

SPECTRUM

Virginia
Tech
VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

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Chang, Niles named to head university's restructured colleges

By Clara Cox

Lay Nam Chang, interim dean of the College of Arts and Sciences and former head of the physics department, has been named dean of the university's College of Science following an in-house search that began in December. Chang's appointment to lead the college, which is evolving from the College of Arts and Sciences as part of Tech's restructuring, was effective March 10.

"Dr. Chang's energy, scholarship, leadership experience, and passion for achievement, combined with his commitment to the goals of diversity and excellence made him the ideal choice to head the College of Science. He has demonstrated that he is prepared to face the challenges and opportunities that lie ahead, and we look forward to his leadership over the next three years," Vice President for Academic Affairs and University Provost Mark G. McNamee said in announcing Chang's selection.

In his new position, Chang will help establish the new college, define its vision, enhance the quality and diversity of employees and students, create an administrative infrastructure, lead the college's participation in the university's capital campaign, create a climate that encourages all members of the college community to contribute to college and university goals, serve as a member of the university's leadership team, develop internal and external relationships that will promote the college's programs, and provide entrepreneurial leadership for the growth and development of academic, research, and outreach programs in the sciences.

The College of Science will include the departments of biology, chemistry, economics, geological sciences, mathematics, physics, psychology, and statistics.

(See CHANG on 3)



CHANG



NILES

By Clara Cox

Jerry Niles, interim dean of the College of Human Sciences and Education and the college's former associate dean for innovation, graduate studies, and research, has been named dean of the university's newest college following an in-house search that began in January. Niles will assume the helm of the college, which will merge the College of Human Sciences and Education with the liberal arts departments in the current College of Arts and Sciences. His appointment was effective March 10. The new college will be named later this year.

"Dr. Niles' substantial administrative experience will position the college to move forward as quickly and surely as possible to assume its rightful position as a major force in Virginia Tech's quest for increased prominence as a major research university," said Tech Vice President for Academic Affairs and University Provost Mark G. McNamee in announcing the appointment.

"He has the leadership skills necessary to guide the faculty efforts to define a new vision for the arts, humanities, social sciences, human sciences and education at Virginia Tech."

In his new position, Niles will help establish the newly formulated college, define its vision, enhance the quality and diversity of employees and students, create an administrative infrastructure, lead the college's participation in the university's capital campaign, create a climate that encourages all members of the college community to contribute to college and university goals, serve as a member of the university's leadership team, develop internal and external relationships that will promote the college's programs, and provide entrepreneurial leadership for the growth and development of academic, research, and outreach programs.

The college will consist of the departments of English, foreign languages and literatures, history, interdisciplinary studies, music, philosophy, political science, sociology, theatre arts, communication studies, apparel, housing, and resource management; human development,

(See NILES on 3)

A Message to Members of the University Community

Later this spring the United States Supreme Court will hear arguments associated with the University of Michigan cases involving the use of race as a factor in achieving diversity in admissions. The cases have attracted unprecedented attention and stimulated vigorous national debate.

Within the Commonwealth of Virginia, the role of race in admissions has undergone some changes in the past year quite separate from the issues underlying the Michigan cases. In April, 2002, the commonwealth signed an accord with the U.S. Office of Civil Rights acknowledging that past practices of racial discrimination have been appropriately corrected, and no further remedial action is required. The Office of the Attorney General of Virginia sent a letter to all institutions of higher education instructing them to cease any steps related to remediation. Furthermore, the letter outlined a number of very limited ways in which it might still be legally appropriate to consider race or ethnicity in achieving diversity.

In November, we learned that all members of boards of visitors were advised that they

(See MESSAGE on 4)

Board of Visitors Approves New Commission, Other Resolutions

By Jean Elliott

The following resolutions were passed at the March 10 meeting of the Board of Visitors (BOV).

Commission on Equal Opportunity and Diversity

After two years of extensive work conducted by the Equal Opportunity and Affirmative Action Committee and the Advisory Council on Diversity and Multicultural Affairs, the Board of Visitors voted to create the Commission on Equal Opportunity and Diversity. The commission is charged to advise university council on policy and procedure as they relate to the university's responsibilities for equal opportunity, affirmative action, accessibility, and compliance. This is to include diversity planning, evaluation, training and education, as well as assessment of institutional climate.

