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Tech
VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

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TODAY'S EDITION
See page 6 for
information on
streamlined hiring.

Warner praises Southside economic-development project

By Susan B. Felker

Governor Mark Warner was in Danville last Thursday to praise the collaborative effort that created the new Institute for Advanced Learning and Research (IALR).

Warner called the effort an inspired new direction in building a new economy for Southside, which has been particularly hard hit by plant closings and the decline of the tobacco industry. The governor's remarks came during a Partners' Pre-opening Preview for the institute.

"The region's research partnership with Tech is a critical part of my plans to increase research and development in Virginia \$600 million or \$1 billion annually by decade's end," Warner said. "What makes this institute so different from anything in the commonwealth and perhaps the country is the six research institutes. The greatest thing a university can create now is intellectual capital that can be used for economic development."

Virginia Tech is the senior partner in the project. The university's director for
(See WARNER on 8)



Governor Mark Warner, left, was in Danville last Thursday to praise the collaborative effort that created the new Institute for Advanced Learning and Research (IALR). Timothy V. Franklin, director for Southside Outreach Programs, right, oversees development and management of the new institute. (J. McCormick)

Eyre steps down as dean of Vet College

By Jeffrey S. Douglas

Peter Eyre, dean of the Virginia-Maryland Regional College of Veterinary Medicine (VMRCVM) since 1985, has resigned from the deanship for personal health reasons. Provost Mark McNamee has appointed Associate Dean for Research and Graduate Studies Gerhardt Schurig interim dean.

"Peter Eyre has played a historic role in building a nationally recognized veterinary college and helping Virginia Tech develop an array of important new biomedical health initiatives," McNamee said. "His exemplary scholarship, prodigious work ethic, and sense of diplomacy have helped him lead in a way that invited partnerships and moved us all forward. We are profoundly grateful for his contributions and accomplishments and wish him well."

Since his appointment, Eyre has presided over the development of a \$32-million enterprise that has graduated more than 1,500 veterinarians and established a national reputation for excellence in public-practice veterinary medicine. The VMRCVM is a unique two-state, three-campus professional school that is jointly operated by the land-grant universities of Virginia Tech and the University of Maryland at College Park.

Eyre presided over the creation of the College Park, Maryland-based Center for Government and Corporate Veterinary
(See EYRE on 8)

NSF grant to advance faculty women in science, engineering

By Clara B. Cox

Using a \$3.5-million institutional-transformation grant from the National Science Foundation's (NSF) ADVANCE program, the university will identify barriers that can keep women faculty members from choosing, remaining in, or advancing in science and engineering, and will develop ways to promote and enhance the careers of women in these disciplines.

The overall goal of the NSF ADVANCE program is to get more women involved in the scientific and engineering workforce by increasing the representation of women in academic science and engineering careers at all levels, particularly in leadership roles.

"Throughout the country, female faculty members in science and engineering encounter obstacles that discourage them from pursuing these fields or hinder their progress and satisfaction," said Mark McNamee, university provost and vice president for academic affairs.

"The NSF grant will provide us with the resources to identify and change the factors that contribute to low representation and stalled advancement. At the end of the five-year project, we anticipate becoming a model for other institutions to follow," McNamee said.

Virginia Tech has had relatively few women faculty members in the sciences and engineering during its 131-year history. In

the fall of 2002, when the grant proposal was written, 8 percent of the faculty members in the College of Engineering were women, while in the departments that now comprise the College of Science, 16 percent of the faculty members were women.

"In general the women in the sciences and engineering disciplines disappear or don't move up," said Patricia B. Hyer, associate provost for academic affairs and principal investigator on the project. "This NSF award will allow us to identify institutional barriers that constrain the advancement of women faculty members in these areas. We plan to target institutional culture, practices, and leadership development needs specific to
(See NSF on 8)

University gets \$1.07-million NSF award for underground research

By Karen Gilbert

With increasing world population, demand for underground construction is expected to accelerate in the future. An interdisciplinary group of researchers at Virginia Tech has received a National Science Foundation (NSF) research grant for the design and implementation of an information technology (IT)-based system for safe and efficient design and construction of underground space.

Underground excavations are used for a wide variety of civilian and military purposes, including mining, road and railway tunnels, and caverns. Permanent storage of the current U.S. stockpile of nuclear wastes will use large underground excavations.

The new grant, titled "Adaptive and Real-Time Geologic Mapping, Analysis and

Design of Underground Space (AMADEUS)," has a project budget of \$1.07 million over four years from NSF's Information Technology Research (ITR) Program and the Geomechanics and Geotechnical Systems Program.

From an IT viewpoint, design and construction of underground facilities are just emerging from the dark ages. Advances in IT, particularly in digital imaging, data management, visualization and computation can significantly improve analysis, design and construction of underground excavations.

As an integrated system, AMADEUS will result in significant contributions to the safe, efficient and economical construction and use of underground space. Computational modeling can lead to more rational designs for underground excavations than what is provided

by traditional rock-mass classification systems and empirical-design procedures.

Marte Gutierrez, associate professor in civil and environmental engineering (CEE), is the principal investigator for this research. Matthew Mauldon, associate professor, and Joseph Dove, research assistant professor, also in CEE, are co-principal investigators. Co-principal investigators outside the CEE department include Doug Bowman, assistant professor of computer science, and Eric Westman, assistant professor of mining and minerals engineering. All of the research team members are relatively new to Virginia Tech. "The open and free flow of ideas among the members of the research team contributed to the success of the proposal," Gutierrez said.

Using IT, real-time data on geology and
(See UNIVERSITY on 8)

Board of Visitors to Meet

By Larry Hincker

The Virginia Tech Board of Visitors will hold its quarterly board meeting on campus Monday, Nov. 3 at 1 p.m. in the Board Room of Torgersen Hall (room 2100).

Among topics for consideration are bylaws revisions, compensation adjustments for graduate assistants, and
(See BOARD on 7)

Forum on the Review of Race-Conscious Programs Scheduled for November 10

There will be a forum on the review of race-conscious programs on November 10 from 3 to 5 p.m. in Owens Banquet Hall.

Ben Davenport, a member of Board of Visitors and chair of the Committee on Narrow Tailoring, along with Provost Mark McNamee, will discuss the status of this review and address questions. Faculty and staff members and students are all invited to attend. Please take the time to join us for this important update.

ACHIEVERS

Josiah Tlou, a professor in social studies education, was awarded a doctor of humane letters degree from Luther College in recognition of his exhaustive involvement in teacher training and curriculum development in southern African nations. By facilitating grants of more than \$3.4 million from the U.S. Agency for International Development to train educators on the African continent, Tlou has significantly improved the educational system in Botswana, Zimbabwe and Malawi. A Luther alumnus and native of Zimbabwe, Tlou has served on the Virginia Tech faculty since 1978.

A team of students from the Virginia-Maryland Regional College of Veterinary Medicine at Virginia Tech has claimed third place honors in the national Hill's Pet Nutrition Public Health Award Competition.

Fourth-year students **John G. Dyer** and **Justin Brown** earned \$500 for a project titled "Homeland Security Blanket: Mental Health Preparedness for an Exotic Animal Disease Disaster."

The authors proposed that media coverage of animal disease epidemics such as Great Britain's recent epidemic of foot and mouth disease, bioterrorism fears sparked by the September 11 disasters, and the emergence of new zoonotic diseases such as the West Nile Virus can affect the mental health and well-being of the public.

