Presidential search now enters candidate-identification stage

By John Ashby

According to Robert Madigan, associate professor of management and executive secretary of the Presidential Search Committee, the next 60 to 80 days of the search for university’s next president will emphasize recruitment activities. Specifically, Madigan said, the priority during this time will be to advertise the position.

A draft statement describing the qualities and qualifications of the president has been developed, and a summary of the statement and qualifications of the president has been qualified and interested candidates.

Specifically, Madigan said, the priority will be to establish the center, which Robertson will head.

The search committee held a forum Saturday to solicit input regarding the criteria by which presidential candidates may be chosen and evaluated. A recurring theme cited by speakers at the forum was the need for high-quality candidates to be encouraged to apply. For many senior executives, confidentiality is very important for them to even consider being a candidate; otherwise they risk undercutting their effectiveness in their current position. Search firms overcome these barriers to identifying high-quality candidates, Madigan said.

The type of people we are seeking are not necessarily from the ranks of senior executives, confidentiality is very important for them to even consider being a candidate; otherwise they risk undercutting their effectiveness in their current position. Search firms overcome these barriers to identifying high-quality candidates, Madigan said.

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Long before the search committee’s forum Saturday, the university’s future was on the minds of the Virginia Tech community.

Regardless of how much money we raise, the opportunity to be a part of the university is something that will attract talented, dedicated faculty and students.

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By Liz Crumbley

Motorola Inc. has made a gift to Virginia Tech of $1.3 million worth of semiconductor manufacturing processing tools, which the university will use in new “clean rooms” to be constructed with funds from Motorola, the Virginia Microelectronics Consortium (VMIC) and the Pratt Fund.

“Virginia Tech made a pledge to educate students for the microelectronics industries in Virginia, and our construction of clean rooms and use of this equipment from Motorola is part of that pledge,” said Robert Hendricks, professor of electrical and computer engineering (ECpE) and materials science and engineering (MSE). Hendricks and Richard Claus, also a professor of MSE and ECpE, coordinated the equipment donation with Motorola.

Virginia Tech received 25 semiconductor manufacturing tools, which became available when Motorola began shutting down obsolete plants and opening new ones. “The equipment we received is in top condition and perfect for our use,” Hendricks said.

The $1.3 million estimate of the Motorola gift is from the book value placed on the equipment. “If we had to buy these tools new,” Hendricks said, “we would probably pay 10 times the book value.”

Two clean rooms will be built at the university for use by students and faculty members in MSE, ECpE, physics and other engineering and science disciplines. One in Whittemore Hall will be used for teaching introductory undergraduate courses in semiconductor technology. The other, in Hancock Hall, will serve as an advanced undergraduate and graduate research facility.

Fifth-graders work to raise money for Tech’s Center for Civil War Studies

By Claudia B. Cox

Fifth-grade students at Gilbert Linkous Elementary School in Blacksburg have spent the past month raking leaves, pulling weeds, planting flowers, babysitting, washing cars, and doing other odd jobs to raise money for Virginia Tech’s proposed Virginia Center for Civil War Studies.

On April 20, the children presented James J. Robertson Jr., Tech’s alumni distinguished professor of history and noted Civil War author, with a metal milk can filled with their hard-earned cash—$268.07. In March, Virginia Tech initiated a $3-million campaign to raise money to establish the center, which Robertson will head.

“Regardless of how much money we raise, none will mean as much to me as what you have given today,” Robertson told the three classes of fifth-grade students, who gathered in the elementary-school library for the presentation.

Summer intern program assists minority students

By Stewart Machinis

When opportunity knocked last summer, 24 students from across the country answered with enthusiasm. This summer, 34 students are expected to answer the call.

The program, part of the Virginia Tech Minority Summer Research Internship Program, uses this year to help students get a taste of what graduate school would be like and to gain research experience that will help build their resumes.

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
VOLUME 21 NUMBER 31 THURSDAY, MAY 6, 1999
TODAY’S EDITION
See page 5 for Commencement information.