The commission will also address issues of diversity and equity as they relate to the recruit-

ment, retention, and advancement of faculty and staff members and students, particularly those from historically under-represented groups and from international populations.

The nation's top research universities have long understood and benefited from the intellectual talent and promise of individuals from widely varying backgrounds from the U.S. and abroad.

"This is an aspect of excellence that Virginia Tech must emulate in order to compete nationally and internationally with highly regarded peers," said Ben Dixon, vice president for multicultural affairs. "The research evidence demonstrates that the intellectual environment is deeply enriched by the contributions of individuals from many cultures and with widely varying perspectives and experiences. Continued expansion of these efforts to identify, attract, and retain highly qualified faculty

(See BOARD on 4)

Board enacts new tuition, fee rates

By Larry Hincker

The Board of Visitors has approved new tuition rates for the 2003-04 academic year.

Annual tuition and mandatory fees will rise by \$359 for in-state students from \$4,736 to \$5,095 per academic year. Out-of-state students will see costs rise by \$677 from \$14,352 to \$15,029 per academic year.

"We don't want to raise tuition and mandatory fees. However, our students and families understand that a tuition increase means faculty members stay in the classrooms. Offsetting part of our state losses prevents further program reductions. We have made deep cuts, but we are preserving core academic

(See TUITION on 3)

Think-Tank Head to Speak at Tech

Joseph D. Ben-Dak, chairman of Knowledge Planning Corporation, a strategic think-tank advising banks, corporations, and governments in science and technology, will speak on "Globalization: Why It Fails and How It Can Be a Key for a Brave New World," Monday, March 24, at 5 p.m. in 1045 Pamplin Hall. A reception will precede the talk at 4:30 p.m. in the Pamplin atrium. Look for more details in next week's *Spectrum*.

ACTIVITIES

EVENTS

Friday, 14

Pay Date for Faculty and Staff Members.
Last Day to Resign.

Saturday, 15

Horticulture Garden Class, 10 a.m. to noon, Greenhouse complex classroom: Rob Tanzer.

Monday, 17

University Council, 3 to 5 p.m., 1045 Pamplin.
Women's Month Event, 7:30 p.m., 341 Squires: For more information on Women's Month events, go to web site <http://www.womenscenter.vt.edu/>.

Feug Shui Program, 7 p.m., 1860 Litton Reaves: Angi Ma Wong.

Horticulture Garden Class, 7 to 9 p.m., Greenhouse complex classroom: Polly Hieser.

Tuesday, 18

Science and Society, 11 a.m., Fralin auditorium: Norman Hackerman, former Tech professor, former president of University of Texas-Austin and Rice University

Women's Month Event, 6 p.m., Women's Center conference room.

Faculty Senate, 7 p.m., 113 McBryde.
Web Course Request Fall/Summer 2003.

Wednesday, 19

YMCA Mornings, 9:30 to 11:30 a.m., Luther Memorial Church.

Women's Month Event, noon, Squires Multicultural Center.

YMCA Slide Show, noon, Cranwell Center.

Women's Month Event, 12:15 p.m., Women's Center conference room.

Cheatham Hall Dedication, 2:30 p.m.

Women's Month Event, 3 p.m., DBHCC conference room C.

Women's Month Event, 4:30 p.m., DBHCC conference room F.

H1B Visas and Permanent Residency (Green Cards)

Interviews, noon to 4:15 p.m., Cranwell Center.

H1B Requirements and Permanent Residency Seminar, 5 to 6 p.m., 113 McBryde.

"With Good Reason," 7:30 p.m., WVTF.

Thursday, 20

Staff Senate, noon, 1810 Litton Reaves.
Women's Month Event, noon, DBHCC room A.
Women's Month Event, 5 p.m., TBA.

Friday, 21

Women's Month Keynote, 5 p.m., location TBA, Sue Rosser: "SEWSA Keynote Address."

Music Event, 8 p.m., Squires Recital Salon: John Metz.

