SPECTRUM

Pharmaceutical company opening two installations

By Larry Hinker

Pharming Healthcare Inc., the American subsidiary of Pharming Group N.V. of Leiden, Netherlands, will locate two unique pharmaceutical production installations in Southwest Virginia. A transgenic cattle farm in Craig County and purification facility at the Virginia Tech Corporate Research Center will comprise the first and second stages of its unique production plan.

Pharming, the world largest producer of transgenically produced pharmaceuticals, plans to invest an estimated $170 million in Virginia to produce Human Factor VIII and Fibrogen in the milk of transgenic animals.

Velander, excellent infrastructure, including conditions to satisfy regulatory requirements for the manufacture of transgenically derived biopharmaceuticals.

“Pharming is the world’s leader in this revolutionary concept of producing human medicines from animal milk. We are exceedingly pleased that they have chosen to locate in Virginia and at Virginia Tech. This is a testament to the university’s leadership on biotech applications,” stated President Paul Torgerson.

“Knowledge and intellectual capital are key ingredients to creating the jobs of tomorrow. This announcement demonstrates the real-world economic value of university research. We like to say at Virginia Tech that ‘we put knowledge to work.’ We are pleased to welcome Pharming to Virginia.”

Pharming’s production techniques are partially based on technologies developed at Virginia Tech and licensed to the American Red Cross. Pharming has established the technology from the Red Cross.

Virginia Tech’s research has lead to discoveries enabling biopharmaceutical production using transgenic livestock. Beginning with the ground breaking work of William Velander, professor of chemical engineering and director of the university’s Pharmaceutical Engineering Institute, the university has progressively increased the ability

Diversity strategy to consider survey results

By Clara B. Cox

The results of a technology-based interactive discussion about campus climate that was held just before the end of spring semester will be used in conjunction with other assessment efforts in developing a diversity strategic plan for the university, according to Benjamin Dixon, vice president for institutional affairs.

“This forum looked at data from the first of three surveys as part of an ongoing process to look at the campus climate. All of these surveys and discussions will lead to the setting of goals for the university’s diversity strategic plan,” Dixon said.

The 106 participants at the spring President’s Forum on Campus Climate for Diversity looked at the findings of the March 1998 faculty assessment of campus climate and answered several questions generated by the survey data.

Patricia B. Hyer, associate provost for academic administration, and Valerie Conley, assistant director of Institutional Research, presented the data from the 1998 faculty survey, and forum participants then discussed strategies for addressing the issues raised by the survey results.

Based on the survey results, Hyer told the group, “white males assess the climate for and numbers of those groups. The relatively low level of interest expressed by white males in learning about diversity suggests that the extent of dissatisfaction expressed by women and minorities is not well recognized or appreciated as an institutional or personal priority for change.

Based on responses by race/ethnicity, the survey also revealed “a deep divide and serious problems for Tech, with African Americans the most seriously dissatisfied,” she said.

According to Conley, 2,648 faculty members were surveyed, with a response rate of 60 percent. Of those, 35 percent were tenure or tenure-track faculty, 21 percent were administrative/professional faculty, and 16 percent were research or other non-tenure-track faculty.

Athletics invited into Big East

By Dave Smith

Virginia Tech President Paul Torgerson has announced that the President’s Office has received a proposal from the Big East Conference regarding full membership in the conference.

“This is a positive step forward for the university and Virginia Tech Athletics. There are some conditions contained in the proposal that will require evaluation and thoughtful internal consideration by the institution,” Torgerson said.

Virginia Tech will review the proposal with the Big East during the coming weeks and a decision concerning the proposal is expected before the beginning of fall classes.

Universities, industry form consortium

By Lene Stenseth

In a unique collaborative effort, five of Virginia’s engineering schools and the College of William and Mary, with the support of the Virginia General Assembly, have formed the Virginia Microelectronics Consortium (VMEC), to work with private industry to help the nation’s most comprehensive undergraduate and master’s programs in microelectronics, a fast-growing technical field that is already a major part of Virginia’s economy.