SUMMER on 7)
Several institutional and systems engineering (ISE) students and faculty members recently received several honors from the Institute of Industrial Engineers (IIE). Professor Subhash Sarin and Associate Professor Pat Koebling have been elected IIE fellows. John Casal, ISE department head, has been selected to receive the IIE Baker Distinguished Research Award for his work in human factors engineering, acoustics, workplace design, and perimeter safety. ISE student Jeremy Allen was awarded the IIE Gardner Scholarship for undergraduates. Rick Grossbeck received the IIE Gilbert Memorial Graduate Fellowship. Arif Suharto won the IIE Ph.D. Dissertation Award, and Hongjie Wang received the IIE M.S. Thesis Award. In addition, ISE graduate student Steve Belz received the Federal Highway Administration Eisenhower Fellow Award for 1999.

Stephen E. Scheckler, department of Biology, David H. Vaughn, department of Biological Systems Engineering, and 121 graduate and undergraduate students were initiated into the Virginia Tech Chapter of the Honor Society of Phi Kappa Phi. April 13.

The primary objective of Phi Kappa Phi is recognition and encouragement of academic excellence in all academic disciplines. The annual Awards Banquet followed the installation ceremony. The newly elected faculty members and chapter emeritus members were recognized. College deans presented a Medallion Award to the graduating senior of outstanding academic achievement in their college. Stacy DeWitt Smith, a senior in the College of Arts and Sciences received the $1,000 Chapter Award and an Active for Life Membership. Phi Kappa Phi. Chapter offices for 1999-2000 are President, Bill Hohenshine, animal and poultry sciences; Secretary Don Garst, civil engineering; Treasurer Dave Parrish, crop and soil environmental sciences; member, Eldridge Collins, biological systems engineering; Marshall, Don Mullins, Entomology, and Publicity, Paul Heilker, English.

Hengin Holt, a faculty member in the department of Architecture in the College of Architecture and Urban Studies, was one of 56 artists whose work was chosen for inclusion in the eighteenth annual National Farmer Bureaus Color Awards Show, exhibited last fall at the Stamford Art Association’s Townhouse Gallery. Holt’s work, titled “Take a Number,” is a monoprint, constructive design study of solid color areas with the presence of numbers. It was selected from 758 entries submitted by artists throughout the country. This is the second time Holt has been honored by the prestigious Farmer Bureaus Color Award Show. In 1996, her graphic work was included in the sixteenth annual show, exhibited at the Emick Gallery in New York City. “Take a Number” was also selected for inclusion in the Cambridge Art Association National Prize Show from more than 1400 entries.
Committee of 100 establishes Academy of Engineering Excellence

By Lynn Winstead

Virginia Tech's College of Engineering and the members of its Committee of 100 Advisory Board established in 1999 an Academy of Engineering Excellence.

Academy membership is reserved for individuals holding an engineering degree from Virginia Tech who have made sustained and meritorious engineering and/or leadership contributions during their careers. Initiate to receive the farther 8 achievements and will normally have been alumni for 40+ years.

The College of Engineering and the Advisory Board anticipate that no more than 10 individuals will be induct in the future.


According to Personnel Services, the president’s decision to delay opening the university must be made no later than 6 a.m. to ensure that the decision can be communicated to the media and recorded on the university’s telephone line.

The decision is based on recommendations from the University Police Department with information from Physical Plant, the Weather Service, Virginia Tech Department of Transportation, Town of Blacksburg, Blackburkg Transit, and State Police. The decision is made based on the best available information at the time.

The unpredictable nature of the weather unloads occasionally raise questions regarding the decisions in retrospect. Non-emergency employers are expected to use their own judgment relating to any risks in reporting to work.

The authorized-closing policy provides that supervisors may allow employees to up to a maximum of one hour past the start of their normal shift to report to work during conditions of transportation difficulties. Additional lost work time requires supervisory approval and the use of appropriate leave. Per the authorized-closing policy, supervisors make all effort to accommodate these requests.

The Commencement ceremony begins at 9 a.m. on Saturday, May 15 at Lane Stadium. Parking for this event will be in the Coliseum lot located at the corner of Spring Road and Washington Street. Parking in these areas will be limited to participants who have purchased a Coliseum ticket. Additional parking for the disabled will be available in the faculty and staff bay of the Coliseum. Faculty and staff members who are interested in purchasing the new parking permit by payroll deduction, should write “2-Year Permit” on the top of their 1999-2000 Faculty/Staff Parking Permit registration form.

