February workshops target faculty-retention issues

By Annette Calhoun

The Provost’s Office, the Office of Multicultural Affairs, and the College of Human Sciences and Education are sponsoring a day-long series of workshops on faculty retention.

Cathy A. Trower, principal investigator on the Study of New Scholars at Harvard University, will facilitate the multi-part program for Wednesday, Feb. 12. She is an author and lecturer on diversity, women-and-minority-faculty issues, tenure policies and practices, and faculty-recruitment strategies.

Over 360 academic department heads, chairs, and directors have been invited to attend a 7 a.m. breakfast roundtable, followed by discussion from 7:30 to 8:55 a.m. on “Why So Many Faculty Diversity Initiatives Fail and How to Make Sure Ours Succeed.” At the roundtable, Trower will present national data about women and under-represented minorities, including reasons why endeavors to hire or retain may flounder.

The first morning session, held at the breakfast roundtable and then facilitate small group discussions for achieving faculty diversity. Afterwards, all administrators will meet once more to create a “diversity dashboard” of key indicators and how progress toward identifying goals will be measured.

University administrators are requested to RSVP to Karen Joest at kjosest@vt.edu if they plan to attend. A luncheon from 11:30 a.m. to 1 p.m. in the Owens south banquet room is open to all morning participants.

The afternoon campus-wide forum “Faculty Diversity: New Vision, New Voices,” is open to the public. It will be held in the south Owens banquet room from 1:30 to 3 p.m.

Trower will lead a panel discussion among campus administrators, including Board of Visitors member Ben Davenport, English Department Chair Lucinda Roy, Graduate School Dean Karen DePauw, and Senior Vice President and Provost Mark McNamara.

The panel plans to respond to the national data on faculty diversity presented in the morning sessions and to engage in a dialogue to develop creative solutions regarding current diversity issues at Virginia Tech. Their stated goal is to address how all

(See FEBRUARY on 2)

Political analyst Russert to speak on campus

By Sookhan Ho

Tim Russert, NBC political analyst and moderator of its “Meet the Press” program, will give a talk on Thursday, March 13, at 7:30 p.m. in Burruss auditorium.

Russert is the featured speaker for the Cutchins Distinguished Lecture, sponsored by the Major General W. Thomas Rice Corps of Cadets Center for Leader Development in the Pamplin College of Business. His talk, “An Inside View from Washington,” is open to the public at no charge.

Russert, who joined NBC News in 1984, is a senior vice president at the network and its Washington bureau chief. He also anchors “The Tim Russert Show,” a weekly program on CNBC that examines the media’s role in American society, and is a contributing anchor for MSNBC.

He began moderating “Meet the Press” in December 1991. Now in its 55th year, the Sunday morning interview show is the nation’s longest-running program on network television. In 2001, The Washingtonian magazine named Russert the best and most influential journalist in Washington, D.C., and described “Meet the Press” as “the most interesting and important hour on television.”

Russert’s “Decision 2000” interviews with George W. Bush and Al Gore won the Annenberg Center’s Walter Cronkite Award and the Radio and Television Correspondents’ highest honor, the Joan S. Barone Award. He is also the recipient of the John Peter Zenger Award, the American Legion Journalism Award, and the Allen H. Neuharth Award for Excellence in Journalism.

He has received 22 honorary doctorates (See POLITICAL on 4)
**TUESDAY, 4**
ULD Computer Skill Course, 8:30 a.m. to 4:30 p.m., 3080 Torgersen.
Faculty Development Workshop, 10 a.m. to noon, 3080 Torgersen.
Faculty Development Workshop, 10 a.m. to noon, 3060 Torgersen.
Faculty Development Workshop, 10 a.m. to noon, 3060 Torgersen.
Faculty Development Workshop, 3 to 5 p.m., 3060 Torgersen.
Faculty Development Workshop, 3 to 5 p.m., 3060 Torgersen.
Women's Basketball, 7 p.m.: At Seton Hall.

