Industrial and Systems Engineering benefits
Engineering department named for Grado

By Lynn Nystrom

When Paul Torgersen was forming the College of Engineering’s Committee of 100 in the late 1970s, he had some 30,000 names of living alumni available to him. He called the list and asked some two dozen of the most distinguished graduates to join. One of these was John Grado, an industrial engineer from the class of 1951.

This invitation began a long-lasting relationship, and one that would benefit the university greatly.

Grado agreed to serve on the first Advisory Board to the college, along with men like Nick Mihalis, then president of Times, and Tom Maddock, then president of Boyle Engineering. Part of Torgersen’s charge to the board was to provide guidance to the college and to create a stronger linkage to its alumni.

“John did that and much more. He became a close friend and confidant,” says Torgersen. “Over the past 20 years, he has touched the hearts of many at Virginia Tech with his quiet and gentle demeanor. His concern for and close association with the college and the department makes the naming of the Industrial and Systems Engineering Department in John’s honor extremely meaningful.”

Torgersen referred to an endowment provided to the department by Grado that was announced recently at a black-tie dinner at the university’s German Club. Some 240 friends gathered to celebrate this alumnus’ most recent gift, an irrevocable trust, in addition to a series of other major contributions. In honor of his financial commitment, the Virginia Tech Board of Visitors approved the renaming of the department to the Grado Department of Industrial and Systems Engineering.

“John Grado’s generosity will impact virtually every department area from our (See ENGINEERING on 4)

University strategic-planning process picks up momentum

By Larry Hincker

President Charles Steger outlined for the university Board of Visitors at its November meeting the strategic-planning process for the remainder of the academic year.

“I do not think that we must fundamentally change the future directions of the university. However, I do think it is appropriate to focus and articulate our vision of tomorrow,” Steger said.

Guiding the planning process will be a Strategic Planning Steering Committee chaired by the president and comprised of deans, vice presidents, vice provosts, members of the University Advisory Council on Strategic Budgeting and Planning, and president of the Faculty Senate. Rosemary Blieszner, professor in the department of human development, will be staff and primary faculty liaison (see related story).

Steger suggested starting with the university’s current approach and strengths noting, “We will begin our discussion with the six strategic directions from the Update to the University Plan, 1996-2001. Should our strategic directions remain the same and, if not, how should they be modified?”

The Strategic Planning Committee will identify, for university-wide discussion, key factors that will affect Virginia Tech’s future. In turn, those likely will lead to key policy questions for the Board of Visitors. “For example, we must evaluate our current enrollment mix in the context of external dynamics and our desire to advance the research agenda,” Steger said.

Analyzing enrollment mix might lead to discussions of related factors such as graduate recruitment, funding for graduate research and teaching assistants, or release time for faculty members. “The list goes on. Each issue has its own policy ramification that the institution must identify and articulate for the board’s consideration,” Steger said.

He charged the executive leadership of deans, vice presidents, and vice provosts with developing a process for faculty and staff participation through each respective organizational unit.

The action agenda calls for identification of key factors by year’s end, subsequent university-wide discussion and deliberation through each organizational unit’s unique process, and identification of key policy issues by March 1. Specific action scenarios will be developed and the final action plan will be presented to the Board of Visitors at its June meeting.

In conclusion Steger said, “I realize that this is an aggressive agenda, but I sense that most of the university community has an innate understanding of the issues and decisions facing us. Through this process we will articulate those thoughts and, hopefully, develop a consensus for improving even further the Virginia Tech educational experience, the university’s programs of research and scholarship, and our constituency outreach.”

Blieszner appointed to staff planning effort

By Larry Hincker

President Charles Steger has appointed Rosemary Blieszner, professor of gerontology and family studies in the College of Human Resources and Education, as university director of strategic planning to oversee the strategic plan update. In this capacity, Blieszner will be staff to the (See BLIESZNER on 4)

SPECTRUM

BOV approves interdisciplinary grad degree

By Susan Trulove

Virginia Tech’s Board of Visitors has approved M.S. and Ph.D. degrees in macromolecular science and engineering (MACR). The new program takes advantage of the university’s strengths in materials science, chemistry, and macromolecular research and education in three colleges and numerous centers.

