

SPECTRUM

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

<http://www.unirel.vt.edu/spectrum/>

VOLUME 22 NUMBER 34 FRIDAY, JUNE 23, 2000

TODAY'S EDITION

See page 3 for
new-compensation-pro-
gram information.

President engages faculty members in research dialogue

By Jeffrey Douglas

Proclaiming ideas "the raw material of the information economy," President Charles Steger challenged university faculty members assembled for the Virginia-Maryland Regional College of Veterinary Medicine's annual research conference to "turn up the Bunsen burners" as Virginia Tech begins efforts to become a top-30 research institution during the decade ahead.

Steger delivered his remarks as the keynote speaker of the college's 12th Annual Research Symposium, a three-day event that featured a presentation on Iraq's biological warfare program, a day-long symposium on comparative gerontology produced in conjunction with the College of Human Resources and Education, and dozens of profiles of research currently under way in veterinary-college laboratories.

The VMRCVM and the university are in a good position to take advantage of shifting priorities in federal research funding, Steger said. Federal research presently accounts for about 64 percent of Virginia Tech's research funding. However, research funding from the National Institutes of Health, which accounts for about 53 percent

of all federal research funding, is fairly nominal at Virginia Tech.

Terming the "Research 30" goal as "formidable" yet "achievable," Steger said he was pleased with the response he has received from university faculty members since articulating the Research 30 goal. "Faculty members want to make a difference," Steger said, outlining the need for more inter-disciplinary collaborations at the university. "They want to be part of something exciting."

The recently funded bioinformatics initiative, which Steger described as the largest "infusion of base research support in the history of the institution" is an example of the creative new programs that must be developed to move the university ahead in the early 21st century.

Partnerships with other organizations, such as the collaborations with the University of Virginia and Carilion Health Systems in the new Carilion Biomedical Institute, are another good example of how the university must proceed toward the goal, Steger said.

Highlights of the program included a presentation on cognitive dysfunction in companion animals by VMRCVM alumnus Sharon L. Campbell of the Animal Health Group at Pfizer,

(See RESEARCH DIALOGUE on 4)



Veterinary College Dean Peter Byrne, right, presents a college sweatshirt to President Charles Steger following Steger's remarks. (J. Baber)

Political science's on-line M.A. program honored

By Sally Harris

The On-Line M.A. in Political Science Program at Virginia Tech has been chosen to receive an E-Learning Design Award in an international competition organized by the Center for Research on Learning and the Online Academy at the University of Kansas.

"From a plethora of nominations received for the E-Learning Design Award for exceptional content-rich and innovative on-line courses, 20 courses were isolated as finalists," according to Anne Daugherty of the Online Academy at the University of Kansas. "After much deliberation, four courses were finally selected to receive the awards." In Virginia Tech's case, it was a suite of three courses that had been taught over the past year in the on-line M.A. in Political Science Program (OLMA/PSI) that the department entered in the competition as outstanding examples of E-learning innovation.

OLMA/PSI developed out of the College of Arts and Sciences' Cyberschool experiments with the departments of political science, English, music, and philosophy during 1995 and 1996. University Distinguished Professor of Political Science Timothy W. Luke designed and developed the initial design for the on-line M.A. with one of his

graduate students, Christopher Couples. Couples received his M.A. in political science in 1997 and then became the coordinator for social-science computing at Swarthmore College.

Since 1977, Luke has continued to develop and manage the site with Jeremy Hunsinger, a 1998 political-science M.A. graduate from Virginia Tech and now manager of Virginia Tech's Center for Digital Discourse and Culture and instructor of political science. In addition to the support provided by the College of Arts and Sciences, OLMA/PSI also has received grant funding from the Center for Innovation in Learning.

"Virginia Tech received the award for its on-line M.A. program," Hunsinger said. All of Virginia Tech's political-science master's courses are on line, and six or seven have been taught on line, most of them multiple times, Hunsinger said.

"The On-Line Masters of Arts in Political Science at Virginia Tech is identical in course content, requirements, and work load to the widely respected and high-quality residential MA degree program that has been offered on campus since 1969," said Luke, who also now serves as executive director in the university's Institute of Distance and Distributed Learning.

Virginia Tech's political-science faculty members are among the nation's most profes-

sionally active political scientists who are well-known for their research publications, editorial-board service, research grants, and classroom teaching. The web site for OLMA/PSI is <http://www.cyber.vt.edu/olma/olma.html>.

Through the capabilities of VTOnline and the Internet, the political-science department offers its M.A. program to working professionals in the military, state governments, corporations, K-14 schools, and the not-for-profit sector. Instructional materials are designed to fit the international nature of the program, which has students working on their degrees in Bosnia, Albania, Japan, South Korea, Germany and Abu Dhabi as well as all across the United States, including Virginia.