The students proposed the development of a communications campaign that would provide the public with accurate information about disease threats, identify sources of additional public information and present an overview of the steps that state and federal government

agencies are taking to protect them.

Mike Schroder, assistant director of continuing and professional education (CPE), has been elected secretary of the University Continuing Education Association South for the 2004-2005 term that will begin in April of next year. Schroder is head of the university's CPE consortium for the Colleges of Agriculture and Life Sciences, Natural Resources, Veterinary Medicine, and Science.

Peter Vikesland, an assistant professor of civil and environmental engineering, was invited by the National Academy of Engineering (NAE) to participate in the 2003 Frontiers of Engineering Symposium, Sept. 18-20 in Irvine, California.

Vikesland is among 83 of the nation's top young engineers invited to attend the event, and is one of fewer than 40 chosen from academia. The participants, who were selected from a field of 170 nominees, are engineers aged 30 to 45 who have made notable research contributions and have the potential to become leaders in their profession.

Before coming to Virginia Tech in 2001, Vikesland held a fellowship at Johns Hopkins University. His research is focused in the areas of drinking water treatment and contaminant transport. In 2000 he received the American Water Works Association Dissertation Award for research he conducted as a doctoral student at the University of Iowa. His work also has been recognized by the American Chemical Society and the Association of Environmental Engineering and Science Professors.

Vikesland and fellow Frontiers of Engineering attendees were scheduled to hear presentations from the world's leading engineers and scientists on the latest research findings in environmental engineering, nanotechnology, biomolecular computing, and counterterrorism technologies and infrastructure protection.

Governor Mark Warner has re-appointed Professor **Thomas Grizzard** to the Commonwealth's Board for Waterworks and Wastewater Works Operators. Grizzard is a professor of civil and environmental engineering and coordinator of the department's program at the Northern Virginia Graduate Center. He also is director of the Occoquan Watershed Monitoring Laboratory in Manassas, a post he has held for the past 29 years.

Sally Harris, college communications manager in the College of Science, has been named a national winner in the annual National Federation of Press Women (NFPW) communications contest.

Harris received a first place for feature press release for "{Nikki} Giovanni Receives First Rosa Parks Woman of Courage Award" and a second place for page layout for the newsletter *Arts and Sciences*, which she wrote, edited, and designed all 15 years of its existence. Both entries had previously won first place in the state competition of the Virginia Press Women.

National contest awards were presented September 6 at the NFPW Communications Conference in Wilmington,

(See *ACHIEVERS* 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 a report which excludes coverage in the Roanoke news-media market. For more information about the articles mentioned, call your college public-relations office.

Virginian-Pilot (August 25) Richard Wokutch, management professor and department head, was quoted in a story on the teaching of ethics in business schools, "Virginia MBA programs split on question of ethics."

Virginian-Pilot (August 21) Vijay Singal, finance professor and department head, was quoted in an article

"Tax act spurs some to boost payouts." Singal was also quoted in stories on the mutual-funds investigation in the *Journal News* (Westchester, N.Y.), September 12, "Mutual funds investigators need to do homework," and *Newsday*, October 2, "6 dismissed over mutual fund flap." He authored an op-ed on the usefulness of behavioral finance for explaining stock market anomalies in *CFA Magazine*, September/October.

NPR "All Things Considered" (August 29) Urban Affairs and Planning Professor Chris Nelson of the Metropolitan Institute discussed 'inertia' in the use of zoning by communities.

NPR "Talk of the Nation" (September 24) Metropolitan Institute Director Robert Lang commented on a new

census report outlining the mobility of Americans.

Pittsburgh Post-Gazette (September 15) Greg Kadlec, finance professor, was quoted in a story on the mutual-funds investigation, "After hours trading just a bugaboo compared to this tactic."

Washington Post (September 19) Joe Sirgy, marketing professor, was quoted in a story on panic buying, "Pantry-loaders' motto: any store in a storm."

Washington Post (September 29) Chris Neck, associate professor of management, was in a AP story on executive fitness and business leadership ("Researchers say fit leaders are better"), *cbsnews.com*, and *msnbc.com*. He

(See *NEWSMAKERS* on 7)

Tech wildlife grad student studies cheetahs home ranges

By Meredith Long, Public Affairs intern

The cheetah may be the world's fastest land animal, accelerating to high speeds in just a few steps, but within recent years the cheetahs of South Africa are battling the race for survival. To find remedies for this problem Peter Laver, a graduate student in fisheries and wildlife sciences in the College of Natural Resources, is expanding current research on home ranges of the cheetah population located in the Serengeti National Park in Tanzania, Africa.

Laver is developing a proposal in which he will study the different aspects of the cheetah home ranges by analyzing data that has been collected over the past 25 years. "My goal is to examine the population of cheetahs as a whole, then break it down into male and female to

study the differences and similarities," Laver said.

"The cheetahs in the Serengeti have no specific territory," said his advisor Marcella Kelly, assistant professor of fisheries and wildlife sciences. "They follow movements of their prey along the plains. Mapping the location of cheetahs and analyzing home ranges of both related and unrelated cheetahs will help scientists better understand the cats' social arrangement and organization," said Kelly, a world expert in wild-cat research.

Other issues of concern and interest include how much space the cheetahs need to live, the relationship between mother and offspring, their migration patterns, where

(See *CHEETAHS* on 7)



Peter Laver is expanding current research on home ranges of the cheetah population in Africa.

PERSONNEL UPDATE

Holiday Schedule Announced, Leave Issues Noted

Upcoming Holiday Schedule

Governor Mark Warner has announced the state schedule for the Thanksgiving, Christmas, and New Year's holidays. The schedule will be as follows:

Thanksgiving:

Wednesday, Nov. 26: Half day
Thursday, Nov. 27: State offices closed
Friday, Nov. 28: State offices closed

Christmas:

Wednesday, Dec. 24: Half day
Thursday, Dec. 25: State offices closed
Friday, Dec. 26: State offices closed

New Year:

Thursday, Jan. 1: State offices closed
Friday, Jan. 2: State offices closed

The university will be closed on these dates and is not authorized to grant additional holiday leave. However, some employees may be required to carry on necessary university services. Employees eligible to earn compensatory leave will be granted leave time at the earliest possible date. Part-time classified employees will be granted holiday leave in proportion to their percent of time employed.

Departments have the option to close on the days between the Christmas and New Year's holidays that have not been included as official holidays. All employees in departments that elect to close must take appropriate leave for days off other than the official state holidays.

For more information, contact Lou Ann Phipps at 1-7784, or e-mail laphipps@vt.edu.

Annual Leave

Approaching the end of the 2003 leave year, supervisors should be assisting employees in managing annual leave for those who have accrued more hours than is allowed to carry over into the next leave year. Any annual leave earned between Dec. 25, 2003, and Jan. 9, 2004, is part of leave year 2003. Encourage employees who are approaching their maximum carry-over to schedule time off soon to avoid losing those hours. Note: The 2003 leave year is from Jan. 10, 2003 to Jan. 9, 2004.

Exceptional Requests to Carry-Over Annual Leave

Under exceptional and extenuating circumstances, Personnel Services may approve the carryover of extra annual leave for classified

employees. According to the state's *Annual Leave Policy 4.10*, the exception is warranted only when an employee is unable to use the additional hours before the end of the year due to the agency's demands over a substantial period of time. Requests for exceptions should be submitted by the department head to Rosie Higdon. If an exception is approved, the employee would not be eligible to be paid for excess balances upon separation from state service.