The MACR was jointly proposed by the colleges of Engineering, Arts and Sciences, and Natural Resources. It will be a collaboration of the departments of chemistry, physics, chemical engineering, civil and environmental engineering, materials science and engineering, and macromolecular science and engineering. The program will be staffed and primary faculty liaison Judy Riffe, professor of chemistry and Garth Wilkes, professor of chemical engineering, are providing leadership.

Several centers will also be affiliated with the program, enhancing research and support opportunities for students. The program will also provide a defined and stable degree for students affiliated with interdisciplinary centers. Affiliated centers include the Center for Adhesive and Sealant Sciences, Center for Composite Materials and Structures, and Center for Composite Materials and Structures.

(See BOV on 4)

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
http://www.unirel.vt.edu/spectrum/
VOLUME 23 NUMBER 12 FRIDAY, NOVEMBER 10, 2000
### Events

**Friday, 10**
Veteran’s Day, Staff Holiday.

**Saturday, 11**
University Open House.

**Monday, 13**
CEUT, 2:30-5 p.m., Newman Library: Call 1-6995 for information.

**Tuesday, 14**
CEUT, 2:30-4:30 p.m., DBHCC: Call 1-6995 for information.

### Activities

#### Friday, 10

**Women’s Basketball**
7 p.m., Cassell Coliseum: Liberty.

**TA-UT**, 8 p.m., Squires Haymarket Theatre: **Wild Goose Circus**.

#### Friday, 17

**Women’s Basketball**
7 p.m., Cassell Coliseum: Liberty.

**TA-UT**, 8 p.m., Squires Haymarket Theatre: **Wild Goose Circus**.

### Seminars

**Friday, 10**

**Highlands in Chemistry**, 11 a.m., 3 Davidson: Alexander McDermott, University of Houston.

**Physics**, 2:30-3:15 p.m., 210 Robeson: Richard Zallen.

**STS**, 3:30 p.m., CEC auditorium: Joseph Graves, Arizona State West.

**Monday, 13**

**Horticulture**, 4-5 p.m., 409 Saunders: Mark Schonbeck, Virginia Association for Biological Farming.

**Biochemistry**, 4 p.m., 223 Engel: Brian Hales, Louisiana State.

### Monday, 13

**Circus**.

**Virginians, VocalMotive**.

**Tuesday, 14**

**CEUT**, 2:30-4:30 p.m., **DBHCC**: Call 1-6995 for information.

### November Staff Senate meeting

This month’s Staff Senate meeting will be held at noon, Thursday, Nov. 16 in 655A McBryde. Wayne Donald (AIS Management) will speak on security awareness in an advanced-technology environment.

### Food-for-Fines drive begins November 20

Newman Library is accepting food for fines on Monday, Nov. 20 through Friday, Dec. 29. Participants may bring in canned food or monetary donations. Call 558-2130 for information.

### Final Alpine project event rescheduled

The final program of the “Focus On Switzerland and the European Alpine Region” project, originally scheduled for October 12, has been rescheduled for November: The event is free and open to the public: Call 1-5888 for information.

### By Susan Tavrow

Virginia Tech Intellectual Properties, Inc. (VTIP) is sponsoring a free seminar for the university community on “Reaching Over the Wall: University Intellectual Property and Outreach,” on November 28. Registration deadline is November 15.

Students are being asked to have a direct impact on society by creating industry, training to upgrade employee skills, and by directly assisting businesses through research and development. "VTIP Executive Vice President Mike Martin."

Martin said concerns that arise as a result of these activities include conflict of culture between the university and industry, conflict of commitment with academic and research mission, and conflict of interest between university employees and Virginia law.

The workshop will explore these conflicts, explain how the university is organizing to overcome these concerns, and illuminate how the intellectual property process can assist the outreach mission.

The program will be held in the Donaldson Brown Center auditorium from 9 a.m. to 4:30 p.m., with lunch provided.