Students have been able to conduct their studies on line since Fall 1997. Courses include such topics as research methods, contemporary political theory, and post-industrial democracies. All the classes provide content generated by the faculty and innovative use of course material for distance learners.

Each time a course is taught, it is revised to improve content and to address problems encountered. The faculty has an extensive assessment regime to gather and analyze material relating to on-line education. One area in particular is assessment of the level of technology

(See M.A. PROGRAM on 4)

Students select supportive faculty members

By Clara B. Cox

In a fall 1999 survey, Virginia Tech's students with disabilities identified those professors they found to be supportive and sensitive to their needs. Those professors were recognized by the Office of the Dean of Students during a reception at the close of the academic year.

"Sometimes people don't know the difference they make in the lives of our students. Treating them with respect can make a world of difference in how students perceive their experience on our campus. These faculty members, perhaps, didn't do anything special for these students with disabilities. This recognition has more to do with how they treat all students," said Barbara

(See FACULTY on 4)

Governor Grants Additional Holiday

Governor James Gilmore has authorized additional holiday time for all state employees in celebration of Independence Day. State offices will be closed on Monday, July 3, and Tuesday, July 4.

President Charles Steger has confirmed that classes will be held on July 3, but that it will be a holiday for all university employees who are not required to support classes or other essential university services. Employees who are eligible to earn compensatory leave for holidays worked will be granted leave time on request at a later date.

First Bliznakov Award presented in Switzerland

By Jean Elliott

By unanimous decision, the International Archive of Women in Architecture (IAWA) Milka Bliznakov prize jury has voted to award the first Bliznakov prize to Claire Bonney, Ph.D., of Basel Switzerland.

Named in honor of Milka Bliznakov, founder of the IAWA and professor of architecture at Virginia Tech, the prize was established in 1998 by the IAWA Board of Advisors with a cash award of \$1,000. The board appoints the three-person jury for the prize.

In the first selection stage, applicants were asked to outline a program of work that they would undertake for the prize. Three applicants, including Bonney, Cordula Mohr, and Kwaku Quansah, submitted proposals that possessed unusual merit. All three were asked to continue work to be submitted for the prize. All three applicants completed and submitted their work.

Bonney's prize-winning work will become part of the permanent collection of the IAWA, and it is expected that she will contribute additional material on Gorska as her research con-

tinues. As a part of the IAWA collection, Bonney's work on Gorska is available to other interested students and scholars under special collections at Newman Library.

The intent of the prize is to see material already in the IAWA files used as the basis for additional research, or to identify work on women in architecture that can then be added to the IAWA collection. It is expected that the prize will be awarded annually.

ACTIVITIES

EVENTS

Friday, 23

Summer Arts Festival Program, 6 p.m., Henderson Hall lawn.

Summer Arts Festival Program, 7 p.m., Squires Studio Theatre.

Saturday, 24

YMCA Hike, 10 a.m., Lancaster House parking lot.
Summer Arts Festival Program, 7 p.m., Squires Studio Theatre.

Monday, 26

Faculty Development Workshop, Newman classroom B: Call 8029 for information.

Tuesday, 27

Faculty Development Workshop, Newman New Media Center: Call 8029 for information.

Faculty Development Workshop: Call 8029 for time, location.

Wednesday, 28

Family/Work/Life Resources Program, noon-1 p.m.,

DBHCC, conference room G.

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

Thursday, 29

Classes End.

Faculty Development Workshop, Newman New Media Center: Call 8029 for information.

Friday, 30

Exams Begin.

Summer Arts Festival Program, 6 p.m., Henderson Hall lawn.

JULY

Sunday, 2

YMCA Hike, 1:30 p.m., Lancaster House parking lot.

Monday, 3

Salary and Wage Paydate.

Second Summer Classes Begin.

Independence Day Holiday for Faculty and Staff. (See article on page 1 for details.)

Tuesday, 4

Independence Day Holiday for Faculty and Staff.
Summer Arts Festival Program, 4 p.m., 9:30 p.m., Municipal Park, Main Street: Call 961-1135 for information.

Wednesday, 5

"With Good Reason," 7 p.m., WVTF: Topic TBA
Summer Arts Festival Exhibit Opens, Armory Gallery: TBA.

Summer Arts Festival Program, 7 p.m., Squires Studio Theatre.

Thursday, 6

Last Day to Add.
Summer Arts Festival Program, 7 p.m., Squires Studio Theatre.

Friday, 7

Summer Arts Festival Program, 6 p.m., Henderson Hall lawn.

Summer Arts Festival Program, 7 p.m., Squires Studio Theatre.