Parking Services began over-the-counter parking permit sales on May 10. All permits will expire on August 15. Over the counter sales of the new permits for the period of 1999-2001 will begin at the Visitor Information Center on July 6. To avoid receiving a parking ticket, please display a new valid permit on your vehicle by August 15.

Student Summer Orientation

Student summer orientation will begin Sunday, July 11 through Friday July 30. Parking will be in the Coliseum lot for faculty and staff members who normally park in the Coliseum lot. For more information, call Parking Services at 1-3200.
Weekend, May 14, from 8 a.m. until 7 p.m., and on Sunday May 16, from 10 a.m. to 5 p.m. The Horticulture Gardens will also be open on Saturday, May 15, from 10 a.m. to 5 p.m. The event will include readings by Giovanni and the executive director, Dr. John M. McFadden, in honor of her 30th anniversary as a published poet and her commitment to the struggle for equality. Two years later, she published her first book of poetry, Black Feeling, Black Talk, beginning a publishing career that has spanned 30 years and made her one of the most controversial—and celebrated—poets of our time.

On May 18, William Morrow & Company and Friends will host “New York Celebrates 30 Years of Nikki Giovanni,” in Bryant Park behind the New York Public Library, to celebrate her anniversary as a published poet and welcome her latest collection of poetry, Blues: For All the Changes. The event will include readings by Giovanni and the National Poetry Society, among others.

The event, held during National Poetry Month, is sponsored not only by the publisher of Giovanni’s new book, but also by Henry Holt Publishers, Teachers & Writers Collaborative, Poetry Society of America, Black Journalism Association of America, NAACP Image Awards (which Giovanni won for literature in 1998), Children’s Defense Fund, PEN Society, The New York Public Library, and Save the Children.

**ACTICF bridge construction to close Mall**

The Mall will close to both vehicular and pedestrian through traffic beginning the Monday, May 17. The Mall will remain closed for a period of months while the bridge element is constructed. It will be re-opened as soon as it’s practical and safe to do so, but that may not occur until sometime during the spring 2000. Emergency, delivery and service vehicles, as well as users of handicap spaces will have access to the loading dock areas of Squires and the Library only from Main Street. The pedestrian walkway from Squires to the Upper Quad area will remain open.

Drillfield Drive will be partially closed and the traffic pattern altered from Thursday, May 20 through Sunday, May 23. The replacement of a sanitary sewer line across Drillfield Drive will require blocking half of the road adjacent to the ACTICF site near the War Memorial, on Thursday, May 20 and May 21. The western half of the street will be blocked on Saturday, May 22 and Sunday, May 23. Traffic will be rerouted around the work site during this four-day period.

For more information, contact Steve Monra, director of transportation, at 1-4548.

**Giovanni to be honored in New York**

More than 30 years ago, Nikki Giovanni joined a group of Black Arts Movement, a coalition of African-American intellectuals who wrote politically and artistically radical poems aiming at raising awareness of black rights and promoting the struggle for equality. Two years later, she published her first book of poetry, Black Feeling, Black Talk, beginning a publishing career that has spanned 30 years and made her one of the most controversial—and celebrated—poets of our time.

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**Surplus property on sale May**

There will be a special public sale of surplus furniture on Thursday, May 6, beginning at 8 a.m. Items are used and excess to the needs of the Residence Programs organization. Included will be office desks, student desks, chairs, sofas, wardrobes, tables and air conditioners. Each item will be pre-priced. This sale will take place at the Surplus Property warehouse located at 1411 South Main St.

**Leave donations needed**

There are Virginia Tech employees in the areas of Agriculture and Applied Economics, the College of Veterinary Medicine, Communications Network Services, and Residential and Dining Programs who have requested leave donations.

A salaried classified employee or a 12-month regular faculty member, may participate by donating annual leave in increments of eight hours. There is no maximum donation limitation per year, nor is there a minimum balance that must be maintained. Leave donations received after the employee’s eligibility status changes (such as, return to work, disability retirement, retirement, etc.) will be returned to the donor in accordance with established personnel procedures. To protect recipients, the names and details of the medical condition will remain confidential. However, participants must donate leave to either a specific individual or area.