The General Assembly has provided a multi-million dollar allocation to ensure the development of the cooperative effort in microelectronics education and research. VMEC members are: Virginia Tech, Virginia

NationsBank Foundation gives $250,000 for business professorship

By Juliet Horn, NationsBank

The NationsBank Foundation is helping to meet the demand for information technology experts by contributing $250,000 to Virginia Tech Foundation. The bank’s pledge will endow a professorship in management science and information technology in the Pamplin College of Business.

The foundation is proud to help them serve this critical function.”

Virginia Tech is recognized as having one of the best business-based information-technology programs in the nation. This, combined with the phenomenal growth of the information-technology field in recent years, has led to an increase in class sizes and the need for new faculty members.

“Graduates in management science and information technology are in great demand in a number of industries, from banking to consulting,” said Richard E. Sorenson, dean of the Pamplin College. “There also is intense competition for faculty members and the Bank of America Professorship will allow us to continue to have the best. It represents an invaluable resource for the college and we are most grateful to the bank for its generosity.”

The Bank of America Professorship— which reflects the name of the new company resulting from the merger of NationsBank and BankAmerica Corporation—will make it possible for the Pamplin College to continue to attract and retain nationally recognized scholars and teachers in information technology.

“Last year the department had 300 majors; this year we had 650,” said Bernard Taylor, head of management science and information technology. “So, the need to retain and attract prominent faculty members, who will prepare these students in areas such as systems integration and hardware and software development, is critical.”

NationsBank has a history of strong support for Virginia Tech and the Pamplin College. In January 1995, as part of the campaign for Virginia Tech, the bank contributed $250,000 for merit scholarships and classroom technology—to two areas that have assisted the college’s rise in the national rankings.

“Our support for Virginia Tech not only increases its ability to compete for and attract students, but it helps the commonwealth address a current critical issue—workforce readiness,” said Wayne Waldrop, president of the bank.
**EVENTS**

**Thursday, 8**  
Last Day to Add  
Art Exhibit Opening, noon, Armor Gallery: Martha Dillard.

**Friday, 9**  
Summer Arts Festival Concert, 6 p.m., Henderson  
Lawn: Barbara Martin Trio.

**Sunday, 11**  
YMCA Hike, 1:30 p.m., Cranwell Center Parking Lot: White Rocks.

**ACS grants available**  
The American Cancer Society has funded an Institutional Research Grant to Virginia Tech. Applications are invited from junior faculty for two grants of $20,000 each for one year to perform studies on basic, clinical (including cancer control, health services and psychosocial/behavioral cancer research), preclinical, epidemiologic and health policy/outcomes research. The institutional research grant is intended for new investigators with eight years of first independent academic experience, and an active nationally competitive institutional grant (i.e., NIH, NSF, ACS). The details on policies, list of committee members who may be contacted for questions and application forms for the Individual Allocation of the Institutional Research Grant are available at the webpage www.vtmed.vt.edu/College/forms/its/research/  
grantforms.html#Racs and at the American Cancer Society homepage www.cancer.org/bottomnav/researchprograms.html. All junior faculty from the various departments are encouraged to apply. Kindly submit a hardcopy of the application to Mitra Nagarkatti, Dept. of Biomedical Sciences and Pathobiology, VA MD Regional College of Veterinary Medicine, Virginia Tech, Blackburg, VA 24061 and an electronic copy to mnagarka@vt.edu by August 23. Awards will be made in September, 1999.

**Leave sharing needed**  
Virginia Tech employers have requested leave donations in the area of continuing education. There are also employees in athletics who have requested leave donations. Any interested classified employee or 12-month regular faculty member has an opportunity to participate by donating annual leave in increments of eight hours. There is no maximum donation, nor is there an annual/minimum balance that must be maintained. Leave donations received after the employee’s eligibility status changes (such as return to work, disability retirement, etc.) will be returned to the donor in accordance with established personnel procedures. In order to protect recipients, the names and details of the medical condition will remain confidential. However, donated leave must be to a specific individual or area. A donor form may be obtained from any department administrative office or from Personnel Services department at 1-9331. Return the completed form to: Mary Chapman Gearheart, Leave Administrator: Personnel Services 0318 (voice 1-5304, fax: 1-2352, e-mail: schucmac@vt.edu).