SEMINARS

Friday, 14

MCBB, 12:20 to 1:10 p.m., Fralin auditorium: Grant Cramer, University of Nevada, Reno.

Geological Sciences, 3:30 p.m., 4069 Derring: Gene Hunt, University of Chicago.

MSE, 3:30 p.m., 100 Hancock: Alexis Claire, Alfred University.

Friday, 21

MCBB, 12:20 to 1:10 p.m., Fralin auditorium: Bryce Paschal, UVa.

MSE, 3:30 p.m., 100 Hancock: Wojtek Misiolek, Lehigh University.

BULLETINS

Wallenstein to discuss black enrollment

History Professor Peter Wallenstein will present a public lecture on "'We Have Decided that We Can Accept You at VPI': Irving Peddrew, Charlie Yates, and the Beginnings of Black Enrollment at 'White' Universities in the South."

The lecture, which is part of the university's golden anniversary celebration of blacks at Virginia Tech, will be held Tuesday, March 18, at 7:30 p.m. in Donaldson Brown Hotel and Conference Center auditorium. It will provide the historical context that helps set the stage for the golden anniversary black reunion scheduled March 28-30 and the dedication of Peddrew-Yates Residence Hall, which will be held on March 29.

Sponsors of the talk include the Department of History, the Office of the Dean of Students, the Office of Residential and Dining Programs, and the Office of the Vice President for Multicultural Affairs.

For more information, call 1-5331 or 1-8376.

Women activists to speak on campus

Joan Browning and Ruth Harris, two women who challenged race and gender roles in the early 1960s, will discuss their experiences as civil-rights activists Monday, March 17 at 7:30 p.m. in Squires Student Center. The event, "Challenging Boundaries/Challenging Ourselves: An Interracial Conversation about Activism and Experience in the Civil Rights Struggle," is part of Women's Month activities.

The event will be in the form of a back-and-forth conversation that will allow the two women to reflect openly on what it means to work as black and white women in the struggle for racial equality. There will also be time allotted for questions and discussion with the audience.

Event sponsors include the history department, English department, sociology department, the Office of Multicultural Affairs, and Womanspace.

For more information contact Marian Mollin at 1-8367 or at mmollin@vt.edu.

H1B Visa/Green Card Seminar scheduled

The Cranwell International Center will sponsor personal interviews with immigration attorneys, and an H1B and Green Card seminar on March 19.

Personal interviews to discuss H1B visas and permanent residency (green cards) will be conducted free of charge and held from noon to 4:15 p.m. The meetings will be at the Cranwell Center, and interested individuals should contact Steve Conrad at 1-8968 or sconrad@vt.edu to arrange an appointment.

A seminar to discuss permanent residency and H1B requirements will be presented from 5 to 6 p.m. The seminar will be in 113 McBryde Hall, and will include a question-and-answer period. Members of the international community as well as university staff members involved in hiring international employees are encouraged to attend.

College of Natural Resources dedicates Cheatham expansion

By Lynn Davis

The College of Natural Resources will dedicate a three-story addition to its current Cheatham Hall on Wednesday, March 19, at 2:30 p.m.

The new wing, attached to the south end of Cheatham Hall, adds 9,300 square feet of space. Greg Brown, dean of the College of Natural Resources, said, "Our current building was constructed in the 1970s for classrooms and labs, and Cheatham Hall has become seriously overcrowded. The new addition relieves some of those pressures with an open design for the entranceway creating a welcoming atmosphere."

For the first-time students will have a lobby and gathering area. The first floor houses the undergraduate programs office, while the second floor has much of the wood science and forest products department plus two forestry department offices. Three classrooms occupy the third floor of the new space.

Alyce Cheatham has continued family support of the College of Natural Resources that her late husband Julian Cheatham began when he funded construction of the college's current building in 1972. "Benefactor and trusted friend of Virginia Tech for 60 years, Julian, an alumnus

of 1933, is remembered for his many contributions to Virginia Tech," said John Hosner, who developed the natural-resources program from the 1960s before retiring in 1992.

Julian Cheatham graduated from Virginia Tech and began working for the Georgia Hardwood Lumber Company that his brother Owen had started. Cheatham rose to the ranks of executive vice president and director before retiring in 1975 from his family company that grew into one of America's largest corporations, the Georgia-Pacific Corporation.