To obtain a donor form, ask a department administrative office or the Personnel Services department at 1-9331. Please return the completed form to Mary Chapman Groeheart, leave administrator, Personnel Services, 0318.
1999 Commencement Information
(The following information is reprinted from the Commencement brochure)

CALENDAR OF EVENTS
FRIDAY, MAY 14, 1999

Corps of Cadets Commissioning Ceremony
Donaldson Brown Center Auditorium
3:00 p.m.

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

College of Veterinary Medicine Ceremony
Commonwealth Room, Squires
7:00 p.m.

New Virginians Commencement Show
Haymarket Theatre, Squires
8:00 p.m.

SATURDAY, MAY 15, 1999
Commencement Breakfast
The Depot at Dietrick Dining Center
7:00 a.m.

UNDERGRADUATE CEREMONY
Lane Stadium
9:00 a.m.

COLLEGE CEREMONIES (NO TICKETS ARE REQUIRED FOR THESE CEREMONIES)

Agriculture and Life Sciences
Burruss Hall Auditorium
1:00 p.m.

Architecture and Urban Studies
Burruss Hall Auditorium
11:00 a.m.

Arts and Sciences

Art and Art History
Blacksburg Armory, 201 Draper Rd.
11:00 a.m.

Biochemistry
Burruss Hall Auditorium
11:00 a.m.

Biology
Memorial Gym
11:00 a.m.

Chemistry
Chemistry Atrium
11:00 a.m.

Communication Studies
Commonwealth Room, Squires
11:00 a.m.

Computer Science
100 McHale Hall
11:00 a.m.

Economics
Pammel Atrium
11:00 a.m.

English
Shultz Dining Hall, Rooms A and B
11:00 a.m.

Foreign Languages and Literatures
100 McHale Hall
11:00 a.m.

Geography
Bryan Mountain Room, Squires
11:00 a.m.

Geological Sciences
100 Hancock Hall
11:00 a.m.

History
Haymarket Theatre, Squires
11:00 a.m.

International Studies
100 McHale Hall
11:00 a.m.

Interdisciplinary Studies
Donaldson Brown Auditorium
11:00 a.m.

Mathematics
Bowman Room, Jamerson Athletic Center
10:30 a.m.

Music
Recital Salon, Squires
11:00 a.m.

Philosophy
Major Williams Hall, 2nd Floor Foyer
11:00 a.m.

Physics
110, 152, and 154 Squires
11:00 a.m.

Political Science
Colonial Hall, Squires
11:00 a.m.

Psychology
Commonwealth Room, Squires
1:00 p.m.

Science and Technology Studies
132 Lane Hall
12:00 noon

Sociology
Small Gym, Comorah Hall
10:30 a.m.

Statistics
Shafer Lobby
11:00 a.m.

Theatre Arts
Studio Theatre, Squires
11:00 a.m.

Business
Cassell Coliseum
1:30 p.m.

Engineering
Cassell Coliseum
1:30 p.m.

Forestry and Wildlife Resources
Memorial Gym
1:30 p.m.

Human Resources and Education
Rector Field House
11:30 a.m.

Mathematics
Northern Virginia Center
3:00 p.m.

Music
Commonwealth Room, Squires
3:00 p.m.

Philosophy
110, 152, and 154 Squires
3:00 p.m.

Political Science
Haymarket Theatre, Squires
3:00 p.m.

Psychology
Bowman Room, Jamerson Athletic Center
3:00 p.m.

Science and Technology Studies
132 Lane Hall
3:00 p.m.

Sociology
Small Gym, Comorah Hall
3:00 p.m.

Statistics
Shafer Lobby
3:00 p.m.

Theatre Arts
Studio Theatre, Squires
3:00 p.m.

ECONOMICS

Business
Cassell Coliseum
1:30 p.m.

Engineering
Cassell Coliseum
1:30 p.m.

Forestry and Wildlife Resources
Memorial Gym
1:30 p.m.

Human Resources and Education
Rector Field House
11:30 a.m.

Mathematics
Northern Virginia Center
3:00 p.m.

Music
Commonwealth Room, Squires
3:00 p.m.

Philosophy
110, 152, and 154 Squires
3:00 p.m.

Political Science
Haymarket Theatre, Squires
3:00 p.m.

Psychology
Bowman Room, Jamerson Athletic Center
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Science and Technology Studies
132 Lane Hall
3:00 p.m.

