Rodi said. "She is self-learned and self-initiated when she realizes something needs to be done."

During her two years, she has become known as an expert in the department. She is frequently sought out by other departments when their secretaries are absent for access to university computer systems, Rodi said.

"She is the center of our daily operation and has become our key to success," said Major Lanell B. Twiggs wrote in a letter of recommendation.

Sowers was recognized outside the university by the Air Force ROTC, Southeast Region as "Civilian Employee of the Quarter for June-September 1999." She was the best employee among ROTC units at 43 universities.

"Connie Sowers consistently performs well above everyone's expectations. She is an eager participant in this department's mission to train future Air Force officers. Her rapport with cadets, other department faculty and staff members, and myself is, without exception, outstanding," Rodi said.

Sowers was awarded \$2,000 and was honored at a reception during Founders Week.



SOWERS

### UNIVERSITY OUTREACH AWARD

#### Gregory D. Boardman

By Liz Crumbley

Greg Boardman has been active in outreach work since 1978, when he began teaching short courses for the operators of Virginia's water and wastewater treatment plants. In 1980, he became director of the Annual Virginia Tech Water and Wastewater Operator Short School, and since then he has directed the training of several thousand treatment-plant operators, engineers and regulatory personnel from throughout Virginia.

This year Boardman, a professor in the Department of Civil and Environmental Engineering who joined the Virginia Tech faculty in 1976, has received the University Outreach Excellence Award for his outstanding service to the Virginia business community, the nation's commercial fish and shellfish industry, and users and regulators of environmental resources.

In addition to directing training for treatment plant operators and the engineering community, Boardman has made notable contributions in helping several industries—particularly the textile and seafood industries—manage solid and liquid-waste streams.

His work with Virginia textile companies on pollution prevention and treatment of dye-laden process waters and sludge has led to the development of systems that conserve water, minimize waste, enhance treatment effectiveness, reduce environmental toxicity, and decrease costs.

Recognized as one of the nation's leading authorities on seafood waste-management issues, Boardman has conducted numerous waste-management studies for seafood-processing companies in Virginia and other states. In the 1980s, he and his graduate students generated waste characterization and treatability data that were used to identify and design a full-scale treatment plant for a processor in Norfolk.

Boardman helped establish the Sea Grant Program—a national fish-and-shellfish outreach program—at Virginia Tech. Three years ago, he joined with faculty members from four Virginia Tech colleges to create the Commercial Fish and Shellfish Technologies (CFAST) Program, which coordinates all of the university's fish and shellfish programs.

In 1990 Boardman was elected a diplomate of environmental engineering by the American Academy of Environmental Engineers, and he is active in that and several other national engineering and environmental organizations.

Appointed a fellow of the university's Center for Organizational Technological Advancement (COTA) in 1994, he was named COTA director in 1997. COTA is a University Center within the Outreach Division of Virginia Tech. Boardman is responsible for a yearly budget of \$750,000.



BOARDMAN

### UNIVERSITY OUTREACH EXCELLENCE AWARD

#### Harold A. Kurstedt Jr.

By Katherine Guffee, *University Relations intern*

Through numerous nominations and many letters of support Harold A. Kurstedt was named the recipient for the University Outreach Excellence Award for the year 2000.

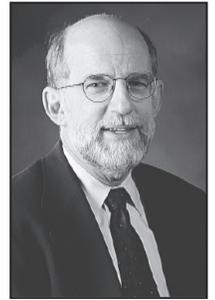
Kurstedt is currently the Hal G. Prillaman professor of industrial and systems engineering and is the director of Virginia Tech's systems engineering administered through the Northern Virginia Center. He is also responsible for "jumpstarting" the Center for Organizational Advancement in Technology (COTA) in 1995-1997.

In other leadership roles Kurstedt served as one of the state-appointed commissioners of the Hotel Roanoke Conference Center during its startup. Kurstedt's most noteworthy outreach delivery has been his popular Solution-Focused Leadership workshops. Over 25 of these workshops have been offered at the Hotel Roanoke Conference Center for companies such as Shenandoah Life Insurance Company and Carilion Health Systems. These workshops have been the flagship outreach effort for the Industrial Systems Engineering Department, as well as leading continuing-education efforts of the College of Engineering.

