

SPECTRUM

Virginia
Tech
VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

TODAY'S EDITION
**NationsBank gives
\$250,000 to
Virginia Tech.**

VOLUME 21 NUMBER 35 THURSDAY, JULY 8, 1999

Pharmaceutical company opening two installations

By Larry Hinker

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

Pharming, the world largest producer of transgenically produced pharmaceuticals, plans to invest about \$37 million in Virginia to produce Human Factor VIII and Fibrinogen in the milk of transgenic animals. The company will produce supplies of these therapeutic blood clotting proteins to treat patients with hemophilia and control bleeding in surgery and trauma.

In making this announcement with Virginia Governor James Gilmore, George J.M. Hersbach, chairman of Pharming Healthcare Inc. and president and CEO of Pharming Group NV, said "We have selected western Virginia for this phase of Pharming Healthcare's growth because it offers an



Velander

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

"Pharming is the world's leader in this revolutionary concept of producing human

medicine from animal milk. We are exceedingly pleased that they have chosen to locate in Virginia and at Virginia Tech. This is a testament to the university's leadership on biotech applications," stated President Paul Torgersen.

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

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

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

(See PHARMACEUTICAL on 4)

Athletics invited into Big East

By Dave Smith

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

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

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

(See ATHLETICS on 3)

Universities, industry form consortium

By Lynn Nystrom

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

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

(See UNIVERSITIES on 4)

Diversity strategy to consider survey results

By Clara B. Cox

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

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

The 106 participants at the spring President's Forum on Campus Climate for

Diversity looked at the findings of the March 1998 faculty assessment of campus climate and answered several questions generated by the survey data.

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

Based on the survey results, Hyer told the group, "white males assess the climate for and treatment of members of underrepresented groups far more positively than do members of any of those groups. The relatively low level of interest expressed by white males in learning

about diversity suggests that the extent of dissatisfaction expressed by women and minorities is not well recognized or appreciated as an institutional or personal priority for change."

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

According to Conley, 2,648 faculty members were surveyed, with a response rate of 50 percent. Of those, 63 percent were tenured or tenure-track faculty, 21 percent were administrative/professional faculty, and 16 percent were research or other non-tenure-track faculty.

(See DIVERSITY on 4)

NationsBank Foundation gives \$250,000 for business professorship

By Juliet Horn, NationsBank

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

"We cannot underestimate the important role technology plays in business, education, communication, and our society, overall," said James Jackson, president of NationsBank Virginia. "By delivering an outstanding information-technology curriculum, Virginia Tech prepares individuals who are highly qualified for this field. NationsBank

is proud to help them serve this critical function."

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

"Graduates in management science and information technology are in great demand in a number of industries, from banking to consulting," said Richard E. Sorensen, dean of the Pamplin College. "There also is intense competition for faculty members and the Bank of America Professorship will allow us to con-

tinue to have the best. It represents an invaluable resource for the college and we are most grateful to the bank for its generosity."

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

"Last year the department had 300 majors; this year we had 650," said Bernard Taylor, head of management science and information technology. "So, the need to retain and attract prominent faculty members, who will prepare these students in areas such as systems integra-

tion and hardware and software development, is critical."

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

"Our support for Virginia Tech not only increases its ability to compete for and educate students, but it helps the commonwealth address a current critical issue—workforce readiness," said Wayne Waldrop,

(See NATIONS BANK on 4)

ACTIVITIES

EVENTS

Thursday, 8

Last Day to Add Art Exhibit Opening, noon, Armory Gallery: Martha Dillard.

Friday, 9,

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

Sunday, 11,

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

Tuesday, 13

Bloodmobile, 10 a.m.-4 p.m., Squires Student Center.

Wednesday, 14,

"With Good Reason," 7 p.m., WVTF: String Music in Virginia - Then and Now.

Thursday, 15,

Family Support Program, noon, DBHCC Conference Room C: "How To Start Reducing Your Debt," by Dawn Barnes.

Staff Senate Meeting, 5:30 p.m., 1810 Litton-Reaves.

Friday, 16,

Salary and Wage Paydate.