Cheatham received the William H. Ruffner Medal in 1983. The medal is the highest honor that Virginia Tech can bestow, and it was awarded to Julian for his support in the construction of Virginia Tech's Forest Products Research Center and Cheatham Hall. Over the years, he and his wife Alyce provided support for a professorship bearing his name, in addition to numerous scholarships for students.

In 1972 the building of Cheatham Hall filled an urgent need for new classroom, laboratory, and office space. Constructed at the cost of \$1.7 million, the building offered 50,000 square feet of spacious classrooms and offices.

Business professor to discuss political business-cycle effects

By Sookhan Ho

Tufts University Business Professor Paul Vaaler will give a talk, "The Price Of Democracy: Political Business Cycle Effects on Sovereign Risk Ratings and Bond Spreads in Developing Countries," on Wednesday, April 2, from 1:30 to 2:30 p.m., in 1045 Pamplin.

The talk, which is open to the university community, is part of a lecture series on international business co-sponsored by the Pamplin College of Business and the Department of Foreign Languages.

Many scholars and policy makers thought that trends promoting democracy, market economics, and freer international flows of capital in developing countries in the 1980s and 1990s were mutually reinforcing, Vaaler said. "But this presentation will challenge that assumption." In developing countries, he said, "the quintessential exercise of democracy—holding competitive elections—may instead be linked to significant increases in the price and reductions in the availability of capital for investment and economic development."

Vaaler is associate professor of international business and director of the Hitachi Center for Technology and International Affairs at Tufts' Fletcher School of Law and Diplomacy.

(See BUSINESS on 4)

Take Back the Night rally and march set

The fourteenth annual Take Back the Night Rally and March in Blacksburg will be held Thursday, March 27. The purpose of the rally and candlelight march is to protest violence against women and to promote awareness of attitudes, beliefs, and behaviors which perpetuate violence.

Pre-rally music and readings begin at 7 p.m. on the Drillfield in front of Burruss Hall. The rally will be held between 7:30 p.m. and 8 p.m. (Rain location is the Wesley Foundation). Beginning at 8 p.m., participants will march through campus and downtown Blacksburg, returning to the Drillfield for a closing celebration. The march route is accessible for disabled persons.

Women and men of all ages are encouraged to join in the event, which is part of Women's Month 2003. Participants are asked to bring small candles or flashlights.

For more information, contact Susan Anderson at 1-8041 or 951-2013.

Clothesline Project Display

The Clothesline Project, an effort to raise awareness of violence against women, is a visual testimony to the effect of violence against

(See TAKE BACK on 4)

Virginia Tech Recycling Has New Web Site

By Larry Bechtel

Thanks to the work of James Ford, director of Accounting Services, who volunteered his time to work on the project over the past several months, Virginia Tech Recycling has a new web site. The site includes, among other features, a map of campus repository sites, a

selection of recycling posters and labels which can be downloaded, a bin-and-bag request form for offices continuing with paper recycling, and the status of other recycling projects, including toner-cartridge recycling. The site address is www.recycle.vt.edu.

TUITION

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programs," President Charles W. Steger said.

Virginia Tech followed directions from the 2003 General Assembly, which capped tuition increases for in-state undergraduates at five percent, but allowed additional increases to cover the university share of faculty salaries and increased medical insurance.

Room and board costs will rise \$14 from \$4,070 to \$4,084 annually. Therefore, total costs for an on-campus undergraduate Virginian will be \$9,179, a 4.2-percent rise, while a non-resident will pay \$19,113 if living

on campus, a 3.8-percent rise.

Also per the 2003 General Assembly, non-residents must assume some of the state's capital outlay for new buildings. This will result in a \$50 annual increase for out-of-state residents for debt service.

In-state on-campus graduate tuition and fees will rise from \$6,431 to \$6,944, and out-of-state on-campus graduate tuition and fees will rise from \$9,666 to \$10,663 annually.

Tuition and fees for the Virginia Maryland Regional College of Veterinary Medicine will rise for Virginia and Maryland students from \$10,994 to \$11,746 per year. All other veterinary students will pay \$27,916 annually.

