

SPECTRUM

Virginia
Tech
VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

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TODAY'S EDITION
See page 5
for Commencement
information.

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 that time will be to develop a roster of qualified and interested candidates.

A draft statement describing the qualities and qualifications of the president has been developed, and a summary of the statement will soon be used to advertise the position, Madigan said. The draft statement will also be accessible on the committee's web site.

In addition to advertisements in higher-

education-related publications, Madigan said, the committee will be in contact with knowledgeable persons and organizations regarding possible candidates for the position. "We are encouraging nominations by faculty and staff members, alumni, and other interested parties, preferably in writing," Madigan said. Nominations should be sent to VT Presidential Search Committee, mail code 0472.

Earlier this spring, the university, using private funds, hired the executive search firm of Baker, Parker and Associates of Atlanta to assist in conducting a nation-wide search for a new president.

"Hiring an outside search firm is increasingly common when you're looking for a president of a major university like Virginia

Tech," said Larry Hincker, assistant vice president for University Relations.

"The best candidates for top executive positions will typically not submit applications in response to advertisements," Madigan said.

"The type of people we are seeking are not actively looking for another position and thus need 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 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 diversity, both in regard to the makeup of the university's student body and to the composition of the faculty and staff. Virginia Tech should be an institution which should effectively prepare its students to live in an international society, one speaker said. The next president should understand internationalism and diversity for the university to achieve its potential.

Other speakers called for candidates who embody the imagination, energy, and commitment to address difficulty issues in the university's future.

(See *PRESIDENTIAL* on 7)

Motorola donates semiconductor tools to university

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 (VMEC) 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 estimation 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 room 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. The clean rooms will have a combined space of more than 4,000 square feet, said Hendricks, who expects the facilities to be in operation by fall semester 2000.

(See *MOTOROLA* on 7)



COMMENCEMENT TIME Commencement exercises are scheduled to begin Friday, May 14, with graduate exercises, followed by the undergraduate ceremony on Saturday. See page 5 for details on Commencement activities. (R. Griffiths)

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

By Clara 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 I. 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. He said he hoped that other fifth-grade classes in Virginia would follow the example set by those at the Blacksburg school.

Joan Nunnally, a fifth-grade teacher who spearheaded the project, said that the students were impressed with Robertson, who talked to them in January about the Civil War. Fifth-graders spend 14 weeks studying the war as part of their history class.

When Virginia Tech announced plans to establish a Civil War center, Nunnally asked the students if they wanted to help. The idea of doing odd jobs to raise money came from the students.

When Robertson heard about the project, he said he was "moved to tears." He recalled

(See *FIFTH-GRADERS* on 8)

Summer intern program assists minority students

By Stewart MacInnis

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

The opportunity: to be a part of the Virginia Tech Minority Summer Research Internship Program. Now in its sixth year, the program aims to increase the percentage of minorities professionally involved in fields with historically low numbers of minorities or females. At the same time, it seeks to help some of the keenest undergraduate students to decide whether research and science is a life they want to pursue.

"This is helping me to narrow down which areas of study I like, and to gain research experience that will help build my resume," said Ayonda Moore, a mathematics student at Elizabeth City State University who participated last summer.

Ahnekii Johnson, a history major at Hampton University, was looking for an educational experience to gauge whether she wanted to enter graduate school.

"I knew the program would give me a taste of what graduate school would be like. There are also sessions on how to be accepted to graduate school that would help," said Johnson.

During the summer program the interns spend 10 weeks on the Virginia Tech campus, working 40 hours a week on original research projects supervised by faculty advisers. The research is on a subject of the students' choice within one of the university's six colleges that are part of the program.

Since the program began in 1993, 84 students have participated. Two-thirds of these students are from Virginia or Virginia colleges. Students from 15 institutions in 10 states participated in this summer's program.

(See *SUMMER* on 7)

NEWSMAKERS

Virginia Tech faculty and staff members and students are often the subject of significant national and state-wide news coverage. To better inform the university community about these accomplishments, the Office of University Relations has compiled this monthly report. This report excludes coverage in the Roanoke news-media market. For more information about the articles mentioned, call Julie Kane, university public-relations specialist, at 1-9934, or contact your college public-relations office.

(U.S. Department of the Interior publication) *People, Land & Water* (January/February 99): Professor of Fisheries and Wildlife Sciences, **Richard J. Neves**, authored the article "Breakthrough Research Launches Recovery of Endangered Mussels." The article's featured photographs were taken by Neves. In addition to being a professor with the university, he is also the chief of the Virginia Cooperative Fish and Wildlife Research Unit.

Virginia News Network (March 29): Horticulture professor **Charles O'Dell** talked about efforts to increase strawberry production in Virginia.

Richmond Times-Dispatch (March 29): Agricultural and Applied Economics Professor **Wayne Purcell's** Rural Economic Analysis Program report on agricultural industrialization was profiled in the business section.

Montreal Gazette (April 3): **Don Chance**, First Union professor of financial risk management, was quoted in the article "The Chicago Option: Montreal Exchange Faces Fierce Competition in Derivatives Markets."

Virginia News Network (April 8): **Wayne Purcell** described Virginia Cooperative Extension's efforts to help tobacco farmers in light of the national tobacco settlement.

Progressive Engineer (March/April): The lead article is a feature about electrical and computer engineering professor **Ted Rappaport**, his innovative research in wireless technology, and the Virginia Tech Mobile & Portable Radio Research Group that he founded.

New York Times (April 15): A story about a conference on technology and literature included Virginia Tech's *New River Journal* edited by associate professor of English Ed Falco.

(Washington, DC) **WUSA-TV** (April 16): A story outlined Virginia Tech's preference for on-line admissions applications from high-school seniors.

Virginia News Network (April 18): Agricultural and Applied Economics professor **Wayne Purcell** discussed the "Wal-Marting" of American agriculture and the problems of small farmers trying to keep their operations going.

Virginian Pilot (April 18): Finance professor **George Morgan** was quoted in a story "MergerMergerMerger: an Unprecedented Number of Companies are Consolidating."

ABC News (April 20): A story on the 'first tree' was broadcast, quoting **Stephen Scheckler**, a professor of biology and geological sciences at Virginia Tech.

Washington Post (April 23): **Scheckler's** research on old trees was included in the Science Notebook wrap-up.

(Richmond, Virginia News Network) **WBWT-TV, WTVR-TV** (April 27): All ran reports of the **Virginia Tech Board of Visitor's** decision that undergraduates demonstrate a proficiency in American history.

ACHIEVERS

Bruce Zoecklein, assistant professor of food science and technology, and Ken Fuglesang of California State University at Fresno received the annual research award given by the Napa Valley Wine Research Council. The award was given for their work on the influence of yeast on grape-derived aroma/ flavor precursors.

Norman G. Marriott, professor of food science and technology, has received the Frances J. Ockerman International Award from Ohio State University. He gave two presentations on Hazard Analysis and Critical Control Points at two short courses conducted in Ohio. In addition, he recently conducted a short course in Smithfield to assist meat plants with their compliance with new meat inspection regulations. He also spoke on regulatory compliance of meat plants at a short course in Iowa.