Leave Information Available on Web

Supervisors should access a web report, *Leave Individual Activity List*, <<https://reporter.iwa.vt.edu/services/reports/hrwwwid.hrllib.entry>> <https://reporter.iwa.vt.edu/services/reports/hrwwwid.hrllib.entry>. This report documents leave balances in order to monitor the leave of each individual in the department.

Virginia Sickness and Disability Program (VSDP)

There may be a number of employees under the Virginia Sickness and Disability

Program who have family and personal leave. These hours will not carry over into leave year 2004. Employees may only use personal sick leave for illness.

Lop-off

The lop-off date is January 10, at which time the new allocations for personal sick leave, family and personal leave, family sick leave, and community-service leave for the new leave year will be credited.

Expired Authorized Closing Compensatory Leave

Compensatory leave earned for hours worked during an authorized closing must be used within 12 months of date earned. There may be some employees who still have expired authorized closing leave on their leave record. These balances will not carry over into leave year 2004.

For more information, contact Kate Meserve (kmeserve@vt.edu or 1-3733), Lynett Cruise (lcruise@vt.edu or 1-5304) or Pam Hutchens (phutchens@vt.edu or 1-8913).

New grad course offers service-learning opportunity

By Meredith Long, Public Affairs intern

A new graduate seminar offered in the College of Natural Resources at Virginia Tech engages students in learning to tackle real-life issues, in this case, the effects of vegetation control and restoration along Toms Creek in Blacksburg. The class, Riparian Planting Case Study, consists of five graduate students under the instruction of Carola Haas, associate professor of fisheries and wildlife sciences.

Virginia Tech, the town of Blacksburg, Blacksburg Natural Heritage Foundation and other local organizations have been planning a five-star restoration project. The habitat-restoration-and-improvement project is located along a section of Toms Creek on property owned by the town of Blacksburg, known as the former Brown Farm. Haas' course is designed to help the local group understand the problem of exotic invasive plants and the costs and benefits of vegetation control along waterways in the area of restoration. Through

research, students will provide information as to how to successfully establish plantings and reduce the negative impacts on native wildlife.

"The focus of the class is for students to engage in a hands-on experience with a project in action," Haas said. "It is important for the students to understand the complexity of the project and all of the factors involved."

Haas described the class as an "excellent service-learning opportunity." By the end of the course, students will have greater knowledge of alternative methods of the control of exotic invasive plants. "Students will develop a report outlining pro's and cons of the different methods of controlling exotic invasive plants at this site, with an emphasis on the effects of wildlife populations," Haas said.

As students do research both in the classroom and on site, professors from different areas of study within the university will join the class to help the students understand each aspect of the project. Lee Skabelund, research professor of landscape architecture and head of the restoration project, will give students an overview of the project and his ideas for improving the area. Bruce Hull, professor of forestry, is teaching how to define natural areas and "good" ecological restoration. Tom Wieboldt, of the university herbarium, has led the class on a site visit to explore existing plant communities in the wetlands and uplands. Paige Warren, research associate in biology, and several faculty members in the fisheries and wildlife sciences department will discuss urbanization on wetlands and wildlife value of riparian zones.

In addition to this service-learning class and the design class in landscape architecture, at least three other classes being taught this fall involve fieldwork along Toms Creek, and are discussing the proposed restoration project, mainly with a focus on wetland function and delineation. Mike Aust, associate forestry professor who specializes in soils, and Jim Parkhurst, associate professor in fisheries and wildlife sciences and the state's Extension wildlife specialist, are leading two of those courses.

Haas' students will provide background research to Skabelund's students, who will be designing the plant layout. If the citizens group feels there is enough information to proceed, the project will begin to be implemented in February or March of 2004.

For more information, contact Haas at cahaas@vt.edu or 1-9269.

Flexible Reimbursement Program Open Enrollment Period Under Way through November 21

By Douglas D. Martin,
senior human resources manager

The open-enrollment period to enroll in a Dependent Care and/or a Medical Flexible Reimbursement Account is October 20 through November 21, with a Jan. 1, 2004 effective date.

Currently the Flexible Reimbursement Program is on a calendar-year contract (January through December) while the Health Insurance Program is on a fiscal-year contract (July through June). Many employees have expressed a desire to have both programs on the same contract year; therefore, the state has opted to move both programs to the fiscal-year contract.

To make this transition, the following procedure will be implemented: Enrollment during the open-enrollment period will be for six months only (Jan. 1, 2004 through June 30, 2004); estimate your expenses for the six-month period and divide it by 12 pay periods to compute the deduction per pay period; the maximum contribution may not exceed \$2,500 for the medical account and/or \$2,500 for the dependent care account (the minimum deduction allowed has been changed from \$20 per pay period to \$10 per pay period).

The next open enrollment for Health Benefits Program and the Flexible Reimbursement Program will be held in the spring of 2004 with a contract year of July 1, 2004 through June 30, 2005.

For questions or program information, contact the Benefits Office (1-7777/231-7779 or

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International Virtual Reality Conference held on campus

By Zoe Mathias, Public Affairs intern

Virginia Tech hosted the third international Conference on Construction Applications of Virtual Reality (CONVR) September 24 through 26, inviting academics and professionals from around the world to share research about virtual-reality applications. Walid Thabet, assistant professor of building construction, headed this year's program, deciding that Virginia Tech would be a good place to host such a conference after attending the previous two conferences.

Almost 50 people attended, with participants from the United States, the United Kingdom, Germany, Japan, and New Zealand. The mission of the conference was to bring

together researchers and practitioners in all areas of engineering and construction and promote efficient exchange of ideas and develop mutual understanding of the needs and potential applications of virtual-reality technology.

Virtual-reality technology has recently become a point of interest to architects and building constructors, enabling these professionals to now design a building and let the client virtually walk through it, experiencing what the finished building could be like.

The next conference is planned for fall 2004 in Lisbon, Portugal. For more information, contact Thabet at (540) 818-4604 or e-mail thabet@vt.edu.

ACTIVITIES

EVENTS

Friday, 31

Pay Date for Faculty and Staff Members.

Music Event, 8 p.m., Squires Recital Salon: Chamber Music.

Saturday, 1

Football, 7:45 p.m., Lane Stadium: Miami.

Sunday, 2

BOV Meets, 1 p.m., 2100 Torgersen Hall.

Music Event, 3 p.m., Squires Recital Salon: Chamber Music.

Monday, 3

BOV Meets.

Music Event, 8 p.m., Squires Recital Salon.

Wednesday, 5

"With Good Reason," 7:30 p.m., WVTF.

Saturday, 8

Football, 7:45 p.m.: At Pittsburgh.

Virginia Tech Open House.

Music Event, 8 p.m., Burruss auditorium: New River Valley Symphony Fall Concert.

Sunday, 9

Virginia Tech Open House.

Monday, 10

Race-Conscious Programs Review Forum, 3 to 5 p.m., Owens Banquet Hall.

Tuesday, 11

Veteran's Day Holiday for Staff Members.

Art Gallery Exhibit Opening (Through 12-10).

Pamplin College of Business Wachovia Distinguished Speaker, 3:30 p.m., Squires Commonwealth Ballroom.

Wednesday, 12

VTU, 7:30 p.m., Burruss auditorium: Rent.

"With Good Reason," 7:30 p.m., WVTF.

Thursday, 13

TA Event, (13-15/18-21: 8 p.m.; November 15-16: 2 p.m.) Squires Studio Theatre: Hamlet.