**BULLETINS**

**VTIP hires Jones as director**  
Virginia Tech Intellectual Properties, Inc. (VTIP) has hired Keith J. Jones as director of commercialization of discoveries, developments, and products in the life sciences, announced VTIP executive vice president Mike Martin. Jones came to VTIP from the intellectual property law firm of Lyon and Lyon LLP, where he was a technical advisor working on biotechnology patent litigation. Jones has a Ph.D. in plant pathology from North Carolina State University, and a master of science degree in plant pathology from the University of Kentucky. He received his undergraduate degree in biology from Southampton University (England).

**Achivers**

Two materials science and engineering (MSE) students received top honors from the Society for the Advancement of Material and Process Engineering (SAMPE). Julie Martin and Jennifer McPeak, PhD candidates working with MSE professor Kander, were among five national finalists in SAMPE’s 1999 Ph.D. paper/presentation competitions. At the national competition in May, Martin and McPeak tied for first place. In recognition of this achievement, SAMPE is sending Martin to present her paper at the society’s international conference in Paris and McPeak to present her work at the international conference in Tokyo.

**RICK CLAUS, professor of electrical and computer engineering and materials science and engineering and founding director of the Fiber & Electro-Optics Research Center, has been selected to receive the 1999 Neman Medal by the American Society of Civil Engineers (ASCE). Claus and nine colleagues from other universities were selected for the honor as co-authors of “Structural Control: Past, Present, Future,” a paper published in the Journal of Engineering Mechanics. The Neman Medal has been presented by ASCE since 1877 to recognize authors who make contributions to engineering science. Previous recipients at Virginia Tech include civil engineering faculty James Martin and James Mitchell.

**Arun Phadke, professor of electrical and computer engineering, has been chosen by the Board of Directors of the Institute of Electrical and Electronic Engineers to receive the 2000 Herman Halperin Electric Transmission and Distribution Award. Phadke is being honored for leadership in the field of computer relaying and for his work in the field of Global Positioning Systems.

**Daniel Ludwig, retired director of the division of Engineering Fundamentals, has been installed as president of the Virginia Society of Professional Engineers for 1999-2000.**

The College of Human Resources and Education Staff Association (CHRESA) presented its first scholarships with awards of $150 to both CHRESA graduate and undergraduate students. This financial support by a staff association was recognized by Dean Janet Johnson as “a very special gift to the College and one that is most meaningful to the students.” Johnson said that a plaque would be hung in Wallace Hall to recognize the names of the recipients.

To qualify for the scholarships, students must be currently enrolled CHRESA and must have completed at least one previous semester in the college. Scholarships are awarded on the basis of financial need, professional potential and academic record. The Staff Association Scholarship Committee is responsible for reviewing applications and determining the recipients, along with creating and organizing projects to help ensure continued funding.

The first CHRESA Student Scholarships were awarded to HSFE master’s recipient Michelle Stockman, and to Jamil Sauder, an undergraduate in interior design.
EMPLOYMENT

The following classified positions are currently available. More details of these positions and application procedures and position-closing dates may be found on the Job Line at http://www.scp.vt.edu. Applications must be submitted to the Personnel Services web site at http://www.personnel.vt.edu. View position-closing dates may be found in the Employment classifieds.