The fourth edition of *Principles of Food Sanitation* by Marriott was published recently by Aspin Publishers. This book is the most widely used text for food sanitation, and earlier editions have been translated in to Spanish.

Susan Sumner, associate professor of food science and technology, research was highlighted in the February/March 1999 issue of *National Wildlife* in an article titled "Playing It Smart in the War Against Disease Bacteria." She has been contacted by reporters from the *Chicago Tribune* and *Washington Post* to comment on the recent recalls of meat due to contamination with *Listeria monocytogenes*.

Susan Duncan and **Joe Marcy**, associate professors in food science and technology, received a one year grant titled, "Shelf-life and flavor of milk packaged in HDPE and PET bottles" from Eastman Chemical Company, Kingsport, Tenn.

Chester L. Foy, professor of plant physiology and weed science, co-edited two recently published books. *Formulation Science, Vol. 1* is based on Formulations Forum '97, a multi-industry international seminar. Foy and his two co-editors are founding trustees of the Association of Formulation Chemists, the sponsor of the forum and publisher of the book. A second book, *Principles and Practices in Plant Ecology: Allelochemical Interactions*, has been published by CRC Press. The book provides insight and recent progress on allelo-chemical research from a multi-faceted standpoint world wide.

Foy was recently appointed to a fourth three-year term as editor of *Weed Technology*, a quarterly scientific journal published by the Weed Science Society of America. He is also a charter and current member of the editorial board for the international journal, *Pesticide Biochemistry and Physiology*.

John Kobza, assistant professor of industrial and systems engineering (ISE), was elected by the students of his department

as the first recipient of the Paul E. Torgersen Outstanding Faculty Award.

Kobza, who joined the ISE faculty in 1993, received the College of Engineering Dean's Award for Excellence in Teaching in 1998. Alpha Pi Mu has presented three previous teaching awards to Kobza—the Outstanding Faculty Award in 1997 and the Outstanding Senior Graduate Teaching Assistant Award in both 1990 and 1991.

This year, Alpha Pi Mu decided to re-name the faculty award for the Virginia Tech president and former ISE Department Head Paul Torgersen.

Chris Cornelius, a Ph.D. candidate in chemical engineering (ChE), has been selected to receive the 1999-2000 Eastman Fellowship in Polymer Chemistry. The \$18,000 fellowship, funded by the Eastman Chemical Co. of Kingsport, Tenn., is a national competitive grant. Cornelius works with Eva Marand, assistant professor of ChE, on the development of "Hybrid organic-inorganic membranes for gas separation applications." The progress Cornelius has made in this area also has enabled Marand to obtain a one-year exploratory research grant from the National Science Foundation.

Roger Simpson, professor of aerospace and ocean engineering (AOE) and director of the Stability Wind Tunnel, has been elected vice president for publications of the American Institute of Aeronautics and Astronautics (AIAA). Simpson, who is a fellow of AIAA, previously served as the institute's vice president of education. Simpson also directed AOE senior **John Fussell** in a project and presentation that won second place in the AIAA Mid-Atlantic Regional Student Paper Competition.

University Distinguished Professor **Michael Duncan** of civil and environmental engineering has been elected by the board of directors of the American Society of Civil Engineers (ASCE) to the grade of Honorary Member. Only 500 members have been elected to this special grade—the highest honor accorded by the ASCE—since it was established in 1953. The society currently has a membership of more than 100,000.

Six College of Engineering graduate students received Paul E. Torgersen Graduate Student Research Excellence Awards on April 16. Top honors in the Ph.D. candidate category went to **John Stulce** of mechanical engineering for his paper, "Conceptual Design and Simulation of a Multibody Passive-Legged Crawling Vehicle." **Robert Mokwa** of civil and environmental engineering (CEE) placed second, and **Kristie Cooper** of electrical and computer engineering (ECpE) placed third. In the M.S. candidate competition, **Pablo Robert** of ECpE placed first for "Simulation tool and metric for evaluating wireless digital video systems." **Rose Marie Robinson** of chemical engineering placed second, and **John Petrie** of CEE placed third.

Several industrial 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 Koelling** have been elected IIE fellows. **John Casali**, ISE department head, has been selected to receive the IIE Baker Distinguished Research Award for his work in human factors engineering, acoustics, work-place design and vehicle safety. ISE student **Jeremy Allen** was awarded the IIE Gardner Scholarship for undergraduates, **Riek Groesbeck** received the IIE Gilbreth Memorial Graduate Fellowship, **Arief 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 initiation 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. **Stacey DeWitt Smith**, a senior in the College of Arts and Sciences received the \$1,000 Chapter Award and an Active-for-Life Membership in Phi Kappa Phi. Chapter officers for 1999-2000 are President **Bill Hohenboke**, animal and poultry sciences; Secretary **Don Garst**, civil engineering; Treasurer **Dave Parrish**, crop and soil environmental sciences; membership, **Eldridge Collins**, biological systems engineering; Marshall, **Don Mullins**, Entomology; and Publicity, **Paul Heilker**, English.

Rengin 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 Faber Birren 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 978 entries submitted by artists throughout the country. This is the second time Holt has been honored by the prestigious Faber Birren Color Award Show. In 1996, her graphic work was included in the sixteenth annual show, exhibited at the Emlick 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.

Commemorative plaques planned for university buildings

By Sookhan Ho

The university is planning to place commemorative plaques outside major campus buildings that will provide information on the individuals for whom the buildings were named and the individuals' significance to Virginia Tech.

At the April 26 meeting of the Board of Visitors Buildings and Grounds Committee, Vice President for Finance and Treasurer Ray Smoot said that currently, only a few buildings have "dedication" plaques, mostly inside the building, that provide information on the person honored.

The new plaques, said Smoot, will be mounted on small, free-standing Hokie stone pedestals that will be prominently displayed next to sidewalks outside building entrances. Some of the plaques may be sited on major thoroughfares near their buildings, said Associate Vice President for University Relations Larry Hincker. "The idea is that as you're strolling around campus, you'll learn about it

and its people through these bio sketches."

Hincker, whose initiative it was to create the commemorative plaques, said he wanted "to reinforce the traditions of the university and to let people know who these individuals were who helped create the institution."

Hincker is working with University Architect Scott Hurst on the design and location of the plaques, and with Tom Tillar, vice president for alumni relations, and T.O. Williams, director of university programs, on alumni funding of the effort.

Hincker said that 69 campus buildings now have commemorative names. He estimates that the entire project will cost about \$160,000. "Our goal is to raise money through class gifts or some other private fundraising."

Potential honorary names for a building are submitted to a Commemorative Tributes Committee, which makes recommendations to the Board of Visitors, Smoot said. The committee, whose members comprise faculty members, students, and administrators, is chaired by Vice

President for Development and University Relations Charles Steger.