Friday, 14

Pay Date for Faculty and Staff Members.

YMCA Crafts Fair (Through 11-16).

"Creating Connections" Workshops, 11 a.m. to 1 p.m./ 3 to 5 p.m., Owens Banquet Hall.

SEMINARS

Friday, 31

MCBB, 12:20 to 1:10 p.m., Fralin auditorium, Debra Diz, Wake Forest Medical School.

Geosciences, 3:30 p.m., 4069 Derring: Heinrich Holland,

Harvard.

MSE, 3:30 p.m., 100 Hancock: Matt S. Tillman, Naval Air Systems Command.

Monday, 3

Biochemistry, 4 p.m., 223 Engel: Ellis Bell, University of Richmond.

Thursday, 6

Natural Resources, 2 p.m., Fralin auditorium: Patrick Michaels, state climatologist.

Friday, 7

MCBB, 12:20 to 1:10 p.m., Fralin auditorium, Blake Meyers, University of Delaware.

MSE, 3:30 p.m., 100 Hancock: Brian Hyde, Christelle Jullian.

Statistics, 3:45 p.m., 409 Hutcheson: Michael Levine and Mu Sigma Rho.

Thursday, 13

Statistics, 3:45 p.m., 409 Hutcheson: Vijay Nair.

Friday, 14

MCBB, 12:20 to 1:10 p.m., Fralin auditorium, Jacky Snoep, University of Stellenbosch, South Africa.

MSE, 3:30 p.m., 100 Hancock: TBA.

BULLETINS

H1B Visa/Green Card seminar scheduled

The Cranwell International Center will sponsor personal interviews with immigration attorneys, and an H1B and Green Card seminar November 6.

Personal interviews to discuss H1B Visas and Permanent Residency (Green Cards) will be conducted free of charge and held from noon to 4:15 p.m. These meetings will be at the Cranwell International Center, and interested individuals should contact Steve Conrad at 1-8968 or sconrad@vt.edu to arrange an appointment.

A seminar to discuss Permanent Residency and H1B Requirements will be presented from 5 to 6 p.m. The seminar is scheduled for Squires Old Dominion Ball Room, and includes a question-and-answer period. Members of the international community as well as university staff members involved in hiring international employees are encouraged to attend.

The Immigration law firm that is presenting the program does not currently have the state contract. The interviews

and seminar are being offered as a public service to the university community. All services arranged with these attorneys will be at the expense of the individual and are not reimbursable by Virginia Tech.

Women in Engineering forum scheduled

Mary Lacey, technical director of the Naval Surface Warfare Center (NSWC), will be the keynote speaker for a forum on "Women in Engineering," to be held Monday, Nov. 3, at 7 p.m. in Squires Student Center's Old Dominion Ballroom.

A panel of several women engineers from various NSWC and other Naval Sea System Command components will discuss the paths they have taken toward successful careers. The forum, which is sponsored by the Virginia Tech chapter of the Society of Women Engineers (SWE), is open to the public, and all students are encouraged to attend. There will be a question-and-answer session and an opportunity for students to talk with the engineers. Refreshments will be served.

For more information about the forum, contact swe@vt.edu.

Faculty Women's Club to meet

The Virginia Tech Faculty Women's Club Luncheon will be November 19, at noon at the Sheraton Four Points Hotel. The program, "Irish Rebels in Virginia 1790—1820," will be presented by Katharine Brown, Director Of Research And Collections at the Museum of American Frontier Culture in Staunton.

VTFWC membership is open to women and wives of administration, instructional, research and Extension faculty and staff members. Retirees, wives or widows of retirees, and mothers and mothers-in-law of faculty and staff members are welcome.

The purpose of the VTFWC is to provide social and intellectual activities to its members, to promote Virginia Tech, and to offer scholarship opportunities to deserving students. Members participate in interest groups, day trips, and luncheons featuring diverse speakers.

For more information, contact Carol Sorensen at 951-1247.

Community-theater trainer to offer 'Creating Connections' workshops

Jan Cohen-Cruz, professor of theater at New York University, will visit Virginia Tech and the Blacksburg community November 13, 14, and 15 to conduct workshops in interactive performance, including Image Theater and her own methods.

Ann Kilkelly of Blacksburg, professor of theatre arts and women's studies in the College of Liberal Arts and Human Sciences at Virginia Tech, will host workshops with Cohen-Cruz on Friday, November 14, 11 a.m. to 1 p.m. and 3 to 5 p.m. at Owens Banquet Hall, and Saturday, November 15, 2 to 5 p.m. at Christ Episcopal Church, 120 Church St., Blacksburg. Friday workshops are titled, "The University as Community: An Interactive Discussion and Performance Workshop." The Saturday workshop is "Building Community through Forum Theater."

Cohen-Cruz's visit is the result of a Diversity Initiatives Grant from Virginia Tech's

Office of the Provost for a trainer-in-residence to conduct a multi-day workshop. The university's multicultural fellows began a Diversity Training Laboratory led by Kilkelly in the fall of 2000. The lab provides training in interactive-performance techniques that facilitate analytical and complex discussions of multicultural issues.

"The emphasis is on the interactive," Kilkelly said. "These theater-derived techniques require participants to move around, to speak freely with one another, and to analyze ideas with nonverbal images."

Cohen-Cruz is professor of drama at the Tisch School of Arts at NYU. Her research includes the history and practice of activist and community theatre. She has taught and/or directed in prisons, colleges, psychiatric facilities, migrant camps, theatres, schools, senior centers, and parks.

(See COMMUNITY-THEATER on 7)

Women in Mathematics: Career Day at Virginia Tech scheduled

Virginia Tech faculty members, students, and alumnae will join approximately 250 young women Monday, Nov. 17, for an intergenerational, multimedia, mathematical celebration.

Sixth graders from 21 area schools have been invited to participate.

The ninth annual Women in Mathematics: Career Day at Virginia Tech will begin at 9:30 a.m. with a welcome session at the Math Emporium on University City Boulevard in Blacksburg featuring Bevelee Watford, associate dean for academic affairs in the College of Engineering, and John Rossi, head of the Department of Mathematics. From 9:50 to 11:05 a.m., students will participate in two 35-minute sessions (described below) and then break for a pizza lunch. From 11:50 a.m. to 12:25 p.m., students will participate in the final session.

The three sessions are as follows:

"Math and Computers Are Everywhere," led by Terri Bourdon, will provide hands-on activities to investigate computer graphics in such varied fields as science, art, and electronics.

"Explorations of Math and Art through Tessellations," facilitated by Gwen Lloyd, Skip Wilson, and Virginia Tech mathematics-education majors, will enable students to create their own tessellation designs using computer software.

A panel discussion on educational and career opportunities in mathematics led by Tech alumnae.

Career Day activities are sponsored by the Department of Mathematics and the National Security Agency. Co-sponsors include the Office of the Provost, the Office of the Vice President for Multicultural Affairs, the College of Science, the Women's Center at Virginia

(See WOMEN on 7)

Bertelsen appointed CALS associate dean

Dean Sharron Quisenberry has announced the appointment of Michael K. Bertelsen as associate dean for international agriculture in the College of Agriculture and Life Sciences.

Bertelsen is currently serving as associate director and program director for technical assistance in the Office of International Research, Education, and Development (OIRE). Bertelsen will assume the associate dean position immediately and also continue in his current capacities within OIRE.