Sociology
Small Gym, Comorah Hall
3:00 p.m.

Statistics
Shafer Lobby
3:00 p.m.

Theatre Arts
Studio Theatre, Squires
3:00 p.m.

GRADUATE CEREMONIES (REQUIRES TICKETS)

Graduates from the following colleges are required to attend this ceremony:

College of Natural and Social Sciences
College of Engineering
College of Forestry and Wildlife Resources
College of Human Resources and Education
College of Arts and Letters
College of Health and Human Services
College of Agriculture and Life Sciences
College of Veterinary Medicine
College of Education
College of Architecture and Urban Studies

The decision to move the ceremony because of inclement weather will be announced by 7:00 a.m. on May 15.雨, the ceremony will be held in Cassell Coliseum.

The procession will begin promptly at 8:40 a.m. on May 15. All guests will be seated for the start of the program at 9:00 a.m. Seating for persons with impaired mobility is available in the stadium. If they are not flying, the ceremony will be held in Cassell Coliseum. In case of inclement weather, an indoor ceremony will be held in Cassell Coliseum beginning at 9:00 a.m. Seating for persons with impaired mobility is available in the stadium. If they are not flying, the ceremony will be held in Cassell Coliseum.

If you are a person with a disability and desire any assistive devices, services, or other accommodations to participate in this activity, please contact the Dean of Students Office: (540) 231-8718. If you are a person with a hearing impairment, TTY (540) 231-8718.
The following classified positions are currently available. For more information and specific application procedures and position-closing dates may be found on the Personnel Services web site at http://www.ps.vt.edu. Positions are listed in alphabetical order by title. For more information, contact the Personnel Office, 4223 Old West End, Virginia Tech, Blacksburg, VA 24061. Inquiries: 1-7619; TDD user: 1-800-828-1120; fax: 1-762-517.

### FACILITY POSITIONS

#### INSTRUCTIONAL

**Human Development. Early Childhood Teacher, Childhood Development Laboratories.** The position is designed for a person with a baccalaureate (a minimum of a bachelor's degree in early-childhood education) or child development, or closely related field and experience working with and/or supervising university students. In addition, the person must have early-childhood classroom teaching experience and skills in curriculum development and assessment. Knowledge and experience working from a social constructivist, inquiry-based approach, particularly the Reggio Emilia Approach to early childhood education, is strongly preferred. The early-childhood teacher functions as a team member of the CDL faculty, working closely with graduate and undergraduate students in a mentoring capacity. This is a nine-month, full-time, non-tenure-track faculty position.

**Eyesight Test Technician**

The primary responsibilities of the early-childhood teacher include the following and are carried out in consultation with the CDL director: 1) Supervision and assistance of a model classroom in the CDL; 2) Assist in the supervision and professional development of undergraduate students in the CDL; 3) Assist in the development, implementation, and documentation of assessment of emergent curriculum approaches; and 4) Work collaboratively with CDL parents, faculty and staff members to support home-school partnerships. Applicants should send a letter of application, curriculum vitae, transcripts, and two professional letters of reference to Diane Yardley, Associate Dean, College of Human Resources and Education, 101 War Memorial Hall (0237), Virginia Tech, Blacksburg, VA 24061. Applications are reviewed April 15, and continue until suitable candidate is identified. For more information, contact Andrew Stermerk. Search Committee Chair, Department of Human Development, 317 Walloe Hall (0141), Virginia Tech, Blacksburg VA 24061-0477.

#### NON-INSTRUCTIONAL

**Institute For Distance and Distributed Learning, Associate Director for Planning and Assessment.** The position will be responsible for the ongoing development of the institute's distance and distributed learning planning and assessment at the university. This position will be responsible and analyze student survey data, assess program outcomes, and report on the continuous improvement and growth of the Distance and Distributed Learning and Distance Education Programs.

**Computer Systems Engineer**

The successful candidate will be responsible for the ongoing development of the institute's distance and distributed learning planning and assessment at the university. This position will be responsible for the ongoing development of the institute's distance and distributed learning planning and assessment at the university. This position will be responsible for the ongoing development of the institute's distance and distributed learning planning and assessment at the university.