Sunday, 18

YMCA Hike, 1:30 p.m., Cranwell Center Parking Lot: Mountain Lake

Monday, 19,

Last Day to Drop.

Wednesday, 21,

"With Good Reason," 7 p.m., WVTF: Why Religion?

ACS grants available

The American Cancer Society has funded an Institutional Research Grant to Virginia Tech. Applications are invited from junior faculty for two grants of \$20,000 each for one year to perform studies on basic, clinical (including cancer control, health services and psychosocial/behavioral cancer research), preclinical, epidemiologic and health policy/outcomes research. The institutional research grant is intended for new investigators (within eight years of first independent academic appointment) without an active nationally competitive research grant (i.e., NIH, NSF, ACS). The details on policies, list of committee members who may be contacted for questions and application forms for the Individual Allocation of the Institutional Research Grant are available at the webpage www.vetmed.vt.edu/College/forms/techcamp/grantforms.html#acs and at the American Cancer Society homepage www.cancer.org/bottomresearchprogress.html. All junior faculty from the various departments are encouraged to apply. Kindly submit a hardcopy of the application to Mitzi Nagarkatti, Dept. of Biomedical Sciences and Pathobiology, VA-MD Regional College of Veterinary Medicine, Virginia Tech, Blacksburg, VA 24061 and an electronic copy to mnagarka@vt.edu by August 23. Awards will be made in September, 1999.

Leave sharing needed

Virginia Tech employees have requested leave donations in the area of continuing education. There are also employees in athletics who have requested leave donations.

Any salaried classified employee or 12-month regular

faculty member has an opportunity to participate by donating annual leave in increments of eight hours. There is no maximum donation, nor is there 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. In order to protect recipients, the names and details of the medical condition will remain confidential. However, donated leave must be to a specific individual or area. A donor form may be obtained from any department administrative office or from Personnel Services department at 1-9331. Return the completed form to: Mary Chapman Gearheart, Leave Administrator, Personnel Services 0318 (voice 1-5304, fax: 1-2352, e-mail: mchapman@vt.edu).

Prize proposals sought

The Board of Advisors of the International Archive of Women in Architecture (IAWA) requests proposals for the Milka Bliznakov Prize, a two-stage competition. The Milka Bliznakov Prize recognizes research that advances knowledge of women's contributions to architecture and related design fields. It is named in honor of Milka Bliznakov, Professor Emerita of the College of Architecture and Urban Studies and founder of the IAWA, which is a program supported by the University Libraries and the college of Architecture and Urban Studies.

Proposals for original projects can include study, research, or scholarly work relative to the IAWA collection, and which

contribute to and advance the recognition of women's contributions in design. Projects may include exhibition boards, video/digital or photographic presentations of illustrated essays, and traditional papers. For the first stage, the IAWA Board of Advisors will select up to five proposals. Authors of the selected proposals will be invited to continue their projects to compete in stage two for the Milka Bliznakov Prize of \$1000. The recipient of the Milka Bliznakov Prize will be notified in mid-April 2000.

Proposals for Stage One, a 250-500 word abstract, must be submitted no later than Sept. 13. Proposals should be sent to the Executive Committee of the IAWA: c/o Donna Dunay, AIA, IAWA Chair, 202 Cowgill Hall, Virginia Tech, Blacksburg, VA 24061, e-mail: ddunay@vt.edu.

VTIP hires Jones as a director

Virginia Tech Intellectual Properties, Inc. (VTIP) has hired Keith J. Jones as director of commercialization of discoveries, developments, and products in the life sciences, announced VTIP executive vice president Mike Martin.

Jones came to VTIP from the intellectual property law firm of Lyon and Lyon LLP, where he was a technical advisor working on biotechnology patent litigation. Jones has a Ph.D. in plant pathology from North Carolina State University, and a master of science degree in plant pathology from the University of Kentucky. He received his undergraduate degree in biology with honors from Southampton University (England).

ACHIEVERS

William E. Newton, professor of biochemistry, led a discussion session at the Nitrogen Fixation Gordon Conference in New London, N.H. June 28.