Also, a panel discussion on "The Virginia Experience: IP Issues from Around the State," with Robert MacKnight of the University of Virginia, Jennifer Murphy of George Mason University, Richard Franson of Virginia Commonwealth University, and Martin representing Virginia Tech.


Ted Rappaport, president of Wireless Valley, will be the luncheon speaker.

During the afternoon, there will be five concurrent sessions on “Issues in IP.”

There will be sequential presentations on "Starting a Business," by Hugh Wellons of Flippin Densmore Morse & Jesse; "The Proposed Institute for Information Technology: Outreach and IP," by Leonard Ferrari, vice (See CONFERENCE on 4)
Virginia Tech does not discriminate against employees, students, or applicants on the basis of race, color, gender, age, religion, national origin, sex, sexual orientation, or political affiliation. Any person having a concern regarding discrimination or accessibility regarding the programs described in this newsletter should contact the Director of the Opportunity Affirmation Action Office: 540-231-7501 (v), 540-231-9402 (TTY).

Spectrum, a faculty-staff tabloid, is published each Friday during the academic year, with the exception of certain holidays, exam weeks, and the summer. Copy deadline is noon Friday. No advertising is accepted.

Spectrum is a non-profit publication of the Office of University Relations. Lawrence G. Hincker, associate vice president for University Relations, David Nutter, associate director for Public Affairs. Editor John Aubey, 1-9561

Assistant Editor Kimberly Richards-Thomsen, 1-4038

Production Manager Melinda Shaver, 1-8524

Business Manager 1-9561

Letters to the editor and questions for "Ask Spectrum" should be addressed to the editor, 105 Media Building, Virginia Tech, Blacksburg, VA 24061-0001. Spectrum is available online at http://www.vt.edu/qspect.htm.

SPECTRUM FRIDAY, NOVEMBER 10, 2000 3

EMPLOYMENT

Classified Positions

The following classified positions are currently available. More details of these positions, specific application procedures and position-closing dates may be found on the Personnel Services web site at http://www.ps.vt.edu. Available positions are also listed in the Job Line, a 24-hour recorded message service. For information on all job listings, call 5-3000. Some of the following positions require a "W" are hourly and do not include state benefits.

Individuals with disabilities desiring assistance or accommodation in the application process should call by the application deadline. Closing date for advertised positions is 1 p.m. Monday. An EOA/AA employer committed to diversity.

FULL TIME


Administrative/Research Assistant, 007674T, Pay Band 4, ECE.

Administrative Assistant, 001164L, Pay Band 3, Computing Center.

Administrative Assistant, 006518L, Pay Band 3, University Development.

Administrative Assistant, 002811R, Pay Band 3, Executive Vice President.

Admissions Plans/Clearances Team Member, 001534R, Pay Band 3, Graduate School.

Animal Care Supervisor, 006989J, Pay Band 4, Veterinary Teaching Hospital.

Animal Care Technician, 002281T, Pay Band 3, Biology.

Animal Care Technician, 007617M, Pay Band 2, Veterinary Teaching Hospital.

Assistant Manager, 005522H, Pay Band 3, RDP/Dietrix Express.

Computers Systems Engineer, 006991J, Pay Band 5, RMS.

Computer Systems Engineer, 001894T, Pay Band 5, CS.

Computer Systems Engineer, 001805T, Pay Band 5, CS.

Customer Service Manager, Student Center, 001183L, Pay Band 3, USA.


Data Entry Operator, 002527F, Pay Band 2, University Business Office.

Database/Application Development Specialist, 007203R, Pay Band 5, RMS.

Director, Gift Accounting/Constituent Record Management, 001450L, Pay Band 5, University Development.

Dishwasher, 002647H, Pay Band 1, RDP/Shultz Dining Center.

Editor, Virginia Tech Magazine, 000654L, Pay Band 5, University Relations/Outreach Communications.

Editor/Communications Coordinator, 007591G, Pay Band 3, ORD.

Electrician, 007565G, Pay Band 3, Physical Plant.