New (TRS) access number available

Beginning June 26, communications access between persons with hearing or speech disabilities and hearing persons will be simplified by the abbreviated three-digit "711" telephone number to access the Virginia Relay Service (VA Relay). Virginia Tech users at the main campus, the Donaldson Brown Hotel and Conference Center, and at the Northern Virginia Graduate Center must dial 9 before the 711 telephone number (9-711), just as they would normally dial for an off-campus telephone call. The current toll-free telephone numbers (1-800-828-1120 and 1-800-828-1140) for VA Relay will remain active for customers who wish to continue using them. VA Relay (available 24 hours a day, seven days a week)

BULLETINS

connects calls between persons with hearing or speech disabilities and hearing persons through a communications assistant who translates text between callers. By law, each conversation is handled with the strictest confidentiality. Contact the Virginia Department for the Deaf and hard of Hearing (VDDHH) at 1-800-552-7917 (voice/TTY) or web site www.cns.state.va.us/vddhh/ for more information.

New Orientation, Advising Preview web address

A corrected version of the web-site address for the Orientation and Advising Preview on Wednesday, June 28 has been provided to *Spectrum*. The web-site address is <http://www.uaac.vt.edu/preview.html>.

Museum offers Saturday Science

Saturday Science program "(Dandi)Lions and Tiger(lilies) and Berries, Oh My," will enable participants to identify and press local plants at the Virginia Tech Museum of Natural History on Saturday June 24 at 11 am. Children in kindergarten through third grade can participate. Pre-register at 1-3001.

Women's Center announces annual award winners

The Women's Center at Virginia Tech has announced the recipients of its annual women of the year awards. Six women were recognized for their leadership in supporting the center's mission: to promote a Virginia Tech community that is safe, equitable, and supportive for women and celebrates their experiences, achievements, and diversity. The winners are Sandra Birch, Faculty Woman of the Year; Phyllis Testerman, Staff Woman of the Year; Tamra Oliver, Community Woman of the Year; Jill Porcelli, Megan Meconi, and Katherine Templin, all Student Activist of the Year.

Birch has been working with the Department of Computer Science since 1985. Ten years ago, Birch organized the Association for Women in Computing, which is dedicated to providing a stronger sense of community for women in the department. This coalition has developed many projects for girls in elementary

through high school.

Testerman is the crime-prevention coordinator for the Virginia Tech Police Department. Testerman is the victim witness coordinator, a member of the Sensitive Crime Unit, a member of the Women's Center Advisory Committee, and serves on the Sexual Assault Task Force.

Oliver is the gifted coordinator for Blacksburg schools.

Porcelli is a senior majoring in animal-poultry science. She has worked with the Women's Studies Program, the Women's Center, and the Women's Resource Center in Radford. At the Women's Center she serves as a team leader for the receptionist team. Porcelli is working as the leadership education for adolescents coordinator, bringing together middle-school girls with university women to recognize and share leadership skills.

Meconi is a senior majoring in engineering. She has worked closely with Womanspace,

the Women's Undergraduate Network. She serves as the co-president and treasurer and was also the senior chair of the Take Back the Night committee. Meconi is also a mentor to undergraduate women through the Office of Minority Engineering Programs.

Templin, a senior majoring in traditional math, also works closely with Womanspace where she serves as the co-president. She has been the volunteer coordinator for the Clothesline Project Workshops and Displays for the last two years. She has also been a member of the annual Women Run Down Violence planning committee for the last three years. She is one of the few student representatives on the Women's Center Advisory Committee.

The next call for nominations will begin in February, 2001.

University Club celebrates 70 years

By David Nutter

The University Club is celebrating its 70th year of service to the university community. The club was built as a place for faculty and staff members to socialize and to provide living accommodations for the then-single-male faculty members. The club is located next to the Donaldson Brown Hotel and Conference Center.

This year, the University Club is celebrating with art and historic exhibits, performing artists, receptions, socials, brunches, and seasonal dinner dances.

University Club members, in addition to being invited to the above events, receive parking lot stickers for the adjacent lot, the ability to reserve University Club facilities for weddings, receptions, and faculty retreats. They also have reciprocal membership with the Association of University Clubs throughout the United States and Canada.

Officers for 2000 are Buddy Russell, president; Rosemary Goss, vice president; Dixon Hanna, treasurer, and Kitty Jensen, secretary. Board members are Donald Drapeau, Patsy Hosner, John Brown, Nancy Burke, and Bud Devens. Committee chairs are: facilities, Geza Ifju; membership, Franklyn Moreno; social, Jane Harrison; and visiting artists, Don Drapeau. Club manager is Leslie Whiting who may be called for information Monday through Friday between 8:30 a.m. and noon at 1-3870.

Women's leadership program discusses empowerment

By Jean Elliott

In a gathering that mixed traditional lines of power, women administrators, faculty and staff members met at Donaldson Brown Hotel and Conference Center to discuss leadership in a summer workshop sponsored by the College of Human Resources and Education.

The conference, entitled Women's Webs of Influence: Empowering Women Leaders as Faculty, Staff, and Administrators at Land Grant Universities, was the second key event for the Women's Leadership Initiative, which sponsored a forum called Glass Ceilings and Beyond earlier this spring.