**Electronic Technician Senior**

This position will be responsible for the ongoing development of the institute's distance and distributed learning planning and assessment at the university. This position will be responsible for the ongoing development of the institute's distance and distributed learning planning and assessment at the university. This position will be responsible for the ongoing development of the institute's distance and distributed learning planning and assessment at the university. This position will be responsible for the ongoing development of the institute's distance and distributed learning planning and assessment at the university. This position will be responsible for the ongoing development of the institute's distance and distributed learning planning and assessment at the university. This position will be responsible for the ongoing development of the institute's distance and distributed learning planning and assessment at the university.
**PRESIDENTIAL**

Continued from 1

Another focus of concern expressed at the forum was specifically to academics. A speaker urged the committee to seek candidates who will place a priority on supporting the academic programs at the university. The Commission on Research and the Commission on Graduate Studies and Policies called for a renewed commitment to research, scholarship and graduate education. The draft statement regarding qualifications for the office of president lists some of the following attributes:

- the president of Virginia Tech will be a distinguished scholar who most likely will hold an earned doctorate or equivalent terminal degree
- have a strong aptitude for research, come with impeccable academic credentials and will be recognized as a scholar and mentor. The president will have a breadth of background essential to the understanding of a multitude of disciplines at Virginia Tech. The president will foster and maintain an environment that encourages creativity and scholarship, will have demonstrated the ability to attract and retain a diverse and superior faculty, student body, and staff, and will have a demonstrated record of achievement in building quality educational programs. The president will have in-depth knowledge and experience in the issues that face higher education generally and will be well versed in public, research, land-grant universities in particular. The president must deeply knowledgable of, and unquestionably committed to, the use of information technology.

- the president will be an adept communicator who writes, listens, and speaks well, and will be willing to communicate effectively and be accessible to all constituencies of the university, both internal and external. The president will assume a high level of visibility, continuously communicating the importance and value of scholarship and higher education. The president must be a successful and energetic fund raiser as the university works to toward the goal of a $1-billion endowment by 2013.

- the president will be an effective leader who will understand and build upon its rich traditions and special resources as it continues as a premier land-grant institution. The president will make decisions that reflect both intellect and foresight. This leader will have a clear sense of vision based on strongly held principles.

- the president will be a proven, capable, and respected, with a track record of promoting diversity among students, faculty, and staff. The president will appreciate the vital and visible role of students and the equally visible role of intercollegiate athletics. The president will have a global mission and will continue to expand the international focus of Virginia Tech.

- the president will be an exemplary communicator, support excellence in teaching, research, and outreach activities, and will support leadership development at all academic and administrative levels. The president must address budgetary issues and be fiscally astute in understanding the financial issues that face a complex university.

**MOTOROLA**

Continued from 1

“Students in the advanced-research clean rooms will use the Motorola equipment to actu- ally manufacture semiconductor devices as part of their education,” said Hendricks. The Motorola gift also will play a major role on Virginia Tech embarks on semiconductor manufacturing research aimed at supporting existing and attracting new microelectronics industries to Virginia. The VMEC was formed in 1996 in response to requests by Motorola, Siemens AG and IBM/Toshiba to build a multi-billion dollar microelectronics-fabrication facilities in Vir- ginia that will employ thousands of engineers and technicians. The Virginia Tech College of Engineering, which has played the lead role, is joined in the consortium by schools at George Mason University, Old Do- minion University, University of Virginia and Virginia Commonwealth University and the

**EMPLOYMENT**

Continued from 6

of the most recent faculty report, and three letters of reference. Applications review begins May 24 and continues until position is filled. Send to: Joan S. Peimer, Virginia Cooperative Extension, 122 Hitchcock Hall (1047), Virginia Tech, Blacksburg, VA 24061. Inquiries: 1-703-231-3010; fax: 1-703; e-mail: mbeat070@vt.edu.

Virginia Cooperative Extension, Extension Agent, position will be filled as needed. For more information about Cooperative Extension, contact your county Extension office.

The assistant director and staff provide services/ad- visement to students and their advisors; present leadership workshops; prepare policies/govern- ing student organizations; and respond quickly to student groups who are charged with violations of university policy. This position requires at least a master’s degree in college student affairs or a related field. A minimum of five year’s post-master’s experience, including specific experience in leadership programming and professional skill in classroom teaching experience preferred. Successful candidates will have excellent communication and pre- sentation skills, good computer skills, and an under- standing of higher education politics. The salary range of this position is $53,000-$62,000 depending on expe- rience and growth.