The committee approved the schematic design of replacement facilities at the Dairy Science Center. Representatives from Hill Studio and Dewberry and Davis discussed the siting and designs for the new center, which will have free-stall barns, a milking parlor, a research barn, and classroom and office space.

Assistant Vice President for Facilities Spencer Hall and Hurst briefed the committee on the status of capital projects. Hall said that the university has dismissed the architecture/engineering firm of Doucet and Mainka, P.C., of Peekskill, N.Y., from the proposed drying-rendering-facility project for animal-waste disposal. "We didn't have confidence that they could give us a design within our budget constraints," Hall said. The university is in the process of hiring another firm to revise and complete the design within the \$2.5-million budget.

Hurst said programming work (pre-design work to identify the building's occupants and the dimensions of their assigned space) is under way on three proposed buildings: Student Services, Chemistry/Physics, and Agriculture and Forestry Research.

The proposed Student Services Building will house several administrative units now in Burruss Hall. The new building will be located on the north side of Washington Street, west of Cochrane Hall. The Chemistry/Physics project, to be located in an area north of Hahn and west

of Derring, will provide more space and more modern labs for the chemistry and physics departments.

The Agriculture and Forestry Research project, to be located in an area between Cheatham and Smyth, comprises a new lab for plant science teaching and research in the College of Agriculture and Life Sciences and the College of Forestry and Wildlife Resources. Hurst said that while the project location "works well from a planning and program connection standpoint," it will, however, result in the removal of a small number of parking spaces next to Smyth.

As for projects under construction, Hall noted that Harper Hall is expected to be completed well ahead of schedule, and to be ready for fall semester occupancy. The residence hall, located on West Campus Drive, will have 256 beds, in addition to lounge, kitchen, laundry, and recreation space.

Sprinkler installation in the remaining residence hall, Ambler Johnston, will start in May and is expected to be completed this summer. Sprinklers have been installed in O'Shaughnessy, Pritchard, Slusher, and Lee halls.

Work on the Advanced Communications and Information Technology Center, Hall said, is going well. The building is scheduled to be finished next summer.

The project to build a new taxiway parallel to the runway, to improve operations at the Virginia Tech airport, is scheduled to be completed this December.

Committee of 100 establishes Academy of Engineering Excellence

By Lynn Nystrom

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. Initiates have reached the pinnacle of their professional achievements and will normally have been alumni for 40 or more years.

The College of Engineering and the Advisory Board anticipate that no more than

10 individuals will be inducted annually. This selection is made from some 40,000 living alumni of the College of Engineering.

The first initiates of the Academy of Engineering Excellence are: Edgar Boynton, 1921, mechanical engineering; William E. "Ping" Betts, 1932, architectural engineering; Nicholas T. Camicia, 1938, mining engineering; William A. Cox Jr., 1934, mechanical engineering; William S. Cross Jr., 1941, industrial engineering; Grant Dove, 1951, electrical engineering; Charles O. Gordon, 1942, industrial engineering; William Thomas Rice, 1934, civil engineering; William B. Webber, 1934, electrical engineering; and W.S. White Jr., 1947, electrical engineering.

LETTER FOLLOW-UP

(Editor's note: The following information is printed in response to a letter published in last week's *Spectrum*. The subject of the letter was snow closings.)



Spectrum, a faculty-staff tabloid, is published each Thursday during the academic year, with the exception of certain holidays, exam weeks, and the summer. Copy deadline is 5 p.m. Thursday. 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.

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

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

The unpredictable nature of how the weather unfolds will occasionally raise questions regarding the decisions in retrospect. Non-emergency employees 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 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 should make every effort to accommodate these requests.

Senate supports apparel code

By John Ashby

The Faculty Senate has elected a secretary for the upcoming year and has voted to support a resolution which would have the university adopt a code on apparel manufactured under sweatshop conditions.

Leon Geyer will serve as treasurer of the organization for the upcoming year.

Senators debated and then passed a motion in support of a code-of-conduct resolution previously passed by the Student Government Association and the Commission on Student Affairs. The resolution deals with the issue of sweatshop labor and the production of collegiate apparel. The resolution urges Virginia Tech to adopt a code of conduct which man-

dates that companies licensed to use the Virginia Tech logos guarantee that those products are not made under sweatshop conditions.

The code of conduct would obligate the university to publicly reveal the street addresses of the locations where products bearing the Virginia Tech logos are manufactured, and include a living-wage clause that mandates that workers making products bearing the Virginia Tech logo be paid a subsistence wage appropriate for their local community and also include the workers' right to form a union.

General Assembly Representative Jim Shuler addressed the group and urged senators to become active in promoting higher-education issues.

PARKING UPDATE

Parking for Commencement

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 so participants should plan to arrive early. Those who arrive late will need to use alternative parking available in the grass across Southgate Drive from the stadium, and in the Litton Reaves Lot located at the corner of Duck Pond Drive and Washington Street.

Additional parking for the disabled will be available in the faculty and staff bay of the Coliseum Lot. Families needing special assistance or information on handicap parking should contact the Dean of Students Office at 1-3787.

Faculty/Staff Parking Permit Sale

Faculty and staff members who are interested in purchasing the new two-year 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 summer-permit sales on May 3. Summer 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 16.

Student Summer Orientation

Student summer orientation will begin Sunday, July 11 through Friday July 30. Parking will be in the Coliseum lot. Faculty and staff members who normally park in the Coliseum lot will find parking in the Stadium and Litton Reaves lots.

For more information, call Parking Services at 1-3200.

ACTIVITIES

EVENTS

Thursday, 6
Reading Day.
Surplus Property Auction, 8 a.m., Surplus Warehouse.

Friday, 7
Exams Begin.

Sunday, 9
Mother's Day Buffet, 10:30 a.m.-1:30 p.m., DBHCC.

Wednesday, 12
Exams End.
"With Good Reason," 7 p.m., WVTF: TBA.

Thursday, 13
Senior Day.

Friday, 14
Salary and Wage Paydate.
Senior Day.
VTCC Commissioning Ceremony, 3 p.m., DBHCC auditorium.
Graduate School Commencement Ceremony, 4:30 p.m., Cassell Coliseum.
Veterinary Medicine Commencement Ceremony, 7 p.m., Squires Commonwealth Ballroom.
Music Ensemble Concert, 8 p.m., Squires Haymarket Theatre: New Virginians Commencement Concert.

Saturday, 15
Commencement Ceremony, 9 a.m., Lane Stadium.

Sunday, 16
Northern Virginia Commencement Ceremony, 7 p.m., Radisson Plaza Hotel.

Wednesday, 19
"With Good Reason," 7 p.m., WVTF: TBA.

Thursday, 20
Staff Appreciation Day, 10 a.m.-3 p.m., Rector Field House.
Staff Senate Meeting, 5:30 p.m., 1810 Litton Reaves.

Monday, 24
First Summer Classes Begin.

Wednesday, 26
Last Day to Add.
"With Good Reason," 7 p.m., WVTF: TBA.