Brian Storrer, professor of biochemistry, traveled to Pavia, Italy, last September for a conference commemorating the centenary of the discovery of the Golgi complex. This conference provided a forum for discussions of the latest insights and hypotheses on the structure, function and regulation of this complex organelle.

Joy Burroughs, lab specialist in the department of Biochemistry's Pesticide Residue Laboratory, attended a Wildlife, Pesticides and People conference sponsored by the Rachel Carson Council at George Mason University last September. She attended this conference in connection with research the Pesticide Residue Laboratory is conducting with Wytheville Community College.

Three members of the Mobile & Portable Radio Research Group (MPRG) received the Stephen O. Rice Paper Award during the Institute of Electrical and Electronic Engineers (IEEE) International Conference on Communications in June. **Ted Rappaport**, MPRG's founding director and professor of electrical and computer engineering (ECE), and Ph.D. candidates **Gregory Durgin** and **Hao Xu** are the authors of the prize-winning paper, which appeared in the November 1998 issue of *IEEE Transactions on Communications*.

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

Rick Claus, professor of electrical and computer engineering and materials science and engineering and founding director of the Fiber & Electro-Optics Research Center, has been selected to receive the Norman Medal of the American Society of Civil Engineers (ASCE). Claus and nine colleagues from other universities were selected for the honor as co-authors of "Structural Control: Past, Present, Future," a paper published in the Journal of Engineering Mechanics. The Norman Medal has been presented by ASCE since 1872 to recognize authors who make contributions to engineering science. Previous recipients at Virginia Tech include civil engineering faculty James Martin and James Mitchell.

Arun Phadke, professor of electrical and computer engineering, has been chosen by the Board of Directors of the Institute of Electrical and Electronic Engineers to receive the 2000 Herman Halperin Electric Transmission and Distribution

Award. Phadke is being honored for leadership in the field of computer relaying and for his work in the field of Global Positioning Systems.

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

The College of Human Resources and Education Staff Association (CHRESA) presented its first scholarships with awards of \$150 to both CHRE graduate and undergraduate students.

This financial support by a staff association was recognized by Dean **Janet Johnson** as "a very special gift to the College and one that is most meaningful to the students." Johnson said that a plaque would be hung in Wallace Hall to recognize the names of the recipients.

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

The first CHRESA Student Scholarships were awarded to HNFE master's recipient **Michelle Stockunas**, and to **Jami Souder**, an undergraduate in interior design.

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 E/O/AA employer committed to diversity.

Full Time

Agricultural Supervisor, 3214M, Grade: 7, Dairy Science
Animal Care Tech B, 2658M, Grade: 5, College of Veterinary Medicine
Auditor - Internal, 2335T, Grade: 11, Auditor - Internal
Banquet Supervisor (Fpw-a), 7424G, Grade: 3, Donaldson Brown Hotel & Conference Center
Computer Systems Engineer, 7440J, Grade: 14, Center For Transportation Research
Computer Systems Engineer, 7444J, Grade: 14, Civil Engineering
Enrollment Services Coordinator, 2004T, Grade: 10, Scholarships & Financial Aid
Enrollment Services Specialist, 0009T, Grade: 8, Scholarships & Financial Aid
Executive Secretary Senior, 3677J, Grade: 7, Research & Graduate Studies
Food Operations Manager A (Assistant Manager), 1033H, Grade: 8, Residential and Dining Programs/Dietrich Dining Center
Food Operations Manager Assistant, 0975H, Grade: 6, Residential and Dining Programs/Deet's Place
Food Operations Manager B/Executive Chef, 0029H, Grade: 10, Resi-