**WEDNESDAY, 5**
VTIP Seminar: CANCELLED.
ULD Computer Skill Course, 8:30 a.m. to 4:30 p.m., 3080 Torgersen.

**THURSDAY, 6**
ULD Computer Skill Course, 8:30 a.m. to 4:30 p.m., 3080 Torgersen.

**FRIDAY, 7**
ULD Computer Skill Course, 8:30 a.m. to 4:30 p.m., 3080 Torgersen.

**EVENTS**

**Friday, 31**
Pay Day for Faculty and Staff Members.
ULD Computer Skill Course, 8:30 a.m. to 4:30 p.m., 3080 Torgersen.

**Saturday, 1**
Women’s Basketball, 2 p.m., Cassell Coliseum: Prov. Mountain 73-70.
Men’s Basketball, 7:30 p.m.: At Providence.

**Monday, 3**
ULD Computer Skill Course, 8:30 a.m. to 4:30 p.m., 3080 Torgersen.
Faculty Development Workshop, 10 a.m. to noon, 1120 Torgersen.
Faculty Development Workshop, 3 to 5 p.m., 1120 Torgersen.
Faculty Development Workshop, 3 to 5 p.m., 3060 Torgersen.
University Council Meets, 3 to 5 p.m., 1045 Pamplin.
Horticulture Garden Class, 7 to 9 p.m., Greenhouse complex room: Robert McDuffie.

**Wednesday, 5**
VITIP Seminar: CANCELLED.
ULD Computer Skill Course, 8:30 a.m. to 4:30 p.m., 3080 Torgersen.

**Thursday, 6**
ULD Computer Skill Course, 8:30 a.m. to 4:30 p.m., 3080 Torgersen.

**TECHNOLOGY**

**COMPUTER**

**(previous content continues)**

**Two Examples**

To consider a minor example, a usage scenario could be devised for a cell phone that would put the system in the “sleep” mode during times when the probability of usage is low and keep the system in a “ready” mode when incoming and outgoing calls are expected and fast action is required. Such a strategy would reduce power use and increase the life of the battery while optimizing the cell phone’s performance.

Using a probability-analysis modeling tool called PRISM, which he worked with at the University of Birmingham in England during the summer of 2002, Shukla will devise usage strategies for a network of wireless computers. Based on analyses of the usage frequences and probabilities of all the computers in a networked embedded system, he will attempt to create a strategy that will reduce power use while increasing performance.

“Eventually, companies will use probability design in developing embedded computer systems for everything from small wireless devices to large-scale computer networks,” Shukla said. One company in the U.S. and a research institute in France already have expressed interest in the outcome of his research.

Shukla also plans to develop graduate and undergraduate courses in embedded computer systems and to support the work of student assistants in FERMAT (Formal Engineering Research with Modeling, Abstraction and Transformation), the new research laboratory he has founded.

Dinner, on Friday, Feb. 14 from 7 to 10:00 p.m. in Owens Banquet Hall. The evening will feature entertainment by the Music Department’s vocal jazz ensemble, The New Virginians, along with a four-course dinner with wine, catered by Personal Touch Catering.

Proceeds benefit members of The New Virginians as they prepare to travel and compete in the Western Michigan University Gold Company Vocal Jazz Invitational Festival. Tickets are available in the Music Department (1-5855) or Volume II Bookstore (Paul Clark, 1-9674). Price for the event is $40 per person.

RDP seeks award nominations

The Department of Residential and Dining Programs (RDP) is seeking nominations for the 2002-2003 A. Alan Baird Award. The award honors the student who has contributed the most to the residence-hall program during or culminating in the current academic year. All students are eligible for the award, including freshmen, sophomores, juniors, and seniors. The award is named for A. Alan Baird, who served as Director of Residential Life for 25 years. Nominations will be reviewed and the winner will be named at a formal dinner, to be held on March 17, at 6 p.m. in Owens Hall.

The New Virginians will present a Vocal Jazz Benefit Dinner, on Friday, Feb. 14 from 7 to 10:00 p.m. in Owens Banquet Hall. The evening will feature entertainment by the Music Department’s vocal jazz ensemble, The New Virginians, along with a four-course dinner with wine, catered by Personal Touch Catering.