Full Time

Agricultural Supervisor, 3214M, Grade: 7, Dairy Science Animal Care Tech B, 2609M, Grade: 5, Animal Resources/Small Animal Care Auditing - Internal, 2335T, Personnel Services Banquet Supervisor (Fwp-a), 7421G, Grade: 3, Donaldson Brown Hotel & Conference Center Computer Systems Engineer, 7444G, Grade: 14, Facilities and Services-Housing Computer Systems Research Engineer, 7444J, Grade: 14, Civil Engineering Faculty, 2004T, Grade: 10, University Development/Schiffert Health Center Enrollment Services Specialist, 00091, Grade: 8, Scholarships & Financial Aid Executive Secretary Senior, 3677J, Grade: 7, Research & Graduate Studies Food Operations Manager A (Assistant), 4728M, Grade: 4, Residential and Dining Programs/Dietrick Dining Food Operations Manager Assistant, 69754, Grade: 6, Residential and Dining Programs/Blacksburg's Place Food Operations Manager B/Exective Chef, 69294, Grade: 10, Residential and Dining Programs/Owens Dining Center Housekeeping Worker, 1138G, Grade: 1, Donaldson Brown Hotel & Conference Center Housekeeping Worker, 6887C, Grade: 1, Physical Plant/Housekeeping Services Housekeeping Worker, 1216H, Grade: 1, Residential and Dining Programs Information Technologies Auditor, 1730T, Grade: 6, Internal Audit Laboratory Manager, 2018M, Grade: 13, College of Veterinary Medicine/Academic Affairs Laboratory Specialist Advanced, 7456G, Grade: 11, Biological Systems Engineering Laboratory Specialist Senior, 1888M, Grade: 9, College of Veterinary Medicine/Academic Affairs Laboratory Specialist, 4478M, Grade: 8, Animal and Poultry Sciences Laboratory Specialist B, 7890M, Grade: 8, Biochemistry Laboratory Specialist, 2200J, Grade: 8, Office of the General Counsel Office Services Specialist (Office Manager), 7461H, Grade: 5, Residential and Dining Programs/Residence Education Office Services Specialist (Office Manager), 7462H, Grade: 5, Residential and Dining Programs/Residence Education Office Services Specialist, 4895S, Grade: 5, Library Office Services Specialist, 6859H, Grade: 5, Residential and Dining Programs/Facilities and Services-Housing Office Services Specialist/Copy Center Operator, 1783C, Grade: 5, Printing Services Office Services Specialist, 7432D, Grade: 4, Administrative Information Systems Office Services Specialist, 6516M, Grade: 15, Veterinary Teaching Hospital Program Support Technician, 2335M, Grade: 6, Foresters and Wildlife Sciences Program Support Technician, 7017C, Grade: 6, Personnel Services Program Support Technician, 2200C, Grade: 6, University Development Program Manager, IW200C, Grade: 10, Administrative Information Systems Program Manager, 2256D, Grade: 10, University Libraries Programmer/Analyst, 6887D, Grade: 12, Administrative Information Systems Programmer/Analyst, IW201D, Grade: 12, Administrative Information Systems Research Specialist Senior/Gis Specialist, 7460M, Grade: 12, Research Specialist Senior Programmer/Analyst, IW202D, Grade: 14, Administrative Information Systems Part Time Agricultural Technician B, 200220M, Grade: 5, Veterinary Teaching Hospital Animal Care Tech B, 200225M, Grade: 5, College of Veterinary Medicine Animal Care Tech B, 200266M, Grade: 5, Veterinary Teaching Hospital Equipment Inventory Asst/Fiscal Assistant, IW2627C, Grade: 8, Controller's Office Executive Secretary, IW2203C, Grade: 6, University Development 4-H Mountain Lake 4-H Center Get Connected Technician, IW2020, Grade: 7, Administrative Information Systems Housekeeping Lead Worker (Trades Helper), IW20281H, Grade: 2, Residential and Dining Programs/Culinary Services Maintenance Crew Housekeeping Worker, W020190C, Grade: 1, Physical Plant/Housekeeping Services Housekeeping Worker, W020214G, Grade: 1, Schirlel Health Center Office Services Assistant (Switchboard Operator), W020211G, Grade: 4, Communications Network Services Office Services Asst, W022495C, Grade: 4, Personnel Services Program Support Technician, W022603G, Grade: 6, Engineering Science Program Support Technician, W022645S, Grade: 6, Engineering Science Radiologic Technologist, 74021GM, Grade: 7, Veterinary Teaching Hospital Off Campus Agricultural Instructor, 6425M, Grade: 9, Crop & Soil Environmental Sciences Animal Care Technician B, 6226M, Grade: 5, College of Veterinary Medicine/Elizabeth City Medical Center Distance Learning Specialist, 7410D, Grade: 12, Office of Distance Education Library Assistant, 7269C, Grade: 8, Library Office Services Assistant, 6800S, Grade: 4, Albemarle County Office Services Assistant, 7233S, Grade: 5, Arlington Office Services Assistant, 5889S, Grade: 4, City of Alexandria Office Services Assistant, 6609S, Grade: 4, City of Alexandria Office Services Supervisor, 7446S, Grade: 4, Fairfax County Office Services Assistant, 6614S, Grade: 4, Harrodsburg Office Services Assistant, 6808S, Grade: 4, James City County Office Services Assistant, 6605S, Grade: 4, Orange County Extension Office Office Services Assistant, 6604S, Grade: 4, Prince William County Program Support Technician, 5473M, Grade: 6, Virginia Cooperative Extension Program Support Technician, 5679M, Grade: 5, Virginia Cooperative Extension-Virginia King George County