dential and Dining Programs/Owens Dining Center
Housekeeping Worker, 1138G, Grade: 1, Donaldson Brown Hotel & Conference Center
Housekeeping Worker, 6867C, Grade: 1, Physical Plant/Housekeeping Services
Housekeeping Worker, 1216H, Grade: 1, Residential and Dining Programs
Information Technologies Audit Manager, 1735T, Grade: 16, Internal Audit
Laboratory Manager, 2018M, Grade: 13, College of Veterinary Medicine/Academic Affairs
Laboratory Specialist Advanced, 7455M, Grade: 11, Biological Systems Engineering
Laboratory Specialist Senior, 1888M, Grade: 9, College of Veterinary Medicine/Academic Affairs
Laboratory Specialist, 4478M, Grade: 8, Animal and Poultry Sciences
Laboratory Specialist, 7390M, Grade: 8, Biochemistry
Legal Assistant, 2200J, Grade: 8, Office of the General Counsel
Office Services Specialist (Office Manager), 7461H, Grade: 5, Residential and Dining Programs/Residence Education
Office Services Specialist (Office Manager), 7462H, Grade: 5, Residential and Dining Programs/Residence Education
Office Services Specialist, 489S, Grade: 5, Library
Office Services Specialist, 6859H, Grade: 5, Residential and Dining Programs/Facilities and Services-Housing
Office Services Specialist/Copy Center Operator, 1783C, Grade: 5, Printing Services
Oracle DBA, 7433D, Grade: 14, Administrative Information Systems
Pharmacy Supervisor, 6516M, Grade: 15, Veterinary Teaching Hospital
Program Support Technician, 3350M, Grade: 6, Fisheries and Wildlife Sciences
Program Support Technician, 7017C, Grade: 6, Personnel Services
Program Support Technician, 2202C, Grade: 6, University Development
Programmer, 1W2000D, Grade: 10, Administrative Information Systems
Programmer, 2256D, Grade: 10, University Libraries
Programmer/Analyst, 6887D, Grade: 12, Administrative Information Systems
Programmer/Analyst, 1W2001D, Grade: 12, Administrative Information Systems
Research Specialist Senior/GIS Specialist, 7450M, Grade: 9, Entomology
Senior Programmer/Analyst, 1W2002D, Grade: 14, Administrative Information Systems

Part Time

Agricultural Technician B, W022203M, Grade: 5, Veterinary Teaching Hospital
Animal Care Tech B, W022523M, Grade: 5, College of Veterinary Medicine
Animal Care Technician B, W020066M, Grade: 5, Veterinary Teaching Hospital
Equipment Inventory Asst/Fiscal Assistant, W022627C, Grade: 5, Controller's Office
Executive Secretary, W022330C, Grade: 6, University Development/Smith Mountain Lake 4-H Center
Food Operations Assistant (Server), W022531G, Grade: 1, Donaldson Brown Hotel and Conference Center
Food Operations Assistant A (Dishwasher), W022679G, Grade: 1, Donaldson Brown Hotel and Conference Center
Get Connected Technician, W022615D, Grade: 6, Administrative Information Systems
Housekeeping Lead Worker (Trades Helper), W022081H, Grade: 2, Residential and Dining Programs/Culinary Services

Maintenance Crew
Housekeeping Worker, W020190C, Grade: 1, Physical Plant/Housekeeping Services
Housekeeping Worker, W020214G, Grade: 1, Schiffert Health Center
Office Services Assistant (Switchboard Operator), W022101C, Grade: 04, Communications Network Services
Office Services Asst, W022459C, Grade: 4, Personnel Services
Program Support Technician, W022823G, Grade: 6, Dean of Students
Program Support Technician, W022824S, Grade: 6, Engineering Science and Mechanics
Program Support Technician, Foods, Grade: and Exercise, Human Nutrition
Radiologic Technologist, W022412M, Grade: 7, Veterinary Teaching Hospital
Off Campus Agricultural Inspector, 6425M, Grade: 9, Crop & Soil Environmental Sciences
Animal Care Technician B, 6726M, Grade: 5, College of Veterinary Medicine/Equine Medical Center
Distance Learning Specialist, 7410D, Grade: 12, Office of Distance Education
Library Assistant, 7269C, Grade: 08, University Libraries
Office Services Assistant, 6800S, Grade: 4, Albemarle County
Office Services Assistant, 7233S, Grade: 4, Arlington
Office Services Assistant, 5889S, Grade: 4, City of Alexandria
Office Services Assistant, 6609S, Grade: 4, City of Alexandria
Office Services Assistant, 7464S, Grade: 4, Fairfax County
Office Services Assistant, 6614S, Grade: 4, Hanover County
Office Services Assistant, 6808S, Grade: 4, James City County
Office Services Assistant, 6605S, Grade: 4, Orange County Extension Office
Office Services Assistant, 6604S, Grade: 4, Prince William County
Program Support Technician, 5473M, Grade: 6, Virginia Cooperative Extension-Henrico County
Program Support Technician, 5585M, Grade: 6, Virginia Cooperative Extension-King George County