NILES

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educational leadership and policy studies; and teaching and learning, as well as Air Force, Army, and Navy ROTC.

"The future of the new college is certain to be a bright and exciting one. It is being founded on the remarkable achievements and considerable talent of a committed group of faculty and staff members from two units who are essential to the core values and long term strategic vision of the university. I am honored and energized by my appointment as the first dean of the newly formed college. I look forward to helping build the collaborations and support structures that will help the college fulfill its highest aspirations," Niles said.

Niles, interim dean of Human Sciences and Education since July 1, 2002, served as associate dean of the college from 1995-02, and chair of the Department of Teaching and Learning from 2001-02 and also from 1993-96. An expert in literacy and reading

assessment, he joined the Virginia Tech faculty in 1974 after receiving his doctorate at the State University of New York. He has also been the director of the Center for Educational Diagnostic and Remedial Services.

As interim dean of Human Sciences and Education, Niles guided the College in its reshaping of its programs in human sciences, which included facilitating the transition of departments into three other colleges and the inclusion of the Department of Communication into the Human Sciences framework; guided the college through the second round of budget reductions; and facilitated the initial planning of the Graduate School of Education (which will operate within the college) and the reshaping of its programs to focus efforts in science, math, and technology teacher education and leadership for K-12 schools.

Mailings to Northern Virginia Center require postage

By Susan Trulove

The Research Division, Graduate School, and University Mail Services remind the university community that mail sent to the Northern Virginia Center, Roanoke Valley Graduate Center, Hampton Roads Graduate Center, Southwest Virginia Center at Abingdon, Virginia Tech-Richmond Center, and the Institute

for Advanced Learning and Research in Danville all require a U.S. mail-transaction card with a department code for the mail charges, the same as any other external mail.

The Alexandria Research Center will continue to have mail delivered using an on-campus interdepartmental mail code.

Tuition has risen over the last two years in response to unprecedented losses in state funding. Virginia Tech lost \$61.5 million of state support in FY 02-03 and will lose an additional \$10.9 million in FY 03-04.

University officials continue to benchmark Virginia Tech tuition and total costs against peer institutions and see that the university compares favorably. "We remain a good value in absolute terms and also when compared to other schools. We have worked hard to hold down room, board, and mandatory fees. As a result, our total package cost is very competitive," Chief Operating Officer Minnis Ridenour said.

Other school prices are not yet available for the upcoming academic year, but Tech traditionally has cost less than comparable schools. Fall 2002 tuition and fees for in-state students at Virginia Tech was 25 percent less than the average for public peer universities. Virginia Tech out-of-state student tuition and fees were 15 percent less than the average at peer public universities for the same period.

When factoring in room and board, the total cost of a Virginia Tech education for an in-state resident was the least expensive among 25 peer schools. Non-residents fared almost as well for total cost ranking 20 of 25 peers.

CHANG

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"The idea of starting a brand-new College of Science is really quite exciting, and I am honored to be part of the team that will be putting this unit together. We are fortunate to be living at a time when progress in science and technology is making possible what we could only dream about only a short while ago. I look forward to working with everyone at all levels and backgrounds to achieve our collective goal of reaching top-tier status," Chang said.

Chang, interim dean of Arts and Sciences since November 2001 and physics department head for six years before that, joined the Virginia Tech faculty in 1978 after working on the physics faculty at the University of Pennsylvania for seven years. He received his Ph.D. in theoretical physics at the University of

California at Berkeley. He has conducted research at MIT and the University of Chicago and has been a visiting scientist or visiting instructor at institutions of higher education in Denmark, British Columbia, Singapore, and the United States.

As interim dean of Arts and Sciences, Chang initiated discussions that eventually led to the definition of the goals of two colleges emerging from the College of Arts and Sciences; managed the two rounds of budget reductions without losing sight of the possibilities for these two colleges; maintained the momentum in activities promoting diversity; initiated several cross-college collaborations in critical technologies, life sciences, arts, humanities, and social sciences; and established regional alumni advisory groups for the two colleges.