INSTRUCTIONS

Shenandoah Valley Agricultural Research and Extension Center (SVAREC), Superintendent. Review of applications will begin August 16, and will continue until a suitable candidate is identified. Interested persons should send a letter of intent, a complete resume, and three letters of reference to Dr. Gerald Jubb, Associate Director, Virginia Agricultural Experiment Station, 104 Jubb, Virginia Tech, Blacksburg, VA 24061; phone 1-6366; e-mail jubbg@vt.edu.

Non-Instructional

Virginia Cooperative Extension, Extension Agent, Agriculture and Natural Resources Extension Agent, Position #FA616, Environmental Science, R Ichoboro County. Submit a letter of intent, a complete resume, official undergraduate and graduate transcripts (copies are acceptable), and three letters of reference. Interested applicants may submit a letter of application, a copy of the most recent faculty report, and three letters of reference. Review of applications will begin on July 26, 1999 and will continue until position is filled. Send to: Dr. Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson (0437), Virginia Tech, Blacksburg, VA 24061. Interviews will be received at 7-7619; TDD user 1-800-828-1120; fax: 1-5594; e-mail csowers@vt.edu.

Virginia Cooperative Extension, Extension Agent, Agriculture and Natural Resources Extension Agent (Re-Advertisement), Position #FA616, Crop & Soil Sciences, Greenville County. Submit a letter of intent, a complete resume, official undergraduate and graduate transcripts (copies are acceptable), and three letters of reference. Interested applicants may submit a letter of application, a copy of the most recent faculty report, and three letters of reference. Review of applications will begin on July 26, 1999 and will continue until position is filled. Send to: Dr. Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson (0437), Virginia Tech, Blacksburg, VA 24061. Interviews will be received at 7-7619; TDD user 1-800-828-1120; fax: 1-5594; e-mail csowers@vt.edu.

Virginia Cooperative Extension, Extension Agent, Agriculture and Natural Resources Extension Agent (Re-Advertisement), Position #FA616, Crop & Soil Sciences, Fairfield County. Submit a letter of intent, a complete resume, official undergraduate and graduate transcripts (copies are acceptable), and three letters of reference. Interested applicants may submit a letter of application, a copy of the most recent faculty report, and three letters of reference. Review of applications will begin on July 26, 1999 and will continue until position is filled. Send to: Dr. Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson (0437), Virginia Tech, Blacksburg, VA 24061. Interviews will be received at 7-7619; TDD user 1-800-828-1120; fax: 1-5594; e-mail csowers@vt.edu.

Virginia Cooperative Extension, Extension Agent, Agriculture and Natural Resources Extension Agent (Re-Advertisement), Position #FA616, Crop & Soil Sciences, Orange County. Submit a letter of intent, a complete resume, official undergraduate and graduate transcripts (copies are acceptable), and three letters of reference. Interested applicants may submit a letter of application, a copy of the most recent faculty report, and three letters of reference. Review of applications will begin on July 26, 1999 and will continue until position is filled. Send to: Dr. Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson (0437), Virginia Tech, Blacksburg, VA 24061. Interviews will be received at 7-7619; TDD user 1-800-828-1120; fax: 1-5594; e-mail csowers@vt.edu.

Virginia Cooperative Extension, Extension Agent, Agriculture and Natural Resources Extension Agent (Re-Advertisement), Position #FA616, Crop & Soil Sciences, Nelson County. Submit a letter of intent, a complete resume, official undergraduate and graduate transcripts (copies are acceptable), and three letters of reference. Interested applicants may submit a letter of application, a copy of the most recent faculty report, and three letters of reference. Review of applications will begin on July 26, 1999 and will continue until position is filled. Send to: Dr. Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson (0437), Virginia Tech, Blacksburg, VA 24061. Interviews will be received at 7-7619; TDD user 1-800-828-1120; fax: 1-5594; e-mail csowers@vt.edu.