FACULTY POSITIONS

INSTRUCTIONAL

Shenandoah Valley Agricultural Research and Extension Center (SVAREC) Superintendent. Review of applications will begin August 16, and will continue until a suitable candidate is identified. Interested persons should send a letter of intent, a complete resume, and arrange for three letters of reference to arrive by the due date. Send application materials or requests for information to Dr. Gerald Jubb, Associate Director, Virginia Agricultural Experiment Station, 104 Hutcheson (0402), Virginia Tech, Blacksburg, VA 24061; phone 1-6336; e-mail jubb@vt.edu.

NON-INSTRUCTIONAL

Virginia Cooperative Extension, Extension Agent, Agriculture and Natural Resources Extension Agent. Position #FA616, Environmental Science, Rockingham County. 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. Review of applications will be-

gin on July 19, 1999 and will continue until position is filled. Send to: Dr. Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson (0437), Virginia Tech, Blacksburg, VA 24061. Inquiries will be received at 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 Extension Agent (Re-advertisement). Position #FA516, Crop & Soil Science, Greensville County. 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. Review of applications will begin on July 26, 1999 and will continue until position is filled. Send to: Dr. Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson (0437), Virginia Tech, Blacksburg, VA 24061. Inquiries will be received at 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 Extension Agent (Re-advertisement). Position #FA615, Crop & Soil Science, Lancaster/Northumberland Counties. Submit a letter of intent, a complete resume, official undergraduate and graduate transcripts (copies are acceptable), and three letters of reference. VCE internal applicants may submit a letter of application, a copy of the most recent faculty report, and three letters of reference. Review of applications will begin on August 2, 1999 and will continue until position is filled. Send to: Dr. Steve Umberger, Virginia Cooperative Extension, 122 Hutcheson (0437), Virginia Tech, Blacksburg, VA 2406. Inquiries will be received at 1-7619; TDD user 1-800-828-1120; fax: 1-5545; e-mail csowers@vt.edu.

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

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

ATHLETICS

Continued from 1

Virginia Tech Director of Athletics Jim Weaver said, "We are delighted to be considered for full membership with the Big East. Any decision of this importance does not happen overnight. The current period for reflection and discussion will be important to both parties. We are confident a positive outcome will emerge."

Single-conference affiliation in one of the major athletics conferences has been a long-standing goal of the institution. Virginia Tech's last single-conference affiliation for all sports was its membership in the Southern Conference from 1921 until June 1965.

Virginia Tech is currently a football member of the Big East. Virginia Tech competes in the Eastern Wrestling League in wrestling and its 19 other NCAA-sponsored sports programs compete in the Atlantic 10 Conference.



VIKING
 VIRGINIA POLYTECHNIC INSTITUTE
 AND STATE UNIVERSITY

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Editor

John Ashby, 1-6961

Assistant Editor

Christian Moody, 1-8538

Production Manager

Melinda Shaver, 1-8524

Business Manager

Sherri Box, 1-8819

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OBITUARY

E. T. (Ervin) Kornegay, 67

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

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

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

Dr. Kornegay received the American Society of Animal Science Morrison Award in 1998 for his "meritorious scientific contributions to the United States livestock industry." The Morrison Award is the most prestigious recognition an animal scientist can receive from the American Society of Animal Science.

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

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

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

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

Dr. Kornegay and his wife, Juanita, were very active at Blacksburg United Methodist Church. He served on the Board of Trustee for three years, two as chairman.

A memorial service will be held on Tuesday, July 6, beginning at 11 a.m. at Blacksburg United Methodist Church, 111 Church Street. In lieu of flowers, contributions can be made to Blacksburg United Methodist Church's Habitat for Humanity Fund or its Memorial Fund.