Bertelsen succeeds S.K. De Datta, who assumed the position of associate provost for international affairs, effective August 10. De Datta will continue to serve as the director of the Office of International Research, Education, and Development. It was mutually decided at that time that he would give up his appointment as associate dean for international agriculture in the College of Agriculture and Life Sciences on that date.

Bertelsen is a graduate of Virginia Tech (Ph.D. in agricultural economics), and has considerable experience in all phases of international agriculture.

Tech team to compete in 2005 Solar Decathlon

By Sarah Newbill

A Virginia Tech team of faculty and students from the Colleges of Engineering and Architecture and Urban Studies will once again compete in the national Solar Decathlon and go head-to-head with university teams around the globe to build the best solar house.

The teams will compete to design and build a solar-powered house assembled on the National Mall in Washington D.C. during the fall of 2005. Contest rules require that each house generate enough energy to operate a household, a home-based business and related transportation needs. The team demonstrating the most energy-efficient and innovatively designed house wins. The 2005 competition will feature 19 teams, up from 14 entries in the first decathlon held in 2002.

In contrast to an athletic decathlon, the Solar Decathlon is a team event dependent upon the diverse abilities of its members rather than individual abilities. The decathlon is made up of 10 contests, seven of which focus on energy efficiency. Entries will be judged by a panel of architects and design professionals on aesthetics and design integration, including space heating and cooling, lighting, communications, hot water, refrigeration, appliances and presentation. The contest will also evaluate how much "extra"

energy a house can generate to transport solar decathletes around town in a street-legal, commercially available electric vehicle.

Decathletes from universities ranging from California Polytechnic Institute—San Luis Obispo and Cornell University to *Universidad PolitÉcnica Madrid* have been selected through a proposal system to compete:

In the 2002 competition, Tech's solar house placed fifth and has since won other awards including the university's XCaliber Award for Excellence by a Team of Faculty, Students, and Staff. The award recognized the team's innovative approach to teaching with technology. The house project was also named one of six finalists in the National Council of Architectural Registration Boards' 2003 competition for Creative Integration of Practice and Education in the Academy. The juried competition, open to *NAAB-accredited

programs, recognizes projects in new areas of study that significantly merge practice and education in a studio setting.

Portions of the house were also modified and displayed at the International Furniture Fair in New York City in May, winning the "Editor's Choice" among student exhibitors. *I.D. Magazine* recently selected the house as a 'Design Distinction' winner in the 'concepts' category of the 2003 Industrial Design Annual Review. The project was featured in a special August 2003 issue showcasing the winning entries.

The 2005 Solar Decathlon is sponsored by the U.S. Department of Energy. Other sponsors include the National Renewable Energy Laboratory, The Home Depot, and the American Institute of Architects. For more information, go to <http://www.solardecathlon.org>.

DVD teaches general chemistry with style

By Sally L. Harris

It lightens the backpack and leaves more money in the wallet. It offers different voices and interactive exercises instead of inanimate words and pictures on a page or a single professor's voice in lecture. The new DVD textbook for general chemistry one developed by Ketan Trivedi, an instructor in the Department of Chemistry, gives students a brand-new alternative for learning that is cheaper, lighter, and more diverse than an ordinary textbook.

With more than 200 instructional hours on a DVD, students can accomplish the first semester of general chemistry in ways that better suit their own learning methods. "It will not be easy," Trivedi said. "It challenges them and brings them to the level we want them to be."

But the challenge is not in overcoming boredom. The DVD provides a wealth of demonstrations for concepts such as atoms, chemical reactions, gases, chemical bonding and the periodic table, which talks to the students to help them learn not only the names of the elements, but the patterns for forming the 1,647 compounds and the way names and formulas come together. Different voices distinguish metals, non-metals and metalloids. "The table is imaginary," Trivedi said. "We wanted to bring things into reality."

The first periodic table took Trivedi three and a half months to develop, almost causing him to abandon the project. But his desire to make learning a better experience for students combined with the help of many students and other professors in the chemistry department

(See DVD on 8)

VDOT's Shucet presents Vecellio lecture

By Liz Crumbley

While the number of vehicle miles traveled on Virginia's highways has more than doubled since 1978, highway capacity throughout Virginia has "barely increased," said Philip A. Shucet, commissioner of the Virginia Department of Transportation (VDOT), delivering the 2003 Vecellio Distinguished Lecture recently.

This factor "goes to the heart of why we are facing a true crisis" in transportation, Shucet said, with resulting congestion, economic costs, fatalities and injuries, and lower quality of life for many Virginia drivers. As VDOT commissioner, Shucet—a 1972 Virginia Tech graduate—is responsible for the nation's third-largest state-maintained highway network.

The economic costs of congestion are especially high in Virginia's urban areas, Shucet said. Day care late fees, fuel inefficiency and other costs add up to significant dollar amounts.

Each year in Virginia more than double the number of people die in vehicle crashes than are killed in violent crimes, "yet we tend not to ascribe the seriousness to the risk of driving as we do to urban crime and violence," Shucet said. "We absolutely must put safety first" and learn how to improve incident management.

Making these problems more difficult to solve, he noted, is the fact that VDOT revenues are falling short—by \$48 million in the last fiscal year. "The state gas tax hasn't changed since 1987," Shucet said. At 17.6 cents per gallon it's the 41st-lowest in the U.S.

Money is not the only solution to Virginia's transportation problems, Shucet said, emphasizing that "VDOT must be at the top of its game" and bring highway projects in on time and on budget.

The annual Vecellio lecture is sponsored by an endowment established by the Vecellio Family Foundation and individual family members in support of the Construction Engineering and Management Program of the Via Department of Civil and Environmental Engineering.

Leo Vecellio Jr., a 1968 Virginia Tech graduate and now CEO of the Vecellio Group, is joined in support of the endowment by his mother, Evelyn Vecellio; his wife, Kathryn, and their sons, Christopher and Michael; and his sister, Patricia Vecellio. The endowment also funds scholarships, fellowships and a professorship.

The late Leo Vecellio Sr., a 1938 graduate of Virginia Tech, was president and CEO of Vecellio & Grogan, one of the largest highway-construction-and-mining companies in the eastern U.S.

Camp coordinators receive national award

By Kristen Alley, Agriculture and Extension Communications intern

Two Virginia Cooperative Extension agents have received a national honor for their work to help youth in northern Virginia.

Mary McFerren, Warrenton, Virginia Cooperative Extension agent who coordinates the Expanded Food and Nutrition Education Program and the Smart Choices Nutrition Education Program for the Northern District and Christine Kastan, Virginia Cooperative Extension agent at Orange County, Gordonsville received the 2003 National Community Partnership Award from the National Extension Association of Family and Consumer Sciences.

McFerren and Kastan were honored for their work with the Kids Up Front Camp that takes place at the Northern Virginia 4-H Educational Center in Front Royal. The Kids Up Front Camp is based around nutrition, environmental education, and character

education. The youth who attend are enrolled in the 4-H SCNEP before attending camp.

During the past four years approximately 200 youngsters have participated in the Kids Up Front Camp and the number of youth who attend is expected to increase next year.

The planning, funding, and execution of the Kids Up Front Camp is a community partnership. Both McFerren and Kastan provided the leadership to raise nearly \$42,500 from private funding institutes and foundations. McFerren gave leadership to the camp and coordinated all the partners in planning and is the liaison for sponsoring agency visitors to camp. Kastan secured funding, recruited campers and taught at the camp.

At the camp the children participate in group team building, creative activities, motivational sessions, and classes. All week there is an important emphasis placed on nutrition education.