The conference participants, who were selected by their deans, represented every college at Virginia Tech with delegates also in attendance from Virginia State University. Coordinated by Katherine Allen, a professor in human development, the two-day program featured provost Peggy Meszaros, Dean Janet Johnson and Kusum Singh from educational leadership and policy studies as guest speakers. The 38 participants also collectively shared their experiences and thoughts on leadership.

The workshop's objectives included developing personal, interpersonal, and professional competencies; fostering productive work-

ing relationships among women of diverse backgrounds; enhancing understanding of women's multiple roles in higher education and promoting constructive support systems among women.

Noting that there are many styles of leadership, Allen said, "Our aim was to feature the talents of women in the College of Human Resources and Education. Our world view emphasizes the connections across the life course and among individuals, families, and communities. We place a premium on integrating the personal and professional, emotional and intellectual, and physical and spiritual."

EMPLOYMENT

CLASSIFIED POSITIONS

The following classified positions are currently available. More details of these positions, specific application procedures/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. For information on all job listings, call 1-5300. Some of the following positions include state benefits. Positions with numbers beginning with a "W" are hourly/do not include state benefits. Individuals with disabilities desiring assistance or accommodation in the application process should call by the application deadline.

Closing date for advertised positions is 1 p.m. Monday. An EO/AA employer committed to diversity.

Full Time
Accounting Supervisor (Accountant Senior), N/A, Grade 11, VT Foundation.
Animal Care Supervisor, 6998J, Grade 11, Veterinary Teaching Hospital.
Animal Care Technician B, 7617J, Grade 5, Veterinary Medicine Experiment Station.
Animal Care Technician C, 2639J, Grade 7, Veterinary Teaching Hospital.
Applications Analyst, 7615L, Grade 0, Information Technology Acquisitions.
Banquet Manager (Food Operations Manager Assistant), 1118G, Grade 6, DBHCC.
Budget Analyst, 6927T, Grade 10, Budget/Financial Planning.
Computer Network Support Technician Senior, 3492G, Grade 10, Environmental Health & Safety.
Data Warehouse Architect, 6701L, Grade 0, Information Systems/Computing.
Electronic Technician, 2738T, Grade 9, University Registrar.
Enrollment Services Assistant (Academic Adviser), 7618T, Grade 7, Biology.
Executive Secretary, 5127M, Grade 6, Agriculture/Life Sciences/4-H.
Executive Secretary, LC008J, Grade 6, Athletics.
Executive Secretary Senior, 0098, Grade 7, Industrial/Systems Engineering.
Fiscal Technician, 4596G, Grade 6, Continuing Education.
Six full-time food-operations positions available; five part-time positions.
Food Operations Manager A/Sous Chef, 2820H, Grade 8, Residential/Dining Programs/Owens Food Court.
Food Operations Manager A/Sous Chef, 0940H, Grade 8, Residential/Dining Programs/Southgate Bake Shop.
Food Operations Manager Assistant/Assistant Manager, 0561H, Grade 6, Residential/

Dining Programs/Shultz Express.

Food Operations Manager B/Executive Chef, 1781H, Grade 10, Residential/Dining Programs/Dietrick Dining Hall.

Food Operations Manager B/Executive Chef, 0837H, Grade 10, Residential/Dining Programs/West End Market.

Grants Specialist (Fiscal Manager), 7613T, Grade 9, Virginia Bioinformatics Institute.

Health Educator Senior, 7393J, Grade 10, Health Center.

Highway Equipment Operator A, 1971G, Grade 4, Physical Plant.

Highway Equipment Operator A, 1882G, Grade 4, Physical Plant.

Highway Equipment Operator B, 0310G, Grade 5, Physical Plant.

Housekeeping Worker, 2846J, Grade 1, Recreational Sports.

Housekeeping Worker, 0299J, Grade 1, Recreational Sports.

Housekeeping Worker, 1631G, Grade 1, DBHCC.

Housekeeping Worker, 2241H, Grade 1, Residential/Dining Programs.

Housekeeping Worker, 7605C, Grade 1, Physical Plant.

Housekeeping Worker Senior, 0269H, Grade 3, Residential/Dining Programs.

Information Technology Analyst, 7388L, Grade 0, University Computing Support.

Installation/Repair Technician, 6780F, Grade 8, University Libraries.

Interpreter For The Deaf, 7472J, Grade 8, Dean of Students.

Laboratory Mechanic B, 5652M, Grade 6, CSES.

Laboratory Mechanic C, 7606T, Grade 8, CPES.

Laboratory Specialist, 3385J, Grade 8, Veterinary Medicine.

Laboratory Specialist, 7245M, Grade 8, Biochemistry.

Laboratory Specialist Senior, 7614T, Grade 9, Biology.