PHARMACEUTICAL

Continued from 1

of the world's scientific community to commercialize transgenic discoveries. Velander holds several patents on the development of therapeutic proteins.

Pharming expects to employ about 88 people at its farm in Craig County and processing facility in Blacksburg. "These type of jobs are perfectly compatible with our region and with Virginia Tech. For the most part these high paying biotech jobs will require highly skilled individuals with advanced degrees," said John Phillips, Virginia Tech's economic development officer.

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

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

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

DIVERSITY

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

"White male faculty members generally felt that women and faculty of color are adequately represented on committees and are given the same opportunities for administrative positions, but women and faculty of color did not share these perceptions," Hyer said. She reported that a large percentage of underrepresented groups—46 percent of women, 65 percent of blacks, and 73 percent of non-heterosexuals—felt the need to change some of their personal characteristics in order to fit in at the university.

While 94 percent of the respondents felt that diversity is good for the university and should be actively promoted, 40 percent thought that Tech is placing too much emphasis on diversity. 56 percent thought that diversity may lead to the admission of underprepared students, and 44 percent thought that

NATIONSBANK

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commercial bank executive for NationsBank Virginia and a Virginia Tech alumnus. "Virginia has built a reputation for attracting and starting high-tech companies. Virginia Tech advances this reputation by creating a workforce that is prepared to staff such companies."

The NationsBank Foundation is part of the new Bank of America Foundation. With an annual budget of approximately \$100 million, it is the largest financial-services philanthropic foundation in the United States. It supports organizations that provide programs and services in education, health and human services, community development, and arts and culture.

and reprocessed into a medicine for treatment of various human diseases.

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

affirmative action leads to the employment of less qualified faculty and staff.

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

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

Several discussion groups proposed ways to boost the recruitment of women and minorities on the faculty, such as expanding the criteria for

faculty hires to include more variables beyond the traditional focus on research excellence, selecting leaders who are passionate about promoting diversity, establishing broad institutional links so that applicant pools will be more likely to include minorities, creating faculty exchanges with Virginia State University, and, in hiring administrators, including the criterion that they have demonstrated success at nurturing non-traditional faculty, staff, and students.

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

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

For a copy of the results of the faculty assessment of campus climate, contact Hyer at 1-3312 or hyerp@vt.edu.

UNIVERSITIES

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

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

An additional \$2 million from the state and \$1 million from private sources is being used to fund student scholarships, build clean rooms (completely dust free, highly specialized laboratories for microelectronics fabrication), and buy equipment.

Seven Virginia Community Colleges offering associate-in-science degree programs in engineering, in concert with VMEC universities, will prepare first and second year students for

transfer into the undergraduate microelectronics program. With funding from the endowment, the community colleges have initiated activities to promote faculty development and equipment acquisition for VMEC-related distance-education courses.

Microelectronics research and education spans the highly specialized areas of electronic materials, devices, and circuits, as well as very-large-scale-integration (VLSI) design, processing, manufacturing, and packaging.

VMEC was formed in 1996 in response to decisions by Motorola/Infineon Technologies (formerly Siemens Semiconductors) and IBM/Toshiba to build multi-billion-dollar microelectronics fabrication facilities in Virginia that will employ eventually thousands of people including large numbers of engineers and technicians. In addition, there will be openings for technical employees working in systems and design engineering and in the technical marketing portions of the industry.

Two of the facilities are White Oak Semiconductor and Dominion Semiconductor.

To help meet these employment needs, VMEC is establishing a five-year bachelor's/master's degree for selected students using a cooperative joint-degree program. Students may enroll in designated courses at any of the participating institutions.

"Working together as a group, we have the unique opportunity to align and coordinate our efforts state wide to meet the needs of the microelectronics industry, eliminating duplication, and combining our complementary strengths to develop seamless, flexible, high quality instructional training and research programs," said Richard W. Miksad, dean of the UVA's School of Engineering and Applied Science and the first chair of VMEC. "VMEC was created as a virtual consortium capable of delivering the best of what each of the member institutions have to offer."

Initial support for start-up funds for the cooperative venture was granted by the 1998 Virginia General Assembly when it agreed to fund the Virginia Semiconductor Educational Endowment.