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**FEBRUARY**

**continued from 1**

can create and participate in an inclusive and productive environment at Virginia Tech.

Those planning to attend the afternoon session are requested to RSVP to joest@vt.edu. For more information about the programs, contact Katherine Allen, Department of Human Development at 1-6526 or e-mail kallen@vt.edu.

The University-wide Workshop on Faculty Retention is part of a pilot program for new faculty members. The Diversity Committee of the College of Human Sciences and Education, in cooperation with the Office of Multicultural Affairs, and with support from the Office of the Provost, has developed a series of pilot programs to create and sustain a supportive climate for all new faculty members.

These programs include focus groups where new faculty members explore initiatives that will support their success and retention; mentoring breakfasts and workshops for new faculty members; a benchmarking retention project to examine which peer top-30 research institutions are doing to support and retain faculty members; and a college-wide diversity summit, which plans to identify resources necessary to support faculty retention practices.

The first Faculty Retention focus group is scheduled for Thursday, Feb. 13, from 2 to 3:15 p.m. at Donaldson Brown Conference Center. At this initial meeting, the group will examine what the university is doing to help underrepresented faculty members feel supported. The group will explore alternatives to current practices and develop initiatives that could further support underrepresented faculty success and retention.

The focus-group facilitator is a community member and is not affiliated with Virginia Tech. All information shared at the meeting will be confidential and anonymous. Interested faculty members are invited to RSVP Joest.
Professor becomes first woman in Library of Living Philosophers

By Sally Harris

With the publication of one book, Virginia Tech philosopher Marjorie Grene became the first woman on the ranks of such great philosophers as Albert Einstein (philosopher-scientist), Jean-Paul Sartre, John Dewey, Alfred North Whitehead, Bertrand Russell, Paul Weiss, and Donald Davidson.

The Library of Living Philosophers has published The Philosophy of Marjorie Grene, edited by Randall E. Auxier and Lewis Edwin Hahn. This volume is number 29 in a series of volumes edited by Randall E. Auxier and Lewis Edwin Hahn. Such great philosophers as Albert Einstein (philosopher-scientist), Jean-Paul Sartre, John Dewey, Alfred North Whitehead, and Bertrand Russell have written about a wide variety of topics, according to Auxier in the book’s preface. “Professor Grene has written about a wide variety of philosophical topics and issues over her long career,” Auxier wrote. “Particularly she made and continues to make major contributions to the philosophy of biology, a field in which she has been an important voice in the community of biological theorists on their on-going discussion of evolution and its various possible interpretations.” Grene believes human beings must be studied in the context of their time and not in terms only of “consciousness.” “My daughter’s dog is conscious,” she said. “In fact, Auxier wrote, “…the human being.” In fact, Auxier wrote, “…the charm and dry wit of Professor Grene’s writing might hold for us a certain danger, namely a tendency to underestimate the difficulties she faced as a woman in the middle portion of the twentieth century. Among linguistic positions and recognition for her ideas—recognition that men with only a fraction of her talent and learning could easily have commanded.”

Grene was interested in philosophy when she started college in 1927 at Wellesley, but she dropped out of this education with a minor in English. She went to Germany as an exchange student, where she attended lectures of Heidegger and Jaspers. She came home in 1933 and earned a Ph.D. at Brown University. “Women went to Harvard in those days,” she said. “She enjoyed teaching the history of philosophy, but her appointment at the University of Chicago was not renewed during the war. She moved to Ireland, where she taught for five years at Queen’s University, Belfast, and then came back to the U.S., to the University of California at Davis. Richard Burian, a professor of philosophy at Virginia Tech who describes Grene’s career as “remarkable,” said Grene overcame the difficulties of being a woman in a man’s profession because “she came in as a curious outsider and found a way to produce serious criticisms that had a serious impact in the fields” about which she wrote.