Manufacturing Processes Laboratory Supervisor, 0999T, Grade 11, Industrial/Systems Engineering.

Medical Technologist, 2637J, Grade 9, Veterinary Teaching Hospital.

Motor Vehicle Operator A, 2862G, Grade 2, Physical Plant/Grounds/Hauling.

Office Services Specialist, 1858T, Grade 5, Engineering Fundamentals.

Office Services Specialist, 931T, Grade 5, University Registrar.

Office Services Specialist, 1506T, Grade 5, Philosophy.

Program Support Technician, 1928J, Grade 6, UUSA.

Program Support Technician, 6418M, Grade 6, CALS Extension.

Program Support Technician Senior, 1441T, Grade 7, Engineering.

Programmer, 6656F, Grade 10, University Libraries.

Public Relations Assistant Specialist (Sales/Catering Manager), 6473G, Grade 8, DBHCC.

Research Regulatory Compliance Officer (Lab Specialist Adv), 7623J, Grade 11, Research/Graduate Studies.

Special Services Lab Manager, 7376T, Grade 11, EOAA.

Storekeeper (Stock Clerk), 7403H, Grade 4, Residential/Dining Programs/West End Market.

Switchboard/Operator Supervisor, 0692A, Grade 6, CNS.

Telecommunications Network Technician, 06710A, Grade 8, C.

Part Time

Animal Care Technician A, W022155J, Grade 3, Veterinary Teaching Hospital.

Animal Care Technician A, W022675J, Grade 3, Veterinary Teaching Hospital.

C-print Captionist, W023016, Grade 10, Sensory Loss Services.

Dispatcher, W023034J, Grade 6, VTTI.

Housekeeping Worker, W020190C, Grade 1, Physical Plant/Housekeeping Services.

Housekeeping Worker, W022490H, Grade 1, Residential/Dining Programs.

Housekeeping Worker, W020574G, Grade 1, DBHCC.

Instrument/Equipment Technician, W023046T, Grade 8, Music Department.

Laboratory Technician, W022700T, Grade 4, Chemistry.

Laboratory Technician Senior, W020117T, Grade 5, EHSS.

Library Assistant, W023049F, Grade 8, University Libraries.

Managing Editor/Associate Managing Editor, W023042T, Grade 8, Sociology.

Office Services Aide, W020947L, Grade 2, ITA.

Office Services Specialist, W023048L, Grade 5, Alumni Relations.

Office Services Specialist, W023044, Grade 5, Dean of Students.

Office Services Specialist, W023222T, Grade 5, Undergraduate Admissions.

On-line Course Support Technician, W023047L, Grade 10, Educational Technologies.

Program Support Technician, W023053, Grade 6, University Libraries.

Program Support Technician Sr, W023050, Grade 7, Research/Graduate Studies.

Trades/Utilities Worker, W023023H, Grade 3, Residential/Dining Programs/Culinary Services Maintenance Crew.

University Only
Enrollment Services Coordinator, 2094J, Grade 10, Northern Virginia Center.

Executive Secretary Senior, U729T, Grade 7, President's Office.

Pilot Second in Command, U0275G, Grade 12, Air Transportation Services.

Off Campus
Adult Program Assistant (Office Services Assistant), 6101M, Grade 4, VCE--Arlington County.

Agricultural Technician B, 7622, Grade 5, Alson H. Smith Jr., Agricultural Research/Extension Center.

Announcer, W020800L, Grade 8, University Relations/WVTF.

Executive Secretary, 2092J, Grade 6, Northern Virginia Center.

Office Services Assistant, 6806J, Grade 4, HNEF.

Office Services Assistant, 6809J, Grade 4, HNEF.

Program Support Technician, 5278M, Grade 6, VCE--Buckingham County.

Program Support Technician, 6235M, Grade 6, VVE--Rockbridge County.

FACULTY POSITIONS

INSTRUCTIONAL

Marketing Assistant Professor. Contact: James Brown, 2016 Pamplin (0236). Review begins July 1.

Plant Pathology, Physiology and Weed Science. Assistant/Associate Professor, Turfgrass Weed Management. Contact: E. Scott Hagood, Jr., 413 Price (0331). Review begins September 1.

Mathematics. Assistant/Associate Professor, Computational and Theoretical Fluid Dynamics. Contact: Michael Renardy, 460 McBryde (0123). Review begins November 30.

Mathematics. Assistant/Associate Professor, Modern Analysis. Contact: Joseph Ball, 460 McBryde (0123). Review begins December 1.

Animal/Poultry Sciences. Assistant/Associate Professor, Ruminant Physiology. Contact: Gary Minish, 3460 Litton-Reaves (0306). Review begins September 1.

English. Instructors (5). Contact: Linda Anderson, 204 Williams (0112). Review begins immediately.