EMPLOYMENT

The following classified positions are currently available. Position details, specific application procedures/position-closing dates may be found on Personnel Services web site <http://www.ps.vt.edu>. Positions are also listed on the Job Line, a 24-hour recorded message service. For information on all job listings, call 1-5300. Some positions include state benefits. Positions with numbers beginning with "W" are hourly and do not include state benefits. Individuals with disabilities desiring assistance or accommodation in the application process should call by the application deadline. Closing date for advertised positions is 1 p.m. Monday. An EO/AA employer committed to diversity.

CLASSIFIED POSITIONS

FULL TIME

Accountant, 004522F, PB 4, Controller's Office.
Administrative/Financial Services Associate, 007981Y, PB 4, IRED.
Associate Director of Culinary Services, 002947H, PB 5, RDP.
Boiler Operator Assistant, 000338F, PB 2, Power Plant.
Electrician, 001691F, PB 3, Physical Plant.
Electrician Supervisor, 002038F, PB 4, FES.
Event Coordinator for Student Organizations, 006525J, PB 3, UUSA.
Facilities Budget Manager, 008064F, PB 5, Facilities.
Fire Protection Technician, 000192F, PB 4, Physical Plant.
Fiscal Technician, 002638M, PB 3, VTH.

Grounds Worker, 000308F, PB 1, PPGD.
Housekeeping Lead Worker, 000902J, PB 1, UUSA.
Housekeeping Leader Senior, 000552H, PB 1, RDP.
Housekeeping Worker, P002005C, PB 1, Physical Plant.
Human Resources Specialist, 008004K, PB 4, VBI.
Medical Technologist, 006771M, PB 4, VTH.
Medical Technologist, 002666M, PB 4, VTH.
Powerline Assistant, 006523F, PB 3, FES.
Service Leader, 000560H, PB 1, RDP.
Sous Chef, 002946H, PB 3, RDP.
Trades Utilities Senior Worker, 007114F, PB 3, Physical Plant.
Unit Manager, 007961H, PB 5, RDP.
Warehouse Worker, 008066F, PB 2, VTES.

PART TIME

Fiscal Technician, W020810M, PB 3, VTH.
ICU Veterinary Technologist Large Animal, W022218M, PB 2, VTH.
Laboratory Specialist, W023525M, PB 3, Dairy Science.
Office Services Specialist, W020397J, PB 3, Schiffert Center.
Office Services Specialist, W020913B, PB 2, Chemistry.
Programmer (Sas), W023511F, PB 4, University Controller.
Quarry Mason, W023368F, PB 3, Physical Plant.
Radiologic Technologist, W022238M, PB 3, Schiffert Center.
Small Animal Veterinary Technician, W020101M, PB 4, VTH.

Starter Marshall/Shop Attendant, W022113J, PB 1, Golf Clubhouse.

OFF CAMPUS

Nursing Shift Supervisor, 002996M, PB 2, EMC.

FACULTY POSITIONS

INSTRUCTIONAL

Department of Philosophy, Visiting Assistant Professor. Contact: Roger Ariew, Department of Philosophy, (0126).
Department of Physics, Postdoctoral in Experimental Intermediate Energy Physics, College of Arts and Sciences. Contact: Mark Pitt, Physics Department, (0435).
Department of Human Nutrition, Foods and Exercise, Assistant Professor, Community Nutrition, College of Agriculture and Life Sciences. Contact: Ruby Cox, 101 Wallace Hall, (0228).

Department of Foreign Languages and Literature, Instructor Position in Latin, Ancient Greek, and Classical Studies, College of Arts and Sciences. Contact: Terry L. Papillon, (0225)

NON-INSTRUCTIONAL

Department of Geological Sciences, Senior Research Associate (Two positions). Contact: Patricia M. Dove, 4068 Derring Hall.
Department of Geological Sciences, Research Associate. Contact: Patricia M. Dove, 4068 Derring Hall.
Institute for Cultural Policy and Practice, College of Arts and Sciences. Contact: John McCann, 305 Performing Arts Building.