Grene became adjunct professor and honorary associate professor when she moved to Virginia Tech in 1988. In addition to her time at Queen’s and at UCDavis, she has had visiting appointments at a number of other institutions. She has earned numerous awards, including fellowship in the American Academy of Arts and Sciences and American Association for the Advancement of Science. She has published 12 books, including those on Heidegger, Aristotle, Sartre, and Descartes.

The volume in The Library of Living Philosophers includes an intellectual autobiography of Grene and a series of essays written by prominent exponents and intellectual of her thought, as well as Grene’s responses.

REMARKS

Continued from 1 education opens doors of opportunity, and encourages individuals to be self-motivated, involved, and responsive to the needs of their communities. In short, the educated citizen is a more productive citizen.

Virginia public education has a reputation for excellence—from our pre-kindergarten programs up through our doctoral offerings. As educators at all levels, our roles are inextricably linked as we work toward main¬
ing a high-quality education system.

In the primary and secondary schools, teachers establish the foundation upon which each child’s education is built. It is impossible to quantify the impact that a good teacher has on the mind of a young child. Teachers spark imagination, help create the thirst for knowledge, and develop a child’s passion for learning. In higher education, we build on that foundation—equipping young people with the skills to think critically and become productive citizens of the world.

K-12 also serves as the pipeline that fills Virginia’s colleges and universities. It is imperative that students from every region of the state be well prepared so that our cam-
puses reflect the rich diversity of Virginia’s citi¬zens.

Virginia’s higher education system is re¬sponsible for preparing the teachers who will serve the Commonwealth’s Pre-K through 12 programs. It is a job we are proud to offer rigorous and thorough training programs for new teachers. Our research helps us develop new teaching methodologies and modes of delivery. We also provide professional develop¬ment opportunities for experienced teachers—providing them with on-going training to en¬hance and update their skills. At Virginia Tech and other universities, we offer reduced tuition for K-12 educators pursuing re-certification or advanced degrees in education.

As we strive to provide our students the highest-quality education possible, foremost in our minds is the state’s fiscal crisis, which has

EMPLOYMENT

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

Classified Positions

FULL TIME

Two full-time food-service positions available.

Assistant Director of Budget Operations: E&G Budget Manager, 001951F, PB 5, CVM.

Automotive Mechanic, 00603F, PB 3, Motor Pool.

Dispatcher, Motor Pool, 00756F, PB 2, Motor Pool.


Field Service Technician Senior, 00730F, PB 4, Power Plant.

Fiscal Technician, CCCC00, PB 9, VTF.

Front Office Manager, 001144G, PB 3, intro.

HV Technician, 008001H, PB 3, RDP, had severe effects on Virginia public education. In 2002, higher education faced a $342 million base budget shortfall. As a result of the budget reductions to higher education nearly 3,000 courses have been eliminated, tuition has increased, and next year there will be 1,500 fewer faculty members in our classrooms. Students will find it more difficult to graduate in four years, adding thousands of dollars to the cost of their education. At the same time, the State Council of Higher Education projects at least 32,000 new students in public institutions over the next eight years. At the community-college level, enroll¬ment has exceeded initial projections. Ten thou¬sand of the 12,000 students who were projected to enter this decade are already in the commu¬nity-college system.

Although K-12 programs were spared out-right cuts, a 2002 report released by the General Assembly’s Joint Legislative Audit and Review Commission indicated that K-12 programs were already severely under-funded. Furthermore, this report showed that approximately 140,000 students were receiving Virginia public school aid between fiscal year 1985 and fiscal year 2000. State resources have been insufficient to accom¬modate these increased pressure on local governments to fill the funding gap. Enrollments are only expected to grow in coming years.

Just as we work together to provide a seamless system of high-quality public educa¬tion, higher education and K-12 must join forces to address these challenges. We must ensure that our young people receive the best education we can provide them, and that Virginia schools remain synonymous with excellence.