Fisheries/Wildlife Sciences. Assistant/Associate Professor, Aquaculture. Contact: Linda Boothe, 100 Cheatham (0321). Review begins September 1.

Fisheries/Wildlife Sciences. Associate/Full Professor, Natural Resources Conservation. Contact: Patrick Scarlion, 100 Cheatham (0321). Review begins September 1.

NON-INSTRUCTIONAL
Industrial/Systems Engineering. Computer Systems Analyst. Contact: Michael Deisenroth, 250 NEB (0118). Review begins June 16.

Virginia Cooperative Extension. Extension Agent, 4-H Youth Development. #FA695, Sussex Co. Contact: John Dooley, 122 Hutcherson (0437). Review begins July 7.

Virginia Cooperative Extension. Extension Agent, Family/Consumer Sciences. #111080, Richmond. Contact: John Dooley, 122 Hutcherson (0437). Review begins July 7.

Virginia Cooperative Extension. Extension Agent, 4-H Youth Development (half-time). #FA779, Chesapeake. Contact: John Dooley, 122 Hutcherson (0437). Review begins June 29.

Virginia Seafood Agricultural Research/Extension Center. Business Seafood Specialist. Contact: Michael Jahnoke, 102 S. King St., Hampton, VA 23669. Review begins September 1.

Institutional Research/Planning Analysis. Senior Research Analyst/Associate Director. Contact: Deborah Olsen, 129 Smyth (0433). Review begins July 1.

Institutional Research/Planning Analysis. Research Analyst. Contact: Deborah Olsen, 129 Smyth (0433). Review begins July 1.

Compensation Plan Questions Answered

1. Who is covered?

The new pay system will apply to all classified staff positions.

2. When will the new plan be implemented?

The first phase of the new plan will be implemented on September 25 of this year. This will include the new pay structure, the new classification system, and the new pay practices. The second phase, the revised performance-management program, will be implemented early in 2001 and affect pay increases authorized by the legislature for December, 2001.

3. Since the existing pay-for-performance plan (EIPP) was seldom funded, why should we expect anything different with the new plan?

There were several problems with funding the EIPP. One of the problems occurred because the current plan had steps, which meant that the funding available to the General Assembly and the governor had to fit the stepped plan, meaning that increases had to be funded for 2.25 percent (one step) for "meets expectations," 4.56 percent (two steps) for "exceeds expectations," or 6.90 percent (three steps) for "exceptional" ratings. In most years enough money could not be appropriated by the state to allow agencies to provide the three levels of increases for the three levels of performance. In the new plan, steps have been eliminated and the number of ratings has been reduced, which

will provide the Governor and the General Assembly with more flexibility to fund increases based on the revenues available each year. This means that the problem that occurred where a limit was placed on the number of employees who could receive certain levels of increase will be avoided.

4. Under the new system it looks like I have fewer opportunities for advancement because the ladder now has only nine rungs (pay bands) rather than the 23 pay grades in the current system. Is this true?

No, but increases will occur in different ways in the new plan. In the current system, employees could advance only by competitively applying for advertised promotions, or by seeing their positions re-allocated because of significant changes in job responsibilities. In the new plan, these will still occur, but pay increases can also occur without moving to higher pay bands. Because the roles and bands will be broader, an employee may receive an increase for additional duties, acquisition of new skills or knowledge applied on the job, or retention, without having to move to a higher pay band. Employees will be able to advance within the new broader band. In addition, employees may be able to negotiate a pay increase for a transfer to another position in the same pay band, which cannot happen now.

(See COMPENSATION on 4)



VIRGINIA POLYTECHNIC INSTITUTE
AND STATE UNIVERSITY

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

Spectrum is a non-profit publication of the Office of University Relations: Lawrence G. Hincker, associate vice president for University Relations; David Nutter, associate director for Public Affairs.

Editor
John Ashby, 1-6961
Assistant Editor
Kimberly Richards-Thomas, 1-8538
Production Manager
Melinda Shaver, 1-8524
Business Manager
1-8819

Letters to the editor and questions for "Ask Spectrum" should be addressed to the editor, 105 Media Building, Virginia Tech, Blacksburg, VA 24061.

Electronic Spectrum: <http://www.vt.edu:1002/admin/eoa/index.html>

Virginia Tech does not discriminate against employees, students, or applicants on the basis of race, color, gender, sexual orientation, disability, age, veteran status, national origin, religion, or political affiliation. Any one having questions concerning discrimination or accessibility regarding the programs described in this newspaper should contact the Equal Opportunity Affirmative Action Office: 540-231-7500 (v), 540-231-9460 (TTY).

OBITUARY

J. Paxton Marshall, 78

By Stewart MacInnis

J. Paxton Marshall, an agricultural economist who helped shape citizen leadership in rural areas, and who left an imprint on many public-policy areas in Virginia, died June 16.