Applications review begins May 3 and con- tinues until position is filled. A copy of the most recent faculty report, and three letters of reference. Applications review begins May 24 and continues until position is filled. Send to: Joan S. Peimer, Virginia Cooperative Extension, 122 Hitchcock Hall (1047), Virginia Tech, Blacksburg, VA 24061. Inquiries: 1-703-231-3010; fax: 1-703; e-mail: mbeat070@vt.edu.

**UNIVERSITY Unions and Student Activities (Virginia Tech)**: Assistant Director for Leadership Development. Position is a 12-month professional faculty position. The assistant director supervises one faculty position and one or more graduate assistants and pro- vides overall direction for leadership programs and stu- dent life organization support. The assistant director reports to the associate director for student activities, and these two positions collaborate to define the leadership-develop- ment mission of the Student Activities Office. The assistant director has significant responsibility for the creation and delivery of credit courses in collaboration with academic faculty members through the Division of Student Affairs Residential Leadership Community Pro- gram. The assistant director and staff provide services/advisement to students and their advisors; present leadership workshops; prepare policies/govern- ing student organizations; and respond quickly to student groups who are charged with violations of university policy. This position requires at least a master’s degree in college student affairs or a related field. A minimum of five years’ post-master’s experience, including specific experience in leadership programming and professional skill in classroom teaching experience preferred. Successful candidates will have excellent communication and pre- sentation skills, good computer skills, and an under- standing of higher education politics. The salary range of this position is $53,000-$62,000 depending on expe- rience and growth.

Applications review begins May 3 and con- tinues until position is selected. To apply, send application letter and current resume including the names, addresses, telephone numbers, and e-mail addresses of at least three references to D. David O’Donnell, Assistant Vice President for Student Affairs, 205 Student Center (0138), Virginia Tech, Blacksburg, VA 24061; fax: 1-540-231-4273; e-mail: dlo@vt.edu.

**Center for Transportation Research, Research Associates (2).** Position I: nondestructive testing with experience in ground-penetrating radar. Position II: expertise in instru- mentation, evaluation, and analysis and hot- isophot materials (SuperPipe). The appointees will work on funded research projects, including the Smart Road project and will be expected to participate in related research and development. The position is for one year with the possibility of being extended for three years. Requirements: BS in civil engineering or a related field with strong background in pavement and material- based testing. The willingness to work in a multidisciplinary research environment, leadership skills, the ability to coordinate technical, research, and undergradu- ate and graduate level. Ph.D. is preferred. research experience on NCHRP, infrastructure assessment, hot-mix asphalt testing and/or pavement standards desired. Typical duties and responsibilities: Plans, schedules, con- ducts, or coordinates detailed phases of the work in a part of major project or in a total project of moderate scope. Perform work that involves conventional engi- neering practice but may include a variety of complex features such as conflicting design requirements, sub- suitability of conventional materials, and difficult coordi- nating requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowl- edge of and practices of related specialties. Application review begins May 1 and continues until position is filled. Applicants should send resume and letters of at least three references to Tracy Schorr. Assistant Director, Center for Transportation Research, 1700 Edwards St., Suite 200, Blacksburg VA 24061. Applica- tions may be submitted by e-mail to nschoen@vt.edu or through the CVT web site at www.cntr.vt.edu.
FIFTH-GRADERS

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By Liz Crusby

"Pam is a strong and positive force in undergrad advising. I know this because any-time I mention advising within earshot of a group of co-op, ones up with a big smile and ‘You mean Pam Crewey?’ said Betsy Jenkins, human resources manager for Amatopus Micro Systems, Inc., in supporting Crewey’s nomination for the 1999 Award for Excellence in Career Advising.

Crewey, enrollment-services coordinator for the Bradley Department of Electrical and Computer Engineering (ECpE), received the award during the Departmental Career Advising Spring Luncheon in April. The campus-wide award was established in 1989 by Virginia Tech Career Services.