BULLETINS

Irish conference to be held in Roanoke

Johann Norstedt, chair, of the department of English, is coordinating the 37th annual meeting of the American Conference for Irish Studies at the Hotel Roanoke and Conference Center May 12-15.

Sponsored by the department of English and the College of Arts and Sciences, in cooperation with Virginia Tech's Division of Continuing Education, the meeting will consist of 61 sessions and three plenary sessions devoted to Irish literature, history, political science, sociology, art, music, religion, architecture, science, and other academic areas. About 200 scholars from around the world will present papers; overall attendance of 300 to 400 is expected.

Tech's Pat Scanlon, a native of Ireland, will give a paper on Irish mammals. Other highlights include a poetry reading by Eilean ni Chuilleanain, one of Ireland's leading poets, at 9 p.m. Thursday, May 13, and an address by the Irish ambassador to the United States, Sean O'Huiginn, Saturday, May 15. Complete program information can be found on the ACIS web site at <http://www.english.vt.edu/ACIS/FRONTPAGE.HTML> or by contacting Norstedt at 1-8466 or jnorsted@vt.edu.

Some events are open only to registrants, but Tech faculty and staff members and friends are welcome to attend individual sessions and talks that may be of interest to them.

Plant sale set for Commencement weekend

The Horticulture Club's annual plant sale will be May 13, 14, and 16 at the Virginia Tech greenhouses. This sale is the culminating event of the year for students in the Horticulture Department, giving them the opportunity to apply their knowledge in a hands-on experience.

With over 11,000 plants and 700 different varieties, the Horticulture Club members and other departmental students are in charge of growing and/or ordering plant material, set-up and display for the plant sale, pricing and marketing of all plants, advertising, and sales.

The sale will be held on Thursday, May 13, and Friday, May 14, from 8 a.m. until 7 p.m., and on Sunday May 16, from 11 a.m. through 5 p.m. The Horticulture Gardens will also be open for tours.

This event is sponsored by the Virginia Tech Department of Horticulture, and the Agricultural Economics Club.

Maintenance will be pervasive during summer

This summer there will be a significant amount of maintenance and repair work to the university infrastructure. Every effort to minimize the inconvenience to the campus community will be made, but there will have to be periodic disruptions. The larger and more visible projects are sewer

replacement across Drillfield Road near War Memorial Chapel and down the length of the Drillfield; sewer replacement across the Mall to Henderson; sewer and manhole replacement from O. Shaughnessy to Owens Dining Hall; storm-drain system at Price Hall; electric line, Vawter to Eggleston; chilled-water-line replacement from Squires across Library Plaza to Bookstore and on to Donaldson Brown.

Other projects include steam-line replacement near Shanks Hall; sidewalk repair/replacement in the Pritchard Prairie area, Turner Street, Washington Street, around Saunders, Kent Street, Cochran and Ambler Johnston Area, Eggleston Quad, and miscellaneous other locations on campus. Also, widening of Service Drive at Burruss Loading Dock; pavement overlay and drainage work to the Litton Reaves Parking Lot; pavement overlay of northeastern portion of B Lot; resealing of the following parking lots: Shultz Dining Hall, New Engineering Building, Randolph/Hancock, Upper and Lower Stanger Street, Wallace, and Special Purpose Housing and various erosion-control projects on campus.

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 Agricultural 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 Gearheart, leave administrator, Personnel Services, 0318.

ACITC 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 number 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, and users of handicap spaces will still 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 ACITC site near the War Memorial, on Thursday, May 20 and Friday, May 21. The western half of the street will be blocked on Saturday, May 22 and Sunday May 23. Traffic will be re-routed around the work site during this four-day period.

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

Giovanni to be honored in New York

More than 30 years ago, Nikki Giovanni joined a group called Black Arts Movement, a coalition of African-American intellectuals who wrote politically and artistically radical poems aimed 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.

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, noon-2 p.m., to celebrate her anniversary as a published poet and welcome her newest collection of poetry, *Blues: For All the Changes*. The event will include readings by Giovanni and the Nuyorican Poets, an improvisational poetry troupe that won the 1998 National Poetry slam, and other guests.

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 Journalists 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.

Spectrum will resume publication on May 27.

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	7-9:00 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 Army, 201 Draper Rd.	11:00 a.m.
Biochemistry	Burruss Hall Auditorium	1:00 p.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 McBryde Hall	11:00 a.m.
Economics	Pamplin Atrium	11:00 a.m.
English	Shultz Dining Hall, Rooms A and B	11:00 a.m.
Foreign Languages and Literatures	100 McBryde Hall	1:30 p.m.
Geography	Brush 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 McBryde Hall	1:30 p.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	150, 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, McComas Hall	10:30 a.m.
Statistics	Slusher Lobby	11:00 a.m.
Theatre Arts	Studio Theatre, Squires	11:00 a.m.
Business	Cassell Coliseum	1:30 p.m.
Engineering	Cassell Coliseum	11:00 a.m.
Forestry and Wildlife Resources	Memorial Gym	1:30 p.m.
Human Resources and Education	Rector Field House	11:30 a.m.
SUNDAY, MAY 16, 1999		
	Northern Virginia Center Commencement Ceremony Radisson Plaza Hotel at Mark Center, 5000 Seminary Road, Alexandria	7:30 p.m.

at this ceremony: they will be presented at the college/department ceremonies.

Diplomas are awarded to candidates who are present to receive them at the college/department ceremonies. Those who cannot be present at the commencement may have their degrees conferred in absentia. Degree candidates wishing to be excused from commencement must request permission, in writing, from the University Registrar, 248 Burruss Hall, Blacksburg VA 24061. If degree candidates are unable to attend commencement, they must provide the Office of the University Registrar the address to which their diplomas should be mailed. Do this by completing a "Handling of Diploma Form" in the Office of the University Registrar. Diplomas will be mailed only to the address provided on this form. Please allow at least three weeks after commencement for delivery.

If you plan to complete degree requirements in the summer and wish to march in the spring ceremony, you must contact your department for permission to march.

Faculty and graduate students who wish to process in this ceremony should come to the scoreboard end of Lane Stadium no later than 8:15 a.m.

GUESTS

Families and guests are urged to arrive in time to be seated by 8:30 a.m. All university parking lots will be open to commencement visitors. However, parking in the immediate vicinity of the stadium is limited. Guests are asked to use the gates at the north and west sides of the stadium as the procession will be occupying the total area at the scoreboard end of the stadium. If threatening weather exists, guests are urged to bring umbrellas or raincoats for protection in the event of a shower during this outdoor activity.

The procession will begin promptly at 8:40 a.m. so that all marchers 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, as is reserved handicap parking. Assistive listening devices (for hard-of-hearing) will be available. An interpreter will be provided with one-week notice. For information, call the Dean of Students office at (540) 231-3787/TTY (540) 231-8718.