VTPD receives state, national awards

The Virginia Association of Chiefs of Police has recognized the Virginia Tech Police Department (VTPD) for its activities to reduce crashes, injuries, and fatalities on the roadways in our community. This annual "Chiefs Challenge" competition encourages departments to develop new ideas and programs to increase safety-belt and child-safety-seat usage, and to reduce the incidences of speed and driving under the influence of alcohol.

Agencies are placed in categories based on the size of the department. Judges from the International Association of Chiefs of Police

reviewed each entry. Points were awarded for a department's training, public-information and education efforts, enforcement activities, and success of the programs.

The VTPD was awarded first place in Virginia among colleges and universities for both its' traffic programs and enforcement efforts to reduce under-age consumption of alcohol. It also received first place in the international competition from the International Association of Chiefs of Police. The department also received this award for its activities in 2000 and 2001.

Remaining 2003-2004 Academic Year Religious and Ethnic Holidays

University officials have provided the following information regarding religious and ethnic holidays for the remainder of the 2003-04 academic year:

| | |
|---|-------------------|
| Eid al-Fitr (Islam Ramadan ends) | November 25, 2003 |
| Martin Luther King Day | January 19, 2004 |
| Eid al-Adha Islamic Holiday (End of Hajj rituals) | February 1, 2004 |
| Ash Wednesday (Christian Lent Begins) | February 25, 2004 |
| Pesah (Jewish Passover begins)*begins at sunset April 5, 2004 | April 6, 2004 |
| Good Friday | April 9, 2004 |
| Yom haShoah (Holocaust Day) | April 18, 2004 |

Hiring to be streamlined with web-based PeopleAdmin software

Beginning in mid November, the university is phasing in an on-line process for applicants for faculty positions. Applicants will be applying on-line at www.jobs.vt.edu. Personnel Services, the Office of the Provost, Office for Equal Opportunity, and Office of the Vice Provost for Research are implementing PeopleAdmin, an automated Internet-based system for accepting and processing employment applications. PeopleAdmin can also be used to assist in the management of searches by providing options for the distribution and tracking of applicant materials.

Personnel Services will offer training on November 6 and 7 for human resources staff members, department heads, administrative

assistants, and search-committee chairs who will be conducting faculty searches in the immediate future. Feedback from these users will help determine modifications to the PeopleAdmin process. Training will then continue on a regular basis for those ready to conduct a faculty search.

Presently, people interested in faculty positions at the university can view positions on line, but application documents are sent to department or search committee members who print, copy, and distribute materials. "It's a traditional paper process," said Linda Woodard, assistant vice president for Personnel Services. "The new hiring system software allows materials to be submitted quickly—including

cover letters, resumes, and other documents." Each search is set up in a secure environment so only designated individuals, such as search-committee and department members, can access the applications for a position.

"We will test the system by working with faculty searches with screening dates of early December or later," said Pat Hyer, associate provost. "Those searches already under way will finish with the usual process. However, since PeopleAdmin improves services to applicants and to those involved in the hiring process, departments are encouraged to begin using the system immediately."

"For large search committees with members in many locations, there are obvious

advantages in having each member be able to view the on-line application rather than having to print and distribute many paper applications," Hyer said. Committee members can also save selected applications to their own laptops, so they will be accessible for review and meeting deliberations.

Woodard said the PeopleAdmin software was developed specifically for higher education and is being used by several Virginia universities. "It is the only system we have found that provides the flexibility to address the ways faculty searches are conducted, while also meeting the needs associated with classified-staff employment."

(See HIRING on 7)

EMPLOYMENT

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

CLASSIFIED POSITIONS

FULL TIME

Two food-service positions available.

Administrator/Institute for Cultural Policy/Practice, 008024F, PB 3, School of the Arts.

Anesthesia Technician, 008097C, PB 4, VTH.

Anesthesia Technician, 002998M, PB 4, VTH.

Assistant Manager, 000750H, PB 3, Student Programs.

Assistant to Chief Engineer, 008204S, PB 4, WVTF.

Biochemist, 008207K, PB 3, VBI.

CALS Career Services Director, 002316M, PB 4, CALS.

Computer User Services Coordinator, 006840M, PB 5, AHNR IT.

Executive Chef, 007008H, PB 4, Dining Services.

Fermentation Microbiologist, 008214K, PB 3, VBI.

Fire Protection Technician, 000192G, PB 4, Physical Plant.

Fiscal Technician, 007497M, PB 3, AHNR Information Technology.

Furnishings Manager, 007291H, PB 3, Student Programs.

Housekeeping Worker, P04000H, PB 1, Student Programs

HVAC Installation/Repair Technician, 000634F, PB 3, Physical Plant.

HVAC Technician, 006994H, PB 3, Student Programs.

Lab Specialist Sr., 002465B, PB 4, MME.

Laboratory Specialist, 007439M, PB 3, Biochemistry.

Medical Technologist, 002651C, PB 4, VTH.

Nucleic Acid Laboratory Specialist, 007946K, PB 4, VBI.

Painter Supervisor, 008160H, PB 3, Student Programs.

Plumber, 007830H, PB 3, Student Programs.

Plumber Steamfitter, 001767F, PB 3, Facilities.

Plumber Steamfitter, 001844F, PB 3, Physical Plant.

Powerline Worker, 006524F, PB 3, Facilities.

Pre Award Administrator, 003900B, PB 4, OSP.

Publications Specialist, 007685B, PB 4, Mechanical Engineering.

Small Animal ICU Technician, 008095C, PB 4, Veterinary Teaching Hospital.

Staff Architect, 008079F, PB 5, University Architect.

Trades Utilities Master Mechanic, 002272F, PB 4, Physical Plant.

TV Producer/Director, 002357A, PB 4, VBS.

Unit Manager, 007961H, PB 5, Student Programs.

PART TIME

Academic Captionist/Transcriber, W022842S, PB 3, SSD.

Administrative Assistant, W023358Y, PB 3, Athletics.

Computer Technician, W023018M, PB 3, Horticulture.

Customer Service Specialist, W022276F, PB 3, Bursar's Office.

Database Administrator, 008206K, PB 5, VBI.

Health/Activity Assistant, W022916B, PB 3, ADS.

Laboratory Specialist, W023550M, PB 3, CVM.

Night Auditor/Front Desk Clerk, W023257Y, PB 2, DBHCC.

Quarry Mason, W023368F, PB 3, Physical Plant.

Radiologic Technologist, W022238M, PB 3, Schiffert Center.

Receptionist/Office Assistant, W023612K, PB 2, VBI.

Receptionist/Secretary, W022901S, PB 3, SSD.

OFF CAMPUS

Director of Internal Audit, CCCCCC, PB 0.

Director of Nursing, 002178M, PB 4, EMC.

Nursing Shift Supervisor, 002996M, PB 2, EMC.

Operating Room Technician, 000542M, PB 2, CVM.

Operating Room Technician, 008144M, PB 2, CVM.

Program Support Technician, CCCCCC, PB 0, VTF.

Radio News Anchor/Producer/Reporter, 002323S, PB 4, WVTF.

Student Enrollment Assistant, 002089B, PB 3, NVC.

Unit Administrative Assistant, 006285M, PB 3, VCE.

Veterinary Technician, 006669M, PB 4, EMC.

Wildlife Worker, 006643B, PB 2, Biology.