A professor and a public-policy specialist for Virginia Cooperative Extension, Marshall's 28-year career with Virginia Tech had an impact on the state, the university, and the people he worked with.

"Professor Marshall believed that change comes through education and leadership, and he was an exceptionally gifted Extension educator who personally stimulated many changes that continue to shape how the commonwealth governs the citizens of Virginia," said Les Myers, head of the Department of Agriculture and Applied Economics.

Marshall developed a state-wide program on land-use policy and planning problems. He was instrumental in implementing Virginia's land-use valuation procedures for taxing agricultural lands, and in establishing organiza-

tions to allow effective citizen input in shaping Chesapeake Bay water quality policy, Myers said.

His efforts in developing citizen leadership skills resulted in the Virginia Rural Leadership Development Program and the conduct of "Virginia Assemblies," which brought citizens together to discuss critical public-policy issues. He was a leader in analyzing and shaping national policies for peanuts and tobacco.

"Honesty, integrity, and compassion, that's how I'd describe him," said Shirley Baber, executive secretary for the department. "He genuinely cared for people, and he was always there for you when you needed him."

Marshall, who joined the Virginia Tech faculty in 1967, received his bachelor's degree in agricultural economics from the University of Kentucky. He received his master's and doctorate degrees from Michigan State University. Before joining Virginia Tech, he was an Extension specialist at the University of Maryland. Marshall retired in 1995.

FACULTY

continued from 1

Pendergrass, dean of students.

According to Pendergrass, the survey was conducted to gather data on how comfortable students felt with receiving academic accommodations and what obstacles they faced in accessing the accommodations.

Faculty members recognized for providing comfort zones for students with disabilities are Helen Crawford, Roseanne Foti, Isaac Abraham Jr., and Jack Finney, psychology; Beth R. Carroll, Noah Barnette, and Sandra Birch, computer science; Michael Saffie, and Carol Slusser, ISDT; Carola Haas, Steve McMullin, and James Parkhurst, fisheries and wildlife; Chia-Chen Chang, Richard Claus, and Neal Kegley, electrical and computer engineering; Ricky Peterson and Shannon Jarrott, family and child development; Tao Lin, Diane Agud, Kenneth Hannsagen, Terri Bourdon, Carl Prather, Heath Hart, Eileen Shugart, and Nancy Dingman, math; Flynn Auchey, building construction; Don Riely and Donald Gresh, marketing; William Eigal III, food science and technology; Jerry Via and Ellie Sturgis, arts and sciences administration; Beth Waggenspack, Matthew McAllister, Stephanie Sargent, and Rachael Holloway, communication studies; Kerry Redican, Richard Graham, and John Burton, teaching and learning; Thomas Capone and Richard Cole, art and art history; Robert Williges and Maury Nassbaum, industrial and systems engineering; Thomas Dings, Center for Transportation; Neil Shumsky, history; James McKenna, Matthew Eick, and James Baker, crops and soil environmental sciences.

Also, Curtis Adkisson, Ernest Benfield, and Leigh Emma Burnley, biology; Steven

M.A. PROGRAM

continued from 1

used—whether it is easy for the students to use or too advanced. Luke said that the department is very attuned to this concern. "Because we are teaching these courses asynchronously to students located all around the world, our site and course design must be reliable, stable, and easy to use."

"Our students say that this program's use of technology is appropriate to their learning as social scientists. In other words, our students repeatedly confirm that our classes work for them," Hunsinger said.

The development team for OLMA/PSCI since 1997 has included Luke, Coupes, and Hunsinger as well as Richard Rich (head of political science) and Charles Taylor, professor of political science. Many graduate students also have been involved in designing and maintaining the web site, including Raquel Becerra, Center for Public Administration and Policy, and Thomas Creely, political science.

Brown, sponsored programs; Michael Ellerbrock, agriculture and applied economics; Dennis Jaasma and Alfred Wicks, mechanical engineering; Christopher Neck, management; Tamara Knott, engineering fundamentals; Edward Weisband and Scott Nelson, political science; Houston Couch, plant pathology; Lawrence Grossman, geography; Mark McLeod, economics; Patricia Amateis and Elizabeth Jacobs, chemistry; Larry Killough and James Yardley, accounting and information systems; Bill Beal, animal and poultry science; Robert Smith, wood science and forest products; Dennis Duncan, agricultural technology; Rosemary Goss, Julia Beamish, and Jeanette Bowker, near environments; Hugh Munson and Edmund Henneke II, engineering science and mechanics; Mark Mattson, Jerome Long, and John Cotton, physics; Gerald Scheeler, University Relations; John Easterwood, finance; John Williams, hospitality and tourism management; Diane Zahm, urban affairs and planning; Helene Goetz, university studies; T.P. Mack, entomology; Richard Weyers, civil and environmental engineering; Jiann Shih Chen, biochemistry; Max Stephenson, architecture and urban studies administration; Norrine Spencer, business administration; Doris Heath, James City Cooperative Extension; Michael Hochella Jr., geological sciences; and Susie Leslie, natural resources administration.