To assist you in locating seats on the same side of the field as your degree candidate, the following plan for seating the graduates is provided:

INCLEMENT WEATHER INSTRUCTIONS

In case of inclement weather, an indoor ceremony will be held in Cassell Coliseum beginning at 9:00 a.m. All degree candidates are invited to report in academic apparel to the Coliseum Rotunda by 8:30 a.m. for seating instructions. Faculty in academic apparel are asked to sit in the spectator seating between Gates 12 and 14 or 13 and 15. All families and guests of the candidates are invited to fill the available seats in the Coliseum to hear the commencement speaker and to participate in the ceremony.

The decision to move the ceremony because of inclement weather will be announced by 7:00 a.m. Radio stations WVUT (FM 90.7), WVTF (FM 89.1), and WVWT (AM 1260) will cooperate to make this announcement. A "hot line" telephone service for commencement information will be available after 6:00 a.m. on May 15, 1999 (540) 231-6668. If the university flags are flying over Lane Stadium, there will be an outdoor ceremony; 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—152 Henderson Hall, (540) 231-3787/Telecommunications Device for the Deaf [TTY] (540) 231-8718, 8:00 a.m.-5:00 p.m., Monday through Friday — by April 23, 1999.

GRADUATE SCHOOL CEREMONY 4:30 p.m. — FRIDAY, MAY 14, 1999

There is no limit on the number of guests and no tickets are required for this ceremony.

Master's degrees, Certificates of Advanced Graduate Study, and Doctoral degrees will be conferred at the Graduate School Ceremony. Diplomas will be presented at this ceremony. Diplomas will be mailed to those candidates not participating in this ceremony. An official photographer will take pictures of each candidate crossing the stage. *With the exception of authorized personnel, no one will be allowed on the floor to take photos during the ceremony.*

ALL GRADUATE DEGREE CANDIDATES MUST CONFIRM THEIR PLANS TO ATTEND COMMENCEMENT BY APRIL 19, 1999. Questions pertaining to eligibility to participate should be directed to the Graduate School at 540/231-9558 or 540/231-4669.

MASTER'S CANDIDATES AND CANDIDATES FOR CERTIFICATES who are eligible to participate in commencement should report to practice gym 220 on the ground level of Cassell Coliseum. Enter on the parking lot side of the building. **Check-in will begin at 2:45 p.m. and end at 3:45 p.m.**

DOCTORAL CANDIDATES who have met all requirements for graduation by April 19, 1999, are

eligible to participate in commencement. Doctoral candidates should report to practice gym 213 on the ground level of Cassell Coliseum. Enter on the parking lot side of the building. **Check-in will begin at 3:00 p.m. and end at 4:00 p.m.**

All graduate candidates will march by college and department in alphabetical order. Late arrivals will march at the end of the line. No one will join the procession and participate in the ceremony after the procession starts at 4:15 p.m. Personal belongings may be left in the gym. Academic apparel is required.

Major professors who will be participating in the hooding ceremony should arrive at the practice gym between 3:00 p.m. and 3:45 p.m. Check in upon arrival so that your name may be read. Academic apparel is required.

Faculty who wish to process in this ceremony should come to practice gym 213 no later than 4:00 p.m. Your participation is encouraged.

Recipients of graduate degrees who wish to attend the Undergraduate Ceremony on Saturday, May 15, will be welcome to process with the faculty. If you would like to process in this ceremony, come to the scoreboard end of Lane Stadium no later than 8:15 a.m. on May 15.

GUESTS / SEATING

Families and guests are urged to arrive in time to be

seated by 4:00 p.m. The procession will begin promptly at 4:15 p.m. so that all marchers will be seated for the start of the program at 4:30 p.m. The ceremony is expected to last approximately two hours. Each graduate's name is called as he/she walks across the stage.

PARKING

Parking in the area of the coliseum is limited. Families needing special assistance or information on handicapped parking and permits should contact the Dean of Students office at (540) 231-3787.

UNDERGRADUATE CEREMONY

9:00 a.m. — SATURDAY, MAY 15, 1999

LANE STADIUM

There is no limit on the number of guests and no tickets are required for this ceremony.

All Associate and Bachelor candidates participating in the procession must arrive at the staging area near the scoreboard end of the stadium **no later than 8:15 a.m.** Signs will designate locations where columns for each of the colleges will form. **Anyone arriving late may be refused permission to enter the procession.** Academic apparel is required. Only candidates and commencement officials will be allowed on the playing field of Lane Stadium before and during the ceremony. This ceremony will last approximately one hour. Diplomas are not presented

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 on the Job Line, a 24-hour recorded message service: Office/Clerical: 1-6196; Technical/Research: 1-6160; Service/Trades: 1-6176; Professional and Managerial: 1-4649; Information Technology: 1-2233. Some of the following positions include state benefits. Positions with numbers beginning with a "W" are hourly and do not include state benefits. Comments about this shortened listing should be made to perserv@vt.edu or by calling 1-5301 or 1-6258 for persons with hearing impairments. Individuals with disabilities desiring assistance or accommodation in the application process should call by the application deadline.

To better serve applicants, the closing date for advertised positions has been changed to 1 p.m. Monday unless otherwise stated. An EO/AA employer committed to diversity.

Full Time

Business Manager A, 2065D, Grade 10, Communications Network Services.

Computer Systems Engineer, 7438J, Grade 14, Center For Power Electronics.

Computer Systems Engineer, 7440J, Grade 14, Center For Transportation Research.

Computer Systems Engineer, 7444J, Grade 14, Civil Engineering.

Computer Systems Engineer, 2704T, Grade 14, Computer Science.

Food Operations Assistant B (3rd Baker), 2986H, Grade 2, Residential and Dining Programs/ Southgate Bakeshop.

Food Operations Manager A (Assistant Manager), 1033H, Grade 8, Residential and Dining Programs/Dietrich Dining Center.

Housekeeping Lead Worker/Special Projects Crew, 300H, Grade 2, Residential and Dining Programs.

Housekeeping Worker Senior, 2743H, Grade 3, Residential and Dining Programs.

Housekeeping Worker, 1138G, Grade 1, Donaldson Brown Hotel and Conference Center.

Housekeeping Worker, 2135C, Grade 1, Physical Plant.

Housekeeping Worker, 7261G, Grade 1, Recreational Sports.

Housekeeping Worker, 1216H, Grade 1, Residential and Dining Programs.

Information Technologies Audit Manager, 1735T, Grade 16, Internal Audit.

Laboratory Specialist Senior, 4275T, Grade 9, Chemistry.

Licensing and Trademark Director (Business Manager B), LC055D, Grade 12, Trademark and Licensing.

Office Services Assistant, 139C, Grade 4, University Libraries.

Program Support Technician Senior, 2373M, Grade 7, College of Veterinary Medicine.

Program Support Technician Sr., 7316C, Grade 7, Communication Network Services.

Program Support Technician, 5433T, Grade 6, Upward Bound/Talent Search.

Programmer, 7405D, Grade 10, Administrative Information Systems.

Programmer, 2256D, Grade 10, University Libraries.

Programmer/Analyst, 7433D, Grade 12, Administrative Information Systems—User Services.

Secretary Senior, 6313M, Grade 5, Animal and Poultry Sciences.