Electronic Technician, 007656J, Pay Band 4, VTI.

Executive Chef, 002066H, Pay Band 4, RDP/Shultz Dining Center.


Full-time food-service position available. Genomics Laboratory Technician, 007667T, Pay Band 3, VBI.

Housekeeping Worker, 002005C, Pay Band 1, Physical Plant.

Housekeeping Worker, 001631G, Pay Band 1, DBHCC.

Housekeeping Worker Senior, 002745H, Pay Band 1, RDP.

Housekeeping Worker Senior, 009620H, Pay Band 1, RDP.

Intercenter for Deaf, 007472J, Pay Band 3, Dean of Students.

Lab Specialist, 001972M, Pay Band 3, CVM/MCO Academic Affairs.

Laboratory Specialist Advanced, 003373M, Pay Band 4, BSE.

Medical Technologist, 002596J, Pay Band 4, Veterinary Teaching Hospital.

Medical Technologist (Surgical Ward Technician), 002637J, Pay Band 4, Veterinary Teaching Hospital.

Office Assistant, 007677T, Pay Band 2, VBI.

Office Manager/Administrative Assistant, 000087T, Pay Band 3, CE.

Operations Assistant, 007049H, Pay Band 1, RDP/Dee's Place.

Powerline Worker, 006254G, Pay Band 3, Facilities.

Program Support Technician, 000090C, Pay Band 1, Veterinary Teaching Hospital.

Program Support Technician, 000282T, Pay Band 3, Scholarships/Financial Aid.

Program Planner, 007683G, Pay Band 5, IDL.

Receptionist/Secretary, 007542T, Pay Band 2, Veterinary Teaching Hospital.

Security Lead Guard (Parking Enforce- ment Off.), 0021119G, Pay Band 1, Parking Services.

Sous Chef, 000949H, Pay Band 3, RDP/Southgate Bake Shop.

Special Projects/Utilities Crew, 000216H, Pay Band 1, RDP.

Specialist Procedures Technician, 007674M, Pay Band 3, Veterinary Teaching Hospital.

Systems Analyst, 007343L, Pay Band 6, ISC.

Transit Articulation Coordinator, 006684R, Pay Band 3, Registrar.

Truck Driver, 0076687, Pay Band 3, Chemistry.

Virginia Tech Webmaster, 001168L, Pay Band 5, Information Technology.

Warehouse Supervisor - Telecommuni- cations, 000498A, Pay Band 4, CNS.

Office Assistant, 003123T, Pay Band 3, Biology.

PART TIME

Administrative Assistant, 0023160L, Pay Band 3, 4EHP/UCA.

Admissions Plans/Clearances Team Member, 001246R, Pay Band 2, Graduate-School Animal Care Tech B, 002194J, Pay Band 2, CVM.

Animal Care Technician A, 002675MT, Pay Band 1, Veterinary Teaching Hospital.

Animal Care Technician A, 002563M, Pay Band 1, Veterinary Teaching Hospital.

Animal Care Technician A, 002215JS, Pay Band 1, Veterinary Teaching Hospital.

Animal Care Technician B, 002565M, Pay Band 2, Veterinary Teaching Hospital.

AVsional Audiovisual Technician, 002410T, Pay Band 2, Veterinary Teaching Hospital.

Bus Driver, 0023140R, Pay Band 1, Motor Pool.

Computer Technician, 0023142R, Pay Band 3, VBI.

Fiscal Technician, 0022852F, Pay Band 3, Burgess Center.

Flight Instructor, 0023153R, Pay Band 4, Airport.

Three part-time food-operations positions available: Graduation Analyst, 0022980R, Pay Band 2, University Relations.

Head Coach, 0032162J, Pay Band 1, Athletics.

Housekeeping Worker, 0022499H, Pay Band 1, Health Center.

Housekeeping Worker, 0022499H, Pay Band 1, Health Center.

Lab Assistant, 0021615M, Pay Band 2, Entomology.

Lab Assistant, 0023164M, Pay Band 2, Entomology.

Laboratory Technician Senior, 0020117G, Pay Band 2, EHSS.