"We know that this doesn't represent the complete list of faculty members who are supportive and respectful of students," Pendergrass said.

The Dean of Students Office has focused on making the campus a welcoming environment for all people, and Pendergrass said more people are now "willing to take visible roles in terms of working on issues of campus climate."

IN OTHER NEWS

Claus gets innovative-technology award

By Lynn Nystrom

Rick Claus, Virginia Tech professor of electrical and computer engineering, received an award for innovative technology development at the recent New Century Technology Council's Tech Nite 2000.

Claus was named the region's top developer of commercial viable technology. His award highlights his work in a new technology aimed at creating materials at the molecular level.

Claus, a faculty member since 1977, is also an entrepreneur, co-founding the company NanoSonic, Inc.

Claus credits a number of his colleagues, Yanjing Liu, You-Xiong Wang, and Wei Zhou, for their original work in this field.

Engineers and chemists have been playing with advanced synthetic materials known as polymers and composites for several decades now. In the 1980s, a new buzz word for material scientists became intelligent or "smart materials." In the mid-1990s, the avant-garde became the creation of nano-structured materials.

Nano-structured materials—in the form of an alloy such as a metal or a ceramic—"are made of the same atoms as their more common forms, but the atoms are arranged in nano-meter-size clusters which become the... building blocks of the new materials," according to Richard Siegel, a materials engineer at Rennselaer Polytechnic Institute who pioneered these substances in 1985.

These new small particles "have remarkable electronic, optical, mechanical and other properties in comparison to larger-bulk materials of the same molecular composition," Claus said. But the trick in making them useful is to collect very large numbers of the nano-clusters and then be able to form them into larger physical systems, with control at the molecular level.

"The idea is that we are making things from the ground up, not the top down. As we build up from the molecular level, we can make things that are smaller, cheaper, and with multiple functions."

COMPENSATION

continued from 3

5. Given the open pay ranges, will pay be more negotiable for current employees who are promoted to a new role?

Yes. Employees will be able to negotiate their pay with managers for competitive promotions, voluntary or competitive transfers, and voluntary or competitive demotions. Current employees will have the same ability to negotiate as do outside applicants. The rigid rules, such as four steps for a promotion, no increase for a transfer, and reduced pay for a demotion, will no longer apply. In the new system, employees may negotiate between 0 and 15 percent above current pay for a promotion; for a transfer, they may negotiate an increase of up to 15 percent of current pay or a decrease in pay.

6. In what way will the employee performance-evaluation cycle be affected?

The performance-evaluation cycle will not be changed. Evaluations will still be conducted in the August-September timeframe, with performance increases effective on November 25, and paid on December 16 of each year.

7. Is it true that beginning next year their will no longer be any across-the-board increases? Will increases be granted only to those who are rated as "extraordinary contributors"?

Employees who are rated below the "contributor" level will not receive pay increases.

Employees who are rated as "contributor" or "extraordinary contributor" will receive increases, with the "extraordinary contributor" receiving a higher base-pay adjustment and a bonus. The amount of the increases will be decided by the General Assembly and the governor. The Commission on Pay Plan Reform has not decided yet how structure adjustments will be handled in future years; we expect that the commission will make a recommendation to the General Assembly during the 2001 session.

RESEARCH DIALOGUE

continued from 1

Inc., and more than 60 individual presentations concerning biomedical and clinical research under way in college laboratories.

Common ground shared by aging people and aging pets was explored at the symposium. Department of Small Animal Clinical Sciences Professor and former Veterinary Teaching Hospital Director Greg Troy told registrants that 13 percent of the United States population was now over 65 and that the figure would double between 2010-2030.

Advancements in clinical care are helping pets lead longer lives, Troy said. Geriatric animals and people all suffer from heart, renal and joint disease and research under way can benefit both groups, he said.

Former United Nations official David Kelly outlined UN efforts to profile and contain Iraq's biological-warfare program.

Students winning awards in the Basic Sciences competition for best research project included Brandy Cowing, first place; Martijn Fenaux, second place; and Timothy Labranche, third place. Winners in the Clinical Sciences competition included Anne Cook, first place; Dagny Leininger, second place; and John Rossmel, third place.

The annual symposium is designed to foster increased collaboration among researchers by generating greater awareness of the college's research activities. It was sponsored by the VMRCVM, the College of Human Resources and Education, the Center for Gerontology, the Center for Animal Human Relationships, Pfizer, Inc., Novartis Animal Health and Hill's Pet Nutrition.

Blackburn, VA 24061
Non-Profit Organization U.S. Postage PAID
Blackburn, VA Permit No. 28

Virginia Tech
Blackburn, VA 24061