VIRGINIA POLYTECHNIC INSTITUTE
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OBITUARY

Patrick F. Scanlon

By Lynn Davis

Patrick F. Scanlon, professor of fisheries and wildlife sciences, died Tuesday, March 4, while hiking in the cloud forest of Taiwan with doctoral student Po-Jen Chiang, and university colleague Michael R. Vaughan. The three researchers had gone to Taiwan to continue their study project on leopards native to that area.

Scanlon earned his doctorate from the National University of Ireland, and began his career as an assistant professor at Virginia Tech in 1971. Don Orth, head of the fisheries and wildlife sciences department, said, "For 32 years Dr. Scanlon demonstrated a breadth and depth of knowledge and innovative thinking that kept him continuously at the forefront of his field. He is internationally recognized for his research program on the physiology and toxicology of wild animals and collaborated with scientists in all parts of the world. He was an outstanding graduate mentor to over 40 graduate students and hundreds of undergraduate students and an excellent teacher who regularly taught courses in wildlife field biology, vertebrate pest management, and wildlife physiology, toxicology, and nutrition."

Scanlon authored or co-authored over 250 technically reviewed journal articles and lectured extensively around the world. He was elected to the Virginia Tech Academy of Service Excellence in three separate years in recognition to service on Faculty Senate and numerous university committees and commissions.

Greg Brown, dean of the College of Natural Resources, said "Pat had a stellar career. Not only was he very successful in his field, but he served the university well. He was always anxious to discuss issues and offer suggestions. We will miss that."

TAKE BACK

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women and the impact it has on society. Survivors of violence—and friends and families of victims—create shirts emblazoned with direct messages and strong illustrations.

The Clothesline Project educates the public about the scope of violence against women and the impact it has on individuals, their families and friends, and the community. To create a shirt, go to the Women's Center behind McBryde Hall any time from 9 a.m. to 5 p.m. from Monday, March 24 to Friday, March 28. Displays will be on view Wednesday, March 26, on the Women's Center lawn from 9 a.m. to 5 p.m.; Thursday, March 27, on the Drillfield from 9 a.m. to 5 p.m.; and Friday, March 28, on the Women's Center lawn from 9 a.m. to 5 p.m.

For more information, contact Anderson or e-mail Loretta Ullrich at lullrich@vt.edu.

BUSINESS

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His research focuses on competitive strategy and international business with special emphasis on emerging-market risk and investment strategies.

Vaaler is the co-editor of *Creative Destruction: Business Survival Strategies in the Global Internet Economy* and *Financial Innovations and the Welfare of Nations: How Cross-Border Transfers of Financial Innovations Nurture Emerging Capital Markets*. He earned a master's in philosophy, politics, and economics at Oxford University, where he was a Rhodes Scholar. He received a J.D. from the Harvard Law School and a Ph.D. in strategic management from the University of Minnesota.

MESSAGE

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might face personal legal liability if they allowed actions to continue that did not meet a strict legal test. In this environment, the Board of Visitors (BOV) at Virginia Tech took steps in December to assert its intention to abide by all state and federal laws relevant to race-based programs and non-discrimination and to abide by legal opinions or advice issued by the Office of the Attorney General. The university administration was asked to collect information on any race-conscious programs and provide that information directly to the Attorney General's office for review.

We expected that the review by the attorney general and the decision issued by the Supreme Court would provide the basis for developing a comprehensive and consistent set of guidelines appropriate for all institutions of higher learning in Virginia. However, the Board of Visitors, after receiving further guidance from the Office of the Attorney General, decided to adopt a resolution that lays out explicit guidelines that define the federally and state mandated non-discrimination categories and restricts any use of these categories

BOARD

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and staff members and students will only enhance the intellectual vitality of Virginia Tech and strengthen our university's attraction to corporate and government partners."

Diversity and community are significant components of each of the four domains of the university's strategic plan: research and scholarship, graduate education, undergraduate education, and outreach. The Commission on Equal Opportunity and Diversity will support the university's efforts to achieve these stated goals.

The new commission will include members from the Faculty and Staff senates, administrative and professional faculty members not represented by the two senates, three commissions, and the student government.

The university council will amend its constitution to include the membership of the Commission on Equal Opportunity and Diversity, and to remove the Equal Opportunity/Affirmative Action Committee.