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

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HV Technician, 008001H, PB 3, RDP,
Foundation grant awarded for Civil War newspapers web site

By Clara B. Cox

A long-neglected component in American Civil War research will receive new emphasis and scholarly attention thanks to a grant to the Virginia Center for Civil War Studies at Virginia Tech. The Atlanta-based Watson-Brown Foundation has awarded $209,000 to the center to develop a comprehensive on-line index of Civil War newspapers, which will provide historians, scholars, students, and other interested parties with ready access to an important, but largely untapped, reservoir of primary source material.

The new Civil War Newspapers web site will feature scan-able image documents of complete wartime runs of selected newspapers from both North and South; provide detailed indexes for each newspaper in the collection; and ultimately result in comprehensive, cross-referenced master indexes identifying content in all newspapers that are part of the database, including those added over time.

Until now, the practical use of Civil War newspapers as a research tool has been hampered by their relative inaccessibility. Only a very few are available on web sites, and fewer still have been properly indexed. Compounding the problem, the collections that do exist are held in widely scattered repositories and generally are available only on microfilm. Researchers are thus required to travel long distances and devote great amounts of time scrolling through page after page of hard-to-read film just to locate items of possible interest. All of this will change as increasing numbers of wartime editions are indexed and added to the Civil War Newspapers database.

The conventional thinking among many historians and academics has also held that newspaper reporting during the Civil War presented a biased and highly opinionated perspective on events, and was therefore of questionable value in serious historical research. But that thinking has changed in recent years as these documents have come to be recognized for the important social context they provide.

“Newspapers of the period were certainly staunchly partisan in terms of their editorial voice,” said William C. Davis, VCCWS director of programs. “But beyond the editorial page there exists a great and virtually untapped resource of letters from the combatants, including those held in prisoner-of-war camps; accounts by local residents of activities on the home front; and even commercial advertisements that provide an accurate barometer of the status of consumer goods and the economy in general.”

The Civil War Newspapers web site will be open to scholars and the general public alike. According to VCCWS Executive Director James I. Robertson Jr., “It will provide an incalculable mass of information on every topic germane to historians of the era, from race, class, and gender, to politics, the economy, and military affairs.”

“The benefit to professional historians and scholars is self-evident,” Robertson said, “and will be reflected in the enhanced authority with which they write and teach. Graduate and undergraduate students will find that this site enables them to prepare better-informed research papers, at the same time providing them with hands-on experience in the use of primary source material. Even high-school and junior-high students will benefit from having access to—and becoming familiar with—the uses, advantages, and limitations of primary source materials.”

Following completion of web-page design, the center will use two pilot newspapers to evaluate the site for functionality, ease of use, and accessibility. The on-going project will provide four two-year graduate assistantships to handle the indexing.

Rohr honored for public administration book

By Sarah Newbill

Center for Public Administration and Policy Professor John Rohr was recently awarded the Louis Brownlow Award presented annually by the National Academy of Public Administration for his book Civil Servants and Their Constitutions.

The award is the highest annual award issued for excellence in public-administration literature, and recognizes outstanding contributions on topics of wide contemporary interest to both practitioners and scholars in the field of public administration. It is awarded to an author who provides new insights, fresh analysis, and original ideas that contribute to the understanding of the role of governmental institutions and how they can most effectively serve the public. He was presented the award at the national meeting in November.

Rohr is the 2002 American Society for Public Administration’s Dwight Waldo Award recipient. He received the award in March for outstanding lifetime career contributions to the literature and leadership of public administration.

He has authored seven books and lectured extensively on the constitutional foundations of public administration and on ethical issues that confront the career civil servant.

In 1988, Rohr received the Distinguished Research Award presented jointly by the American Society for Public Administration (ASPA) and the National Association of Schools of Public Affairs and Administration (NASPAA). The following year he received a Fulbright Research Scholar Award and spent nine months in Paris at the Institut d’Études Politiques de Paris.

During his professional career, Rohr was also selected as a fellow by the NASPAA and during this fellowship served as associate director of the General Management Training Center of the U.S. Civil Service Commission. In 1995, he was selected as a fellow of the National Academy of Public Administration, and in 1997 received the College of Architecture and Urban Studies’ award for teaching excellence.