Senior Programmer/Analyst, 7328D, Grade 14, Administrative Information Systems.

Television Systems Technician, 6920D, Grade 8, Media Services—VBS.

Part Time

Animal Care Technician A, W022155M, Grade 3, Veterinary Teaching Hospital.

Electronic Technician Senior, W022588J, Grade 10, Engineering Science and Mechanics.

Equipment Inventory Asst/Fiscal Assistant, W022627C, Grade 5, Controller's Office.

Fixed Assets Clerk/Fiscal Assistant, W022628C, Grade 5,

Controller's Office.

Flight Instructor (Pilot), Airport, Grade W020661T.

Food Operations Assistant A, W022314H, Grade 1, Residential and Dining Programs.

Food Operations Assistant B, W022315H, Grade 2, Residential and Dining Programs.

Housekeeping Lead Worker (Trades Helper), W022081H, Grade 2, Residential and Dining Programs/Culinary Services Maintenance Crew.

Housekeeping Worker, W020214G, Grade 1, Schiffert Health Center.

Human Resources Assistant, W022652D, Grade 8, Personnel Services.

Industrial Hygiene Technician (Prgm Spt Tech), W022664T, Grade 6, Environmental Health and Safety Services.

Office Services Assistant, W022671J, Grade 4, Athletics.

Office Services Specialist, W020877C, Grade 5, Administrative Information Systems—User Services.

Office Services Specialist, W022663T, Grade 5, Computer Science.

Office Services Specialist, W022331G, Grade 5, Program Development.

Pharmacy Supervisor, W022501M, Grade 15, Veterinary Teaching Hospital.

Program Support Technician, 7413J, Grade 6, Research and Graduate Studies.

Programmer, W022504D, Grade 10, Communications Network Services.

Supply Clerk (Lab Mech A), W022085D, Grade 4, Communication Network Services.

Trades Helper/Carpenter's Assistant, W020219H, Grade 4, Residential and Dining Programs/Facilities.

Off Campus

Distance-Learning Specialist, 7410D, Grade 12, Office of Distance Education.

Facilities Manager (Student Services Coord), 2097J, Grade 10, Northern Virginia Center.

Research Specialist, 7449M, Grade 8, Virginia Seafood Research and Extension Center.

FACULTY POSITIONS

INSTRUCTIONAL

Human Development. Early Childhood Teacher, Childhood Development Laboratories. The position is designed for a person with a bachelor's or master's (preferred) degree in early-childhood education, child development, or closely related field and experience working with and/or supervising university students. In addition, this 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. The primary responsibilities of the early-childhood teacher include the following and are carried out in consultation with the CDL director. 1) Service as a head teacher 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 and assessment of emergent curriculum approaches. 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 Dianne Yardley, Associate Dean, College of Human Resources and Education, 101 War Memorial Hall (0317), Virginia Tech, Blacksburg VA 24061. Applications review begins May 10, and continues until suitable candidate is identified. For more information, contact Andrew Stremmel, Search Committee Chair, Department of Human Development, 317 Wallace Hall (0416), Virginia Tech, Blacksburg VA 24061; 1-4671.

Department of Teaching And Learning, Assistant Professor. Two-year appointment as assistant professor of English Education. Will teach English methods courses, a teaching composition course, work with students in field placements, and assist students with their field-based research in a master's level teacher education program. Required: Doctoral degree in English or English education. Secondary English teaching experience and some knowledge of technology. Anticipated start date is Aug. 16, 1999. Applications review begins June 1, 1999 and continues until candidate is appointed. For information, contact Patricia Kelly, 1-1802; e-mail: kellyp@vt.edu. Send letter of application, transcripts (undergraduate and graduate), vita, and names and contact information of three references to Dianne Yardley, English Education Search Committee, College of Human Resources and Education, 101 War Memorial Hall (0317), Virginia Tech, Blacksburg VA 24061; phone: 1-5056; fax: 1-3717.

NON-INSTRUCTIONAL

Institute For Distance and Distributed Learning, Associate Director for Planning and Assessment. This position will be responsible for the on-going development and maintenance of distance and distributed learning planning and assessment at the university. He/she will be responsible for conducting needs assessment, evaluating program and support capabilities, identifying market niches, and working with colleges and departments to recommend programs for distance delivery. The individual will also coordinate the evaluation and assessment of distance and distributed-learning courses and programs and recommend continuous-improvement processes for the institute. Person will work with college departments and faculty to assess learning outcomes, student accessibility, and program costs. He/she will work closely with the university's Institutional Research and Planning Analysis Office and the Academic Assessment Program Office in planning and assessment activities. Other responsibilities include working with faculty members to improve their organization of teaching and learning activities in a distance and distributed-learning environment. Qualifications: Master's degree in instructional technology, educational research and planning, or related area. Doctorate preferred. Demonstrated experience in distance learning; educational planning; research; assessment and evaluation; and higher education. Ability to work with people individually and in a team environment. Letter of application with resume and three letters of reference should be sent to Tom Wilkinson, Director of Distance and Distributed Learning, 102 Old Security Bldg. (0232), Virginia Tech, Blacksburg VA 24061. Fax: 1-5922. Applications review begins May 1, 1999 and continues until position is filled. Non-tenure-track position. Salary commensurate with qualifications.

Virginia Cooperative Extension, Extension Agent, Agriculture And Natural Resources (re-advertisement). Successful candidate will be lecturer rank, non-tenure track, professional faculty. Agriculture and Natural Resource agent positions have area responsibilities in their program specialty. Salary is commensurate with qualifications and experience. FA615, Crop and Soil Science, Lancaster/Northernland Counties. To apply, submit a letter of intent, a complete resume, official undergraduate and graduate transcripts (copies are acceptable), and 3 letters of reference. Internal applicants may submit a letter of application, 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 Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson Hall (0437), Virginia Tech, Blacksburg, VA 24061. Inquiries: 1-7619; TDD user: 1-800-828-1120; fax: 1-5545; e-mail: csowers@vt.edu.

Virginia Cooperative Extension, Extension Agent, Agriculture

and Natural Resources. The successful candidate will be lecturer rank, non-tenure-track, professional faculty. Agriculture and natural resource agent positions have area responsibilities in their program specialty. Salary is commensurate with qualifications and experience. FA601, Animal Science, Spotsylvania County. The position requires basic knowledge of animal nutrition, health, animal care, and reproduction; production and financial management; marketing; biotechnology developments; waste management and utilization; and water quality. Responsibilities: Agents must determine program needs by monitoring trends and issues, involving Extension leadership councils and other leadership committees; design programs to meet needs of target audiences, specify program goals and objectives, and identify resources; inform clientele of program activities; use appropriate technologies to plan and deliver programs through workshops, seminars, conferences, one-on-one visits, field trips, and tours; maintain knowledge of current research information; use computer applications; develop and implement evaluation plans; recruit and use volunteers; and report results to clientele, public, and administration. Qualifications: Extension-agent faculty positions require a master's degree (or master's imminent) or a bachelor's degree with significant related experience. A master's degree and positive peer review are required no later than the sixth year of employment. At least one degree in a discipline related to the subject-matter specialty area is required. Ability to communicate effectively orally and in writing; ability to recruit, train, and manage volunteers; and experience in developing positive interactions with the public are required. Experience in planning, implementing, marketing, and evaluating educational programs is preferred. To apply, submit a letter of intent, a complete resume, official undergraduate and graduate transcripts (copies are acceptable), and three letters of reference. Internal applicants may submit a letter of application, a copy of the most recent faculty report, and three letters of reference. Applications review begins June 7 and continues until position is filled. Send to Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson Hall (0437), Virginia Tech, Blacksburg, VA 24061. Inquiries: 1-7619; TDD user: 1-800-828-1120; fax: 1-5545; e-mail: csowers@vt.edu.