Kurstedt's expertise comes from his experience in streamlining the management process at Citibank world wide, facilitating crisis communications at Dupont, developing and implementing organization-wide, integrated management information systems for government agencies, training manufacturing first-line supervisors in blending measurement and data with empowerment and trust techniques for automotive industries, and designing systems for emergency management, beginning with the Three Mile incident in 1978, for FEMA. In 1981, he founded the Management Systems Laboratories (MSL) and built the organization to include 235 employees. MSL was responsible for research and training in information systems, quality, and organization effectiveness for manufacturing and service organizations and for government agencies.

Kurstedt has also demonstrated outreach in the classroom. He has been personally responsible for advising over 100 master's students in this program and has taught several classes in both systems engineering and management systems engineering through the VTEL and ATM distribution systems. He regularly receives high teaching evaluations in his courses that are delivered through computer teleconferencing technologies and is considered a master of distance-learning technology.

Kurstedt received his B.S. from Virginia Military Institute, his M.S. from the University of Illinois, and his Ph.D. from the University of Illinois.



KURSTEDT

## Tech researchers invited to National Academy of Engineering symposium

By Liz Crumbley

Two Virginia Tech engineering faculty members have been selected to participate in the National Academy of Engineering's 2000 Frontiers of Engineering Symposium, September 14-16 in Irvine, California.

Laura Wojcik, assistant professor of engineering science and mechanics (ESM), and Eileen Van Aken, assistant professor of industrial and systems engineering (ISE), are among 100 engineers from academia, industry and government invited by the academy to attend the annual symposium. Only about 45 have been invited from academia.

Attendees, who were nominated and selected through a competitive process, are engineers from 30 to 45 years of age who have made recognizable contributions to advancing the frontiers of engineering and have the potential to become future leaders among U.S. engineers.

Symposium attendees will hear presentations from the world's leading engineers and scientists on the latest research findings in

systems engineering, visual simulation, engineering challenges in the genomic era, and nanoscale science and technology.

Since joining the Virginia Tech ESM faculty in 1997, Wojcik, who conducts research in the fields of biomechanics and biomedical engineering, has established the Musculoskeletal Biomechanics Laboratory. As a Whitaker Foundation graduate fellow and Tau Beta Pi graduate fellow at the University of Michigan, where she earned her M.S.E. and Ph.D. degrees in mechanical engineering and applied mechanics, Wojcik wrote her dissertation on the mechanics of falling among the elderly. "I wanted to understand why healthy elders are less able to regain balance than younger people," she said.

In her lab at Virginia Tech, Wojcik is working again with subjects over 65, investigating sideways and forward falls to learn more about hip fractures and other injuries. Using the university's CAVE—a virtual-reality research tool that projects life-size three-dimensional figures—Wojcik also has developed a "virtual human" for in-depth study of the dynamics of

musculoskeletal motion. "From an engineering standpoint, I can make precise measurements, create computer models, and perhaps help medical researchers develop therapies."

Earlier this year, Wojcik won competitive research grants from the Whitaker Foundation and the Rockefeller Brothers Fund. In addition to teaching and conducting research in her biomechanics lab, Wojcik is a founding member of the Virginia Tech Center for Biomedical Engineering and an affiliate member of the university's Center for Gerontology.

Van Aken, who received all three of her degrees in ISE at Virginia Tech, where she was a Charles Minor fellow and an Eastman Kodak scholar, joined the ISE faculty in 1996. Currently, she is director of the Enterprise Engineering Research Lab (EERL), conducting collaborative research with industry by applying engineering methods to the design and implementation of performance measurement systems, team-based work systems, and strategies for managing change and improvement.

As EERL director, Van Aken has secured several large sponsored-research projects with industry partners. Recent projects include the re-design of performance measurement and reporting systems for the monitoring of "unbillables" in a large telecommunications company and simulation of a new production line in an engineer-to-order manufacturing plant producing industrial motors.

In addition to teaching and conducting research, Van Aken is active in outreach. She is a board member and examiner for the U.S. Senate Productivity and Quality Award for Virginia. Earlier this year, she presented a workshop on team-based work systems to the Royal Flemish Engineers Society in Antwerp, Belgium, and was an invited lecturer at the University of Ghent in Belgium. In November she will present workshops on designing effective performance measurement systems to the Center for Quality Management in Belgium and to the European branches of industries including Coca-Cola and M&M Mars.