FACULTY POSITIONS

INSTRUCTIONAL

Networking/Systems Professors. Department of Computer Science. Contact: Faculty Search, 660 McBryde Hall.

Assistant Professor of Communication. Department of Communication. Contact: John Tedesco, Department of Communication, Shanks Hall (0311).

Tenure-Track Position in Judaic Studies. Department of Interdisciplinary Studies. Contact: Brian Britt, Judaic Studies Search, 207 Major Williams.

Assistant Professor. Natural Resources Recreation. Contact: Joseph Roggenbuck, Department of Forestry, 304 Cheatham Hall (0324).

Assistant/Associate Professor. Forest Genetics/Biotechnology. Contact: Harold Burkhart, Department of Forestry, 313 Cheatham Hall (0324).

Assistant Professor. Department of Philosophy. Contact: Richard Burian, Department of Philosophy (0126).

Clinical Instructor. Anatomic Pathology. Contact: Ludeman Eng, Department of Biomedical Sciences and Pathobiology.

NON-INSTRUCTIONAL

Assistant Men's Soccer Coach. Department of Athletics. Contact: Pam Linkous, Virginia Tech Athletics, 359 Jamerson Athletics Center.

Extension Agent. Food, Nutrition/Health (FNH) Smart Choices Nutrition Education Program (SCNEP).

Prince William County. VCE. Contact: Eleanor Schlenker, Virginia Cooperative Extension, 121 Hutcheson Hall, 0437.

Project Coordinator. Center for Gerontology. Contact: Center for Gerontology, 237 Wallace Hall (0426).

Undergraduate Career Advisor/Job Placement Coordinator. Department of Management. Contact: Mary L. Connerley, Department of Management (0233).

Postdoctoral Associate. Phytophthora Bioinformaticist.

Contact: Virginia Bioinformatics Institute, Human Resources at hr@vbi.vt.edu

Research Associate. Small Fruits/Specialty Crops, VT Southern Piedmont AREC. Contact: James Jones, Virginia Tech, Southern Piedmont AREC, 2375 Darvills Road, Blackstone, VA 23824.

Vice President for Research. University Provost/Vice President for Academic Affairs Contact: Mark McNamee, University Provost, c/skarlin@vt.edu

Extension Agent. 4-H Youth Development, City of Richmond. Contact: Robert Ray Meadows, 121 Hutcheson Hall (0437).

ACHIEVERS*Continued from 2*

Del. NFPW is an organization of professional journalists and communicators.

Susan Wood Gay, assistant professor of biological systems engineering, was recognized for her Extension fact sheet in the Educational Aids Competition at the 2003 American Society of Agricultural Engineers (ASAE) Meeting. Her fact sheet was entitled "Signing a Post-Frame Building Contract." **Robert Grisso**, professor of Biological Systems Engineering,

David Holshouser, Extension soybean specialist at the Tidewater Agricultural Research and Extension Center, and **Robert Pitman**, superintendent at Eastern Virginia Agricultural Research and Extension Center, were also recognized for their Extension fact sheet entitled "Equipment Considerations for No-Till Soybean Seeding." The competition recognizes outstanding effort and

achievement in developing noteworthy educational materials.

Brian Benham, assistant professor in biological systems engineering, won the 2003 American Society of Agronomy (ASA) Award for his CD-ROM entitled "Managing Irrigation and Nitrogen to Protect Water Quality." Benham, along with his co-authors, received the award as part of the ASA's annual program to recognize excellence in educational materials.

Thomas C. Wynn was presented the Margaret Hawn Mirabile Memorial Award for Best Student Paper at the American Association of Petroleum Geologists (AAPG) Eastern Section Meeting in Pittsburgh, Pa. The poster was presented at the 2002 AAPG Eastern Section Meeting in Champaign, Ill., and was titled "High-resolution Sequence Stratigraphic Model For Subsurface Mississippian Greenbrier Group, West Virginia."

Ezra (Bud) Brown of the Department of Mathematics received the Carl B. Allendoerfer Award at the Summer MathFest in Boulder, Col., for his "article of expository excellence published in *Mathematics Magazine*. The award was presented in recognition of Brown's article "The Many Names of (7,3,1)" in the 2002 issue. The article, according to the Mathematical Association of America, "is a story about a single object that is 'all at once a difference set, a block design, a Steiner triple system, a finite projective plane, a complete set of orthogonal Latin squares, a double regular round-robin tournament, a skew-Hadamard matrix, and a graph consisting of seven mutually adjacent hexagons drawn on the torus.' The intellectual picnic that Brown creates is written in a clear and engaging style and traces the connections prompted by (7,3,1)." By asking questions at the end, the association wrote, "Brown makes us want another story."

NEWSMAKERS*Continued from 2*

was also in another story on executive fitness, "Execs endure in sport and business," in the Minneapolis-St. Paul *Business Journal*, September 29.

WOWT TV (NE), WHOI (IL) and others (September)

A news story on Penn State's Hershey Medical Center's research on osteoporosis included work by Wildlife Professor **Mike Vaughan**, who is studying bone-building components of blood in hibernating black bears.

The Washington Times (July 6) Forestry Professor **Jeffrey Marion** was featured for assisting the Appalachian Trail Conference create and implement regulations to restore a campsite along the Maryland portion of the trail called Annapolis Rocks.

NBC Nightly News (October 9) Communication Instructor **Roland Lazenby** discussed the background of NBA star Kobe Bryant, who appeared at a preliminary hearing today on charges of sexual assault. Lazenby is author of "Mad Game: The NBA Education of Kobe Bryant."

ESPN, ESPNNews (October 9) Lazenby was interviewed live on the issue of NBA star Kobe Bryant, who appeared at a preliminary hearing today on charges of sexual assault. Lazenby is author of "Mad Game: The NBA Education of Kobe Bryant."

ITBusinessEdge (September 17) **Tim Bielawa** and **Tom Rondeau**, master of science candidates, and **Dennis Sweeney**, research assistant professor, all affiliated with the Center for Wireless Telecommunications, answered

questions regarding Bluetooth, Wi-Fi, wireless security, and network access. (<http://www.ITBusinessEdge.com/reports/fns20030917.html>).

Chicago Tribune (August 18) Professor **Bob Denton** was quoted in "Is Arnold a Democrat in GOP clothing?" by Vincent Schodolski.

Kid Town USA (WTOB) (month of September) Wood Science Professor **Audrey Zink-Sharp** discussed the uses of wood, how to recycle wood, and different types of wood and wood products. Forestry Professor **John Seiler** discussed tree growth and tree identification and Forestry Professor **Shepard Zedaker** discussed forest fires and forest regeneration.

CHEETAHS*Continued from 2*

cheetahs are located in relation to lions, who prey on cheetah cubs; and the local conservation problems.

Through the use of computer-mapping skills and researching the available data, Laver hopes to conclude this study for his master's thesis by December, 2004. "I hope to travel to the Serengeti this winter not only to get hands-on experience, but also to gather GPS (Global Positioning Systems) readings to correct the maps I currently use for research," Laver said. He will collaborate with the head researcher for cheetah study at the Serengeti.

A native of South Africa, Laver came to Virginia Tech in 2001 as an exchange student and before becoming a graduate student, had worked with Kelly on an independent study to learn about the cheetahs and analyze Kelly's data. He received his bachelor's degree in forestry in 2002 from the University of Stellenbosch in South Africa.

For more information on the cheetah study, contact Laver at plaver@vt.edu or 1-5320 and Marcella Kelly at makelly2@vt.edu or 1-1734.