VRS Opt-Out

In other activity, the BOV authorized the university to seek approval from the Virginia Retirement System (VRS) to "opt out" of the state-administered defined-contribution optional-retirement plans (ORP) for university faculty members. VRS has administered the state's defined-benefit retirement plan for state employees, but will assume full responsibility for administering ORP's for universities beginning July 2003.

Several universities, including the University of Virginia and Virginia Commonwealth University, have already received approval from their boards of visitors and from VRS to "opt out." Those schools not approved to administer their own plans will automatically fall within the VRS ORP plan, and be required to adopt any changes that VRS determines are necessary.

The decision to opt out of VRS administration of the faculty optional-retirement plan does not affect the regular VRS retirement defined-benefit plan that all staff members and approximately 800 faculty members participate in.

"This move gives us greater institutional control over options and services we provide to faculty participants in the ORP. Although many of the smaller schools may benefit from VRS

to provide preferences in admissions, financial aid, and hiring practices unless explicitly covered by other laws or regulations.

We recognize that the emergence of this new policy creates substantial challenges for all of us. The BOV policy will require us to think more broadly about ways to ensure diversity in our student body and in our faculty and staff. The approval by the BOV of the new Commission on Equal Opportunity and Diversity provides us with an excellent forum to explore new approaches. Thus, we reaffirm our commitment to our core values. We support an inclusive, diverse university community drawn from various cultures similar to those found in other leading universities that attract students, faculty and staff members from national and international settings in which each individual can contribute based on his or her talents and interests.

We will work hard over the next few months to reassure everyone that the people are the heart and soul of Virginia Tech and we are all in this together. Nothing in the new

policy changes the way in which we work together.

We recognize that Virginia Tech must be able to recruit and retain the very best faculty and staff members and students from a wide diversity of backgrounds if we are to achieve our lofty ambitions. If we are to attract additional women and members of under-represented minorities to our campus to compete with our peer institutions, we must develop new strategies that give us a competitive advantage within the spirit and letter of the policy. We will have to work harder to foster a climate at Virginia Tech that is supportive. We are the community and we must work together. As we implement this new policy, we will provide further guidance to the university community as soon as possible.

We are on the front edge of a changing landscape in higher education that may soon affect all universities. Perhaps our ability to lead ourselves through this challenge will serve as a model for others.

Charles W. Steger, president

administration of their plans, we believe that we must have the ability to develop plans that are responsive to our current and future needs," said Linda Woodard, assistant vice president for personnel.

Doug Martin, benefits manager, said "by opting out, institutions are able to maintain their existing optional-retirement-plan programs that are compatible with other plans nation-wide, and retain autonomy to review and upgrade retirement plans, including the selection of vendors."

Smoking Banned in Residence Halls

The BOV passed a resolution to revamp the university's policy on smoking. Smoking had been permitted only in residence halls and special-purpose housing but effective with the conclusion of the 2002-2003 academic year, smoking will be prohibited in all on-campus buildings, except designated smoking rooms in the Donaldson Brown Hotel and Conference Center.

The decision was based on Virginia Tech's commitment to providing a safe, healthy, and pleasant learning and work environment for its students and employees. In addition, a recent student survey supported the resolution.

The Residence Hall Federation (RHF) conducted a three-week on-line survey which gathered 2,482 responses from Virginia Tech students, including 23.5 percent of the university's on-campus residents. Sixty-eight percent of the on-campus participants believed that students should not be able to smoke in their own rooms. Results from participating smokers (15.1 percent of total responses) revealed that 62.2 percent do not currently smoke in their own rooms. A quarter of all surveyed believed that smoking should not occur in any building and more than 15 percent believed that smoking should be prohibited on-campus.

Meetings on University Property

Another resolution was brought to the floor and passed, contingent upon receiving a written ruling by the attorney general of the Commonwealth of Virginia as to whether the proposed policy complies with existing law. It reads as follows:

"No person, persons or organizations will be allowed to meet on campus or any facility

owned or leased by the university if it can be determined that such persons or organizations advocate or have participated in illegal acts of domestic violence and/or terrorism. All requests for meetings will be submitted for approval to the president of the university at least 30 days in advance. The president will have final decision-making power to determine who can meet on university property."