Department of Electrical and Computer Engineering, Senior Research Scientist. Review of applications will begin July 10, 1999 and continue until position is filled. Submit applications to Dr. Anito Wang, Department of Electrical and Computer Engineering, 340 Whittemore (0111), Virginia Tech, Blacksburg, VA 24061.

Department of Biomedical Sciences and Pathobiology, Senior Research Positions (2). Submit curriculum vitae and names of three references to Dr. Harri Misra, Center for Molecular Medicine and Infectious Diseases, Department of Biomedical Sciences and Pathobiology (0342), Virginia Tech, Blacksburg, VA 24061; e-mail hmisra@vt.edu.

ATHLETICS

Virginia Tech Director of Athletics Jim Weaver said, "We are delighted to be considered for full membership with the Big East. Any decision of this importance does not happen overnight. The current period for reflection and discussion will be important to both Virginia Tech and the Big East." We are confident a positive outcome will emerge." Virginia Tech has been a member of the Atlantic 10 Conference since 1921 until June 1965. Virginia Tech is currently a football member of the Big East Conference and is one of eight MCA-sponsored sports programs competing in the Atlantic 10 Conference.
OBITUARY

E. T. (Ervin) Kornegay, 67

E. T. (Ervin) Kornegay, a professor in the Department of Animal and Poultry Science at Virginia Tech, died Friday, July 2, in a swimming accident at a beach in Wilmington, N.C. He was vacationing with his family at the time.

A specialist in the area of swine nutrition, Kornegay was considered one of the top experts in his field. He was 67.

"He tried to be irreplaceable," said Gary Minniss, head of the Animal and Poultry Science Department. "He was one of the top three swine experts in the world. His death will be a huge loss to Virginia agriculture."

Dr. Kornegay received the American Society of Animal Science Morrison Award in 1998 for his "innovative scientific contributions to the United States livestock industry." The Morrison Award is the most prestigious recognition that can be received from the American Society of Animal Science.

"He was an extremely dedicated animal scientist," said Minniss. "He was very innovative and had enormous foresight. He knew 10 years ago that environmental nutrition was very important and he directed his research program accordingly."

His research has had a profound impact on the competitiveness of the swine and poultry industry while reducing environmental pollution. Dr. Kornegay pioneered the use of a genetically engineered microorganism to cut phosphorus in swine and poultry waste by as much as 40 percent.

Kornegay grew up on a farm in eastern North Carolina. He went on to earn his B.S. in animal husbandry and his M.S. degree in animal nutrition from North Carolina State. He went on to earn his Ph.D. in animal nutrition from Michigan State.

He was an associate and full professor at Virginia Tech for 33 years. His work was recognized by industry and academia. He was a recipient of the Virginia Tech Alumni Research Award, the Gustas Bobstech (Mineral) Award, and the Virginia Poultry Industry Award.

A memorial service will be held on Tuesday, July 6, beginning at 11 a.m. at Blacksburg United Methodist Church, 111 Church Street. In lieu of flowers, contributions can be made to Blacksburg United Methodist Church, 111 Church Street, Blacksburg, VA 24061, or the Virginia Tech Alumni Memorial Fund.

DIVERSITY

Continued from 1

Among the findings, Conley reported "a higher percentage of male faculty than female faculty felt they have received adequate guidance or mentoring, that expectations about promotions are clear, and that promotion and salary decisions are made fairly." She also said "a higher percentage of white faculty than faculty of color felt that expectations about promotions and career advancement are made clear and that promotion and salary decisions are made fairly."

"White male faculty members generally felt that women and faculty of color are adequately represented on committees and are given the same opportunities for administrative positions, but women and faculty of color did not share these perceptions," Hyer said. She reported that a large percentage of underrepresented groups—46 percent of women, 65 percent of Blacks, and 73 percent of non-heterosexuals—felt the need to change some of their personal characteristics in order to fit in at the university. While 94 percent of the respondents felt that diversity is good for the university and should be actively promoted, 40 percent thought that Blacksburg was placing too much emphasis on diversity. 56 percent thought that diversity may lead to the admission of underprepared students, and 44 percent thought that affirmative action leads to the employment of less qualified faculty and staff.