Radiologic Technician, 0022285T, Pay Band 3, Provost.

Office Services Supervisor, 0020388J, Pay Band 2, Veterinary Teaching Hospital.

Office Services Supervisor, 002248T, Pay Band 2, CVM.

Night ICU Vet Technician, 002218M, Pay Band 2, Veterinary Teaching Hospital.

Payroll Technician, 0022145M, Pay Band 2, Veterinary Teaching Hospital.

Pharmacy Assistant A, 0020388J, Pay Band 2, Veterinary Teaching Hospital.

Radiologic Technician, 0022412M, Pay Band 3, Veterinary Teaching Hospital.

Television Systems Engineer, 001706R, Pay Band 4, Roanoake Center.

Board of Directors

Continued from page 1

recognized,” Stephenson said. “This scholarship, like those Fred Durham established, will have an impact on current and future students.”

Durham’s support of Virginia Tech spanned more than two decades and totaled more than $1.5 million. He established the Fred D. Durham Endowed Chair in Engineering, the Fred D. Durham Endowed Scholarship Fund, and the Benjamin F. Bock Endowed Scholarship Fund.

“During his life, my father did not want any recognition although he helped out quite a few people,” Davenport said. “I feel it is a wonderful tribute to his memory to let people know what he did.”

Durham enrolled at Virginia Tech in 1917 but interrupted his studies after three years and traveled around the world on a tramp steamer. He returned to school and garnered a B.S. degree in civil engineering in 1922. Durham and his partner formed the Dover Corporation and built it into one of the nation’s leading manufacturers of automotive products.

Duruham is the university’s newest engineering building and houses the departments of Civil, Electrical, Industrial, and Systems, and Mechanical Engineering. The building was first opened for classes in the spring semester of 1999.
Multicultural Affairs issues university diversity plan

By Clara B. Cox

The university’s diversity strategic plan for 2000–05—“The Faces of Change”—has been published and distributed to faculty and staff members by the Office of Multicultural Affairs. The plan was also distributed to members of the Board of Visitors at their November 5–6 meeting.

According to Ben Dixon, vice president for multicultural affairs, the plan “grew directly from a variety of assessment and planning activities designed to determine where we were and where we needed to be with respect to the participation of women, racial/ethnic minorities, people with disabilities, and other under-represented groups within the university community.”

The plan focuses on five goals:
1. Developing activities and programs designed to increase and enhance student, faculty, and staff diversity, particularly focusing on racial/ethnic and gender differences, at all levels of the university;
2. Developing programs designed to improve the organization and climate for students, faculty and staff members, and that are aligned with one or more of the university’s core values;
3. Identifying and/or developing a comprehensive program of education and training opportunities for all segments of the university community that are related to recognizing, valuing, and effectively managing differences;
4. Developing a comprehensive system of responsibility, accountability, and recognition for increasing campus diversity, improving campus climate, and creating a culturally diverse community on campus; and
5. Developing internal and external collaborations that will build the capacity for extending diversity and multicultural education to the various communities affiliated with Virginia Tech.

Each goal includes tasks necessary for reaching the goal as well as measurements, timelines, and names of people responsible for accomplishing the tasks.

Also included are summaries of current and status data, the research, Virginia Tech’s core values, and tools and resources for implementing the plan.

In a letter to the university community that is included with the plan, President Charles Steger wrote: “The university diversity strategic plan is our guide to assuring that issues of equity, diversity, and multiculturalism are ongoing considerations as we implement our important academic, research, and outreach goals and initiatives.”

Additional copies of the publication are available from the Office of Multicultural Affairs at 1-820.

For more information on the long-term care plan, call Acterna at 1-877-894-2470 (toll-free) or www.aetnauhc.com/custom/group/commonwealth. Contact Employee Benefits at 1-7779.

CONFERENCE
Continued from 2


Lunch is included in the free seminar; however, registration is required by November 15 for the lunch. Register on line at www.vtseqp.org. For more information, contact Debbie Lucas at 951-9374 or e-mail lucasd@vt.edu.