WOMEN*Continued from 4*

Tech, the Blacksburg Area Branch of the American Association of University Women, Montgomery County NOW, the Math Club, and Womanspace.

For more information, contact Susan Anderson (1-8041), e-mail anderson@math.vt.edu, or mail c/o Mathematics Department, 0123.

HIRING*Continued from 6*

"Departments and others involved in the hiring process will be able to create job descriptions and qualification criteria," said Sandra Muse, who oversees research faculty hires at the university, "and approvals will be done electronically by various offices, speeding up review and approval time."

Equal Opportunity functions and reporting will also be processed using PeopleAdmin. "As a federal contractor and a state agency we are required to collect, analyze, and report detailed applicant data for faculty and staff positions," said Kelly Oaks, equity manager. "PeopleAdmin will greatly simplify the collection and analysis of applicant data and create the required reports automatically. The six current paper EO forms will be eliminated."

Departments will no longer have to notify applicants that the application has been received or mail out EO cards. "Applicants will receive an automatic confirmation that their materials have been received and as part of the application process, they will identify their race/gender if they so choose," said Ellen Plummer, EO interim director. "Departments will not need to send the

voluntary self-identification card. The EO office will be able to certify the pool of applicants knowing far more about the demographic background of the candidates than we ever knew before with the cards. Other schools that have already implemented PeopleAdmin have seen their rate of self-identification increase from 20 to 50 percent to 80 percent."

Applicants for staff positions have been able to apply for jobs electronically for four years, Woodard said. "More than 75 percent of staff applications are web-based, but subsequent processing requires printing and distributing forms and maintaining printed records. PeopleAdmin will give us a web-based product that can be routed to the appropriate offices and will automate reports and records." An additional feature of PeopleAdmin is that it allows applicants to indicate a profile of their employment interests and receive automatic e-mail notifications, Woodard said.

As with faculty searches, the use of PeopleAdmin to fill classified-staff positions will be phased in. Personnel Services is working with departments who are interested in using the system for staff positions.

See www.jobs.vt.edu beginning in mid-November to search job postings and apply for all types of positions at Virginia Tech.

including consultation with the group of trainers.

All members of the university and Blacksburg communities are invited to attend; participation in a previous workshop is not necessary. The workshops are free, but registration is required. Anyone interested in attending a workshop or needing further information can contact Kilkelly at DiversityLab@vt.edu or Carol Crawford Smith at ccdancer@vt.edu.

COMMUNITY-THEATER*Continued from 4*

Kilkelly introduced the techniques to the Multicultural Fellows, several graduate students, and invited guests during a number of on-campus programs. Cohen-Cruz will work with trainers, students, and other groups to finish the "training" phase for faculty and staff members and student facilitators. She will also be available for class visits and other activities,

BOARD*Continued from 1*

adoption of plans for management of the Optional Retirement Plan. In addition to regular committee reports, the board will receive reports from the Ad Hoc Committee on Revisions to the Board of Visitors Bylaws and the Ad Hoc Committee on the Narrow-Tailoring Concept.

All committee meetings will be held at the Donaldson Brown Hotel and Conference Center. Meetings are as follows:

November 2: Executive Committee, 11:30 a.m., Board Room. Closed session only.

Ad hoc Committee on the Narrow-Tailoring Concept, 1 to 2 p.m., Executive Conference Room.

November 3: Academic Affairs Committee, 8:30 a.m., Conference Room F.

Building and Grounds Committee, 8 a.m. in closed session, 8:45 a.m. open session, conference room A.

Finance and Audit Committee, 7:30 a.m. in closed session, 8:30 a.m. open session, Executive Conference Room.

Student Affairs Committee, 9 a.m., conference room G.

Full Board, 1 p.m., 2100, Torgersen Hall.

The board will have an information session Sunday, Nov. 2 at 2:30 p.m. to receive presentations on nanotechnology, the National Lambda Rail Consortium and the new terascale supercomputer.

CVC Kicks Off

The 2003 Commonwealth of Virginia (CVC) Charitable Campaign kicked off October 1 and will run through December 1. This year's campaign theme is "Lend a Helping Hand." Virginia Tech's goal is \$225,000, with an overall university participation rate of 20 percent.

Tech employees donated over \$45,000 in the first week of the campaign. Gail Patterson, assistant director of financial planning in the Office of Budget and Financial Planning won the first weekly prize drawing. For more CVC information, go to web site <http://www.uld.vt.edu/CVC/index.html>.

NSF

Continued from 1

this university," she said.

"Several women assistant professors have already joined the engineering faculty this fall," Hyer added, "giving us a good start on achieving the project goals."

Four ADVANCE professors have been named to serve on the project leadership team: Nancy Love, associate professor of civil and environmental engineering, and Karen Thole, professor of mechanical engineering, to represent engineering, and Beate Schmittmann, professor of physics, and Catherine Eckel, professor of economics, to represent the sciences. Elizabeth Creamer, associate professor of educational leadership and policy studies, is director of assessment for the project. Peggy Layne, a former national president of the Society of Women Engineers, has been hired as coordinator to oversee project activities.

Hassan Aref, dean of engineering, predicts

WARNER

Continued from 1

Southside Outreach Programs, Timothy Franklin, oversees development and management of IALR. He reports to Vice Provost for Outreach and International Affairs John E. Dooley, who chairs the Southside Implementation Team, a committee of Virginia Tech faculty members and administrators that has worked for two years on planning IALR programs with an emphasis on research, technology and science education, and technological infrastructure.

During the event, Ben J. Davenport Jr., vice chairman of the Future of the Piedmont Foundation, announced that \$1.7 million has been raised in private contributions for furniture and fixtures for IALR. Virginia Tech Executive Vice President and Chief Operating Officer Minnis E. Ridenour reiterated Virginia Tech's commitment to its partnership in economic development for Southside, and announced that the university will be moving its DuPont Composites Wet Lay and Pultrusion Laboratories used in polymer research to the IALR facility. The value of this equipment and intellectual property exceeds one million dollars.

Kelvin Perry, president of First State Bank in Danville, announced the formation of a new organization, called SCALE-UP (Southside Community Advocates for Learning Excellence-United for Progress). SCALE-UP will serve as an advocacy group to link the IALR's agenda for change to the African-American community. The organization will send ambassadors into the community to advocate participation in life-long education and IALR's program opportunities.

DVD

Continued from 5

pushed him onward. He hopes to have the second semester of general chemistry on DVD in another year.

Animations, videos, 3-D models, interactive problems, thorough explanations, and tools such as an increasingly complex calculator as the student progresses and a scratch pad that holds students' work as they practice reinforce the learning of the chemical concepts, chemical equations, mathematical equations and derivations necessary to master general

chemistry. Since attention spans are about three to three and a half minutes, Trivedi said, the interactive quality of the DVD keeps students involved.

Trivedi, through his company Trivedi Technology Innovations International, or T²I², in the Virginia Tech Corporate Research Center, took three years to develop the DVD and studied some 27 textbooks for inspiration. The DVD is not required for students, but is recommended. Since it costs less than \$70, with the textbook's cost at \$125, many students are opting for the disk they can pop

that the grant will stimulate changes for the College of Engineering. "My hope," he said, "is that we will be able to recruit at least two women into department headships as these positions become vacant over the next five years. In addition we should see several women assume technical leadership roles in the college, for example, as center directors or as principal investigators on major collaborative grants. These women faculty members will be great role models for more junior colleagues and for graduate