## EDAC due \$75,000 grant

By Clara B. Cox

The U.S. Commerce Department's Economic Development Administration (EDA) has announced that it will award a \$75,000 grant to the Economic Development Assistance Center (EDAC) at Virginia Tech to support the development and implementation of a Leadership Training Initiative for Economic Development Districts.

"I am most pleased that the U.S. Economic Development Administration has recognized the strong professional outreach effort of our Economic Development Assistance Center. This grant will allow specialized, targeted economic-development educational programs for the state's economically distressed localities. The EDAC staff has demonstrated its ability to assist Virginia's localities by providing innovative and creative solution to their most pressing economic-development problems," said J. Douglas McAlister, executive director of Public Service Programs.

EDAC, which is part of the university's Public Service Programs, will provide economic-development education and training to economic-development officials and staff, elected and appointed officials, and planning-district and industrial-development authority board members, as well as others working in support of economic development at the planning-district-commission level.

According to McAlister, the two-year grant will be designed specifically around the economic-development issues in the targeted planning-district commission. "We will be working with various utilities to determine the most-appropriate area to begin the program. Most likely we will work with one planning-district commission from Southside and Southwest first," he said.

EDA's designated Economic Development Districts, through their regional planning activities and development and implementation of Comprehensive Economic Develop-

ment Strategies, provide the foundation for the overall economic development of economically distressed regions. "The promotion of leadership in economic development for these districts will help assure that all community segments are given input into regional planning and implementation efforts," said Assistant Secretary for Economic Development Arthur C. Campbell.

EDA works in collaboration with local government and community groups to generate new jobs, help retain existing jobs, and stimulate industrial and commercial growth in economically distressed communities. EDA assistance is available to rural and urban areas of the nation experiencing high unemployment, low income, or other severe economic distress.

The grant is a product of EDA's University Center technical-assistance program, which provides financial support to colleges and universities to establish and operate outreach programs that provide technical assistance on economic-development projects and issues.

## Fulbright recipient to study wheat scab at Swedish university

By Stewart MacInnis

A Virginia Tech graduate student is spending the next 12 months in Sweden studying wheat scab as a Fulbright Scholar.

Matthew R. Chappell was awarded a scholarship to conduct his studies at the Swedish University of Agricultural Sciences in Svalov.

Working towards a master's degree in plant breeding and genetics, Chappell is studying wheat scab, a major pathogen of wheat throughout the temperate areas of the world. Scab can cause significant reductions in yield and quality of wheat at harvest, and there are no chemical means to control the disease.

Chappell plans to screen wheat lines from the U.S. that are resistant to scab with scab samples collected in Europe. He will also screen European wheat lines with scab samples from the U.S. He hopes this will allow him to identify the sources of resistance to scab, a finding that would be useful in breeding programs to develop resistant lines of wheat for different regions of

the world.

Carl Griffey, associate professor in the Department of Crop and Soil Environmental Sciences, said Chappell has developed skills important to breeding small grains. In fact, Chappell has worked on a team at Virginia Tech using a novel method of transferring scab resistance into pure lines in a single generation, rather than the usual six to eight generations previous required.

"Matthew works as an integral member of the breeding program and is particularly important to the success of a state- and federally funded research initiative focusing on the development of scab-resistant wheat varieties," Griffey said.

Chappell earned a bachelor's degree in horticulture from Virginia Tech. He earned praise from professors in the Department of Horticulture not only for his academic achievements, but also for his efforts as an intern at the Virginia Tech horticulture garden, and as president of the university's horticulture club.

Upon his return from Sweden, Chappell plans to defend his master's thesis on scab in soft red winter wheat. After that, he intends to pursue a doctorate in plant breeding and genetics.

The Fulbright program is an international educational program sponsored by the federal government designed to increase understanding between the U.S. and people of other countries. Competition for Fulbright scholarships is very intense. The program is named for the late Senator J. William Fulbright.

### CORRECTION

In the September 8 issue of *Spectrum*, a photo was incorrectly identified as the Hush Harbor Choir. The group pictured was the Enlightened Gospel Choir. We regret any confusion this error may have caused.

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