Virginia Cooperative Extension, Extension Agent, Agriculture And Natural Resources (Re-advertisement). Successful candidate will be lecturer rank, non-tenure track, professional faculty. Agriculture and Natural Resource agent positions have area responsibilities in their program specialty. Salary is commensurate with qualifications and experience. FA516, Crop and Soil Science, Greensville County. To apply, submit a letter of intent, a complete resume, official undergraduate and graduate transcripts (copies are acceptable), and three letters of reference. Internal applicants may submit a letter of application, a copy

(See EMPLOYMENT on 7)

PRESIDENTIAL*Continued from 1*

Another focus of concern expressed at the forum related more specifically to academics. A speaker urged the committee to seek candidates who will place a priority on supporting existing 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 de-

gree, have a strong appreciation for research, come with impeccable academic credentials and will be recognized as a scholar and an administrator. The president will have a breadth of background essential to the understanding of the multitude of disciplines at Virginia Tech, 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 be deeply

knowledgeable 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, continually communicating the importance and value of scholarship and higher education. The president must be a successful and energetic fund raiser as the university works 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 take bold action and will be able to 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 successful administrator who will have a 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 by example will encourage and 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 room will use the Motorola equipment to actually manufacture semiconductor devices as part of their education," Hendricks said. The Motorola gift also will play a major role as 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 decisions by Motorola/Siemens AG and IBM/Toshiba to build multi-billion-dollar microelectronics-fabrication facilities in Virginia 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 the engineering schools at George Mason University, Old Dominion University, University of Virginia, and Virginia Commonwealth University and the

applied-sciences program of the College of William and Mary.

Pooling their research and educational resources in the field of microelectronics, VMEC member schools have pledged to meet the industry's demand in Virginia for skilled employees, continuing education and state-of-the-art research.

Motorola has a history of supporting microelectronics and other programs at Virginia Tech. College of Engineering Dean F. William Stephenson and ECpE Department Head Leonard Ferrari worked with Motorola to develop a 1996 agreement that established an educational partnership for increased recruitment of students for jobs and internships. The partnership also includes strategic equipment donations and support of research.

In 1997, Motorola announced a gift to the College of Engineering of \$100,000 per year for five years to benefit mutual areas of interest concerning semiconductor technology.

SUMMER*Continued from 1*

"We strive to attract students from all walks of life," said Larry Moore, co-director of the program and professor of plant physiology. The basic requirements: students should be in the first generation of their family who will graduate from college; or they must be studying in fields under-represented by minorities or women; or they must demonstrate financial need.

Besides being an excellent learning experience, the program works to increase the competitiveness of the students. As a result of the program, Graduate Record Examination scores improve by an average of 200 points. The program pays for the student to take the GRE test. Additional benefits include free room and board, a \$2,100 stipend, and some interns can receive credit hours at their home colleges for their research work at Virginia Tech.

Because many of the interns come from

mostly small schools and schools that for the most part have a student body that is primarily minority in makeup, an important part of the program is a seminar on surviving at a large university which has a relatively small minority student body.

Leading the discussion at the seminar last summer was Randolph Grayson, founder of the Minority Academic Opportunities Program (MAOP) and director of the summer internship program. Grayson shared his views on minority acceptance into majority atmospheres and then listened to the students' thoughts on the matter.

Grayson started the program in an attempt to provide the tools minority students need to pursue advanced degrees. He has witnessed the "development of personal maturity" in students in the program. He also noted that the interns are "striving for excellence, and excellence is a goal to be valued."

"The interns are part of a mechanism to bring about change—to get minority students into the mainstream of scientific and technological society," he said. "This program is flourishing because the faculty members here take a very active interest, serving as advisers to these talented young people.

About 20 percent of the students who have participated in the Research Internship Program have returned to Virginia Tech to do their graduate work. Additionally, the number of minority students studying agriculture has increased by 70 percent since a range of minority-centered programs associated with the summer-intern program started.

As one of the many goals of the program, Grayson is working toward "true multiculturalism which is the knowledge, recognition, integration, and acceptance of the contributions and achievements of all people into the total social fabric." MAOP itself is multi-cultural in nature as it is composed of people of all ethnic and racial backgrounds.

The colleges at Virginia Tech that are participating in the program are Agriculture and Life Sciences, Architecture, Arts and Sciences, Human Resources and Education, Forestry and Wildlife Resources, and the Virginia-Maryland Regional College of Veterinary Medicine.

The intern program is one of three legs of the Minority Academic Opportunities Program based in the university's College of Agriculture and Life Sciences. The other parts of the program consist of undergraduate scholars, who initially enroll in Virginia Tech, and graduate scholars, who are presently in the pipeline for advanced degrees. The goal of the program is to prepare minority students for graduate school and for science careers in academia, business, government, and industry.

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 Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson Hall (0437), Virginia Tech, Blacksburg, VA 24061. Inquiries: 1-7619; TDD user: 1-800-828-1120; fax: 1-5545; e-mail: csowers@vt.edu.

Virginia Cooperative Extension. Extension Agent, 4-H Youth Development. Successful candidates will be lecturer rank, non-tenure-track, professional faculty. Salary is commensurate with qualifications and experience. FA768 Floyd County; FA660 Lee County—Manage a non-formal experiential educational program in order for youth, and adults working with those youth, to further develop life skills necessary as self-directing productive and contributing members of society. Responsibilities: Agents must determine program needs by monitoring trends and issues, involving Extension leadership councils and other leadership committees; design programs to meet needs of target audiences, specify program goals and objectives, and identify resources; inform clientele of program activities; use appropriate technologies to plan and deliver programs through workshops, seminars, conferences, one-on-one visits, field trips, and tours; maintain knowledge of current research information; use computer applications; develop and implement evaluation plans; recruit and use volunteers; and report results to clientele, public, and administration. Qualifications: Extension-agent faculty positions require a master's degree (or master's imminent) or a bachelor's degree with significant related experience. A master's degree and positive peer review are required no later than the sixth year of employment. At least one degree in a discipline related to the subject-matter specialty area is required. Ability to communicate effectively orally and in writing; ability to recruit, train, and manage volunteers; and experience in developing positive interactions with the public are required. Experience in planning, implementing, marketing, and evaluating educational programs is preferred. To apply submit a letter of intent, a complete

resume, official undergraduate and graduate transcripts (copies are acceptable), and three letters of reference. Internal applicants may submit a letter of application, 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 John Dooley, Virginia Cooperative Extension, 122 Hutcheson Hall (0437), Virginia Tech, Blacksburg, VA 24061. Inquiries: 1-7619; TDD user: 1-800-828-1120; fax: 1-5545; e-mail: csowers@vt.edu.