The survey also revealed that the majority of respondents have overheard or observed insensitive or disparaging remarks against nearly every group, although non-heterosexuals were the most common target of these remarks.

Following presentations by Hyer and Conley, forum participants discussed areas of need in order to develop a diverse campus community. Among their suggestions was for the university or individual departments to create opportunities for social interactions outside professional life. Participants indicated that new or additional resources are needed for special programs that can enhance diversity. These special programs could include expanding the summer internship program in the College of Agriculture and Life Sciences; enhancing pipeline recruiting programs; instituting day care; and, especially after hours and when public facilities are closed; and sponsoring a university-wide Diversity Day.

Several discussion groups proposed ways to boost the recruitment of women and minorities on the faculty, such as expanding the criteria for faculty hire to include more variables beyond the traditional focus on research excellence; selecting leaders who are passionate about promoting diversity; establishing broad institutional links so that applicant pools will be more likely to include minorities; creating faculty exchanges with Virginia State University, and, in hiring administrators, including the criterion that they have demonstrated success at nurturing non-traditional faculty, staff, and students.

To develop information that could be used in retention, participants proposed exit interviews with women and minority faculty members who choose to leave the university.

Reactions to the different perceptions of the campus climate by different groups of survey respondents, forum attendees emphasized the importance of increasing awareness of diversity issues among those who think the current campus climate for diversity is O.K.

For a copy of the results of the faculty assessment of campus climate, contact Hyer at 1-331 or hyer@vt.edu.

UNIVERSITIES

Continued from 1

University of Virginia, Old Dominion University (ODU), George Mason University (GMU), and Virginia Commonwealth University (VCU), The College of William and Mary, and the Virginia Community College System. As well as representatives of Virginia’s major semi-conductor manufacturers. This collaboration creates the state-wide framework for microelectronics education, research, and facilities.

The major portion of these funds, $6 million, will support six endowed professorships, valued at $1 million apiece, at each of the state’s four-year VMEC institutions. Although full funding will not be available for another two years, each university has begun a nation in search to attract the best faculty members in the microelectronics area to Virginia. "The endowed professors will provide highly visible, talented leadership to implement the collaborative research and education programs developed by VMEC over the past two years," said F. William Stephenson, dean of College of Engineering and current chair of the executive council.

An additional $2 million from the state and $1 million from private sources is being used to transfer into the undergraduate microelectronics program. From funding from the endowment, the community colleges have built a reputation for attracting and retaining students, and reprocessed into a medicine for treatment of serious human diseases.

Currently, proteins and other molecules are purified from human blood or grown in cell cultures in enormous metal vats. Because of the threat of blood-borne diseases and amount of blood required to extract the proteins, the current process is very costly. Therefore, researchers are looking toward a new source of human protein pharmaceuticals.

PHARMACEUTICAL

Continued from 1

of the world’s scientific community to continue these discoveries. Velander holds several patents on the development of therapeutic proteins. Pharmacists expect to employ about 88 people in its farm in Craig County and processing facility in Blacksburg. These types of jobs are perfectly compatible with our region and with Virginia Tech. For the most part these high paying biotech jobs will require highly skilled individuals with advanced degrees," said John Phillips, Virginia Tech’s economic development officer.

Phillips’ office works to bring the business community and university faculty together in projects that can create jobs. In this instance, the university worked behind the scenes for several years with regional and state economic development partners.

The first stage for Pharmacists’ herd of transgenic cows will be at a farm in Craig County. The milk extract will be reprocessed at the Virginia Tech Corporate Research Center.

Transgenic pharmaceutical production is based on a technique where a human protein is micro-injected into the embryo of another mammal such as a cow or pig. The protein becomes the animal’s genetic code. It is expressed in the animal’s milk and then extracted and reprocessed into a medicine for treatment of serious human diseases.

Currently, proteins and other molecules are purified from human blood or grown in cell cultures in enormous metal vats. Because of the threat of blood-borne diseases and amount of blood required to extract the proteins, the current process is very costly. Therefore, researchers are looking toward a new source of human protein pharmaceuticals.