Since joining the ECpE staff 10 years ago, Crewey has initiated several activities to help undergraduate students academically and in their job searches, said Charles Nunnally, assistant department head and coordinator for undergraduate

award winners during their April meeting. Another national organization, the American Society for Quality, has named ISE Associate Professor Joel Nachlas a fellow. Rick Groseclose, a Cunningham fellow, has been awarded the national Institute of Industrial Engineers (IIE) Gilberth Memorial Graduate Fellowship, an award that is given to only one student in the entire country. Eileen Van Aken advises Groseclose. Haif Sherali advises Hongjie Wang, winner of the national IIE M.S. Thesis Award. Sherali also advises Arif Subharto, who won first place in the national IIE competition for Ph.D. Dissertations. John Casali advises Steve Belz, who has been named an FHWA Eisenhower fellow.

ISE department goes national

By Karen Gilbert

The Industrial and Systems Engineering Department has recently been ranked 18th in the country by U.S. News and World Report, and ISE faculty members and students are in the national spotlight for receiving a number of significant engineering awards.

Two ISE faculty members will be named IEEE fellows at the national IEEE Solutions 99 Conference in Phoenix, Arizona in May. The faculty members becoming fellows are Subhash Sarin and Pat Koelling. Department Head and John Grado Professor John Casali, will receive the Baker Distinguished Research Award at this conference. The Board of Trustees of the national IIE organization approved the 1999 slate of

department head and coordinator for undergradu-

ate instruction. Her initiatives include establishing areas for students to review corporate information and to hold interviews with potential employers, and developing a student e-mail list-server that keeps undergraduates informed about job opportunities.

"She coordinates the interaction between over 1,500 undergraduates in ECpE and the multitude of companies seeking our gradu-

ates," Nunnally said. Crewey works with the university’s Cooperative Education Program to coordinate academic-career activities, re-

sponds to all corporate inquiries about potential

employment, advises students on resume preparation and interviewing techniques, and recruits industry representatives to visit cam-

pus.

"I believe two of her best qualities are her compassion for people and her desire to help students succeed in reaching their goals," said Leonard Ferranti, ECpE department head.

In Other News

COTA sponsors symposium on environmental engineering

By Catherine Doss

A recent symposium on environmental engineering held at the Hotel Roanoke drew 69 participants and several of the world’s foremost experts in biologically mediated nitrification and denitrification. The conference was sponsored by Virginia Tech’s environmental engineering program, Division of Continuing Education, and Center for Organizational and Technological Advancement (COTA), along with CH2MILL, a prominent engineering consulting firm with offices throughout the world.

"The potential effects of nitrogen species in environmental waters are receiving more and more attention," said Greg Boardman, who chaired the program. "Concern over the discharge of nitrogen to reservoirs and the marine environments, such as the Chesapeake Bay, is especially acute." Boardman, professor of civil and environmental engineering and faculty director of COTA, added that nitrogen species can serve as both nutrients and toxicants.

The goal of the symposium was to provide participants with the current base of knowledge about biologically mediated nitrification and denitrification. The main focus of several presentations was on the transformation of nitrogen in wastewater systems.

Speakers included James Allmann, professor with Purdue University’s School of Civil Engineering; Nancy Love, assistant professor in the Department of Civil and Environmental Engineering at Virginia Tech; JoAn Silverstein, associate professor in the Department of Civil, Environmental, and Architectural Engineering at the University of Colorado; Roger Elly, assistant professor in the University of Idaho’s Department of Civil Engineering; C.P. Leslie, associate professor at the University of Cape Town.

Clifford Randall, C.P. Lumsford professor of environmental engineering at Virginia Tech; Thomas Sadick, project manager with CHEMILL, John Novak, Nick Pillaman professor of civil and environmental engineering at Virginia Tech; Richard Jones, senior process engineer at the Water Technology International Corporation in Ontario, Canada; Bruce Logan, Kapp professor of environmental engineering at Penn State University; Peter Dold, president of EnviroSim Associates; and Mark Wentzel, associate professor with the Water Research Group in the Department of Civil Engineering at the University of Cape Town.

Environmental programs planned for the fall include "Health Effects of Drinking Water," an executive training program, and training programs for treatment-plant operators.

Proceedings of the symposium are available by request at a cost of $100. For more information on future COTA programs, or to request a copy of the latest proceedings, contact Boardman by telephone at 1-203-526-2630 or by e-mail at gbrown@vt.edu.