University Unions and Student Activities (UUSA). Assistant Director for Leadership Development. The position is a 12-month professional faculty position. The assistant director supervises one faculty position and one or more graduate assistants and provides overall direction for leadership programs and student organization support. The assistant director reports to the associate director for student activities, and these two positions collaborate to define the leadership-development 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 Program. The assistant director and staff provide services/advisement to student organizations and their advisors; present leadership workshops; propose policies governing student groups; administer recognition programs for student leadership; and respond judiciously when student groups 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, are required. Classroom teaching experience preferred. Successful candidates will have excellent communication and presentation skills, good computer skills, and an understanding of higher education politics. The salary range for this position is \$35,000-\$39,000 depending on degree and experience. Projected starting date is July 1, 1999 or as soon thereafter as possible. This is a new anticipated position, and final approval is expected in the near future. Applications review begins May 3 and con-

tinues until candidate is selected. To apply, send application letter and current resume including the names, addresses, phone numbers, and e-mail addresses of at least three references to D. David Ostroth, Assistant Vice President for Student Affairs, 225 Squires Student Center (0138), Virginia Tech, Blacksburg VA 24061; fax: 1-5430; e-mail: dostroth@vt.edu.

Center for Transportation Research. Research Associates (2). Position I: nondestructive testing with emphasis on ground-penetrating radar. Position II: pavement instrumentation, evaluation, and analysis and hot-mix asphalt materials (SuperPave). The appointees will be working on funded research projects, including the Smart Road project and will be expected to participate in sponsored research development. The positions are for one year with the possibility of being extended for three years. Requirements: MS in civil engineering or a related field with strong background on pavements and materials/nondestructive testing; the willingness to work in a fast-paced research environment; leadership skills to coordinate technicians, researchers, and undergraduate and graduate level; Ph.D. is preferred; research expertise on NDE, infrastructure assessment, hot-mix asphalt testing and/or pavements strongly desired. Typical duties and responsibilities: Plans, schedules, conducts, or coordinates detailed phases of the work in a part of a major project or in a total project of moderate scope. Performs work that involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowledge of and practices of related specialties. Application review begins May 1 and continues until positions are filled. Applicants should send resumes and lists of at least three references to Tracey Schroeder, Administrative Director, Center for Transportation Research, 1700 Kraft Dr., Suite 2000, Blacksburg VA 24061. Applications may be submitted by e-mail to resumes@ctr.vt.edu or through the CTR web site at www.ctr.vt.edu.

IN OTHER NEWS

Crewey receives advising award

By Liz Crumbley

"Pam is a strong and positive force in undergrad advising. I know this because anytime I mention advising within earshot of a group of co-ops, one pipes up with a big smile and 'You mean Pam Crewey?'" said Betsy Jenkins, human-resources manager for Annapolis 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 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 1,000 undergraduates in ECpE and the multitude of companies seeking our graduates," Nunnally said. Crewey works with the university's Cooperative Education Program to coordinate academic-career activities, responds to all corporate inquiries about potential employment, advises students on resume preparation and interviewing techniques, and recruits industry representatives to visit campus.

"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 Ferrari, ECpE department head.



STAFF TEAMWORK This year's Staff Appreciation Day promises to feature many new activities. Staff Appreciation Day is May 20. (R. Griffiths)

ISE department goes national

By Karen Gilbert

The Industrial and Systems Engineering Department has recently been ranked ninth 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 IIE fellows at the national IIE Solutions 99 Conference in Phoenix, Arizona in May. The faculty members becoming fellows are Subhash Sarin and Pat Koeling. 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

award winners during their April meeting. Another national organization, the American Society for Quality, has named ISE Associate Professor Joel Nachlas a fellow.

Rick Groesbeck, a Cunningham fellow, has been awarded the national Institute of Industrial Engineers (IIE) Gilbreth Memorial Graduate Fellowship, an award that is given to only one student in the entire country. Eileen Van Aken advises Groesbeck. Hanif Sheralli advises Hongjie Wang, winner of the national IIE M.S. Thesis Award. Sheralli also advises Arief Suharto, 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.

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 de-nitrification. 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 CH2MHILL, 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 Alleman, professor with Purdue University's School of Civil Engineering; Nancy Love, assistant professor in the Department of Civil and Environmental Engineering at Virginia Tech; JoAnn Silverstein, associate professor in the Department of Civil, Environmental, and Architectural Engineering at the University of Colorado; Roger Ely, assistant professor in the University of Idaho's Department of Civil Engineering; C.P. Leslie Grady Jr., R.A. Bowen professor in the department of environmental engineering and science at Clemson University; Clifford Randall, C.P. Lunsford professor of environmental engineering at Virginia Tech; Thomas Sadick, project manager with CH2MHILL, John Novak, Nick Prillaman 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, Kappe 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 1-2013 or by e-mail at gboard@vt.edu.

FIFTH-GRADERS

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that at the time, he thought, "These kids are working like Trojans to raise what may not be over \$25, but the effort is extraordinary."

Thim Corvin, senior director of development for capital support and principal fund raiser for the center, spoke briefly to the students and thanked them for their contributions. "You have set an example for others to follow, and we will be proudly using your example when we speak to other donors across the nation," he said.

Once established, the Virginia Center for Civil War Studies will offer several programs. A scholars-in-residence program will attract nationally recognized Civil War scholars to spend a semester or academic year on the Virginia Tech campus, while scholarships will be used to entice the nation's best graduate students in Civil War history. The center will sponsor annual symposia, lecture series, exhibitions, and additional radio and television shows and will publish a scholarly Civil War journal. It will expand Virginia Tech's collection of Civil War books, manuscripts, and memorabilia and hire an archivist to organize, maintain, and protect the collection. It will also extend educational opportunities through digital and distance-learning programs.

Robertson, tapped by President Kennedy in 1961 as the executive director of the United States Civil War Centennial Commission, has written numerous books on the Civil War, including his recent critically acclaimed

biography *Stonewall Jackson: The Man, The Soldier, The Legend*, which has won a record number of awards for a Civil War book; *Soldiers Blue and Gray*, which was nominated for a Pulitzer Prize; and *America Becomes One Nation*, which received critical acclaim as one of the best children's books about the Civil War. He appears frequently on public television and the Arts & Entertainment Network and produces a weekly Civil War program for public radio. His annual week-long June seminar, Campaigning with Lee, consistently draws more than 130 participants from over 30 states, and his most recent Civil War Weekend, held annually in March, attracted 350 people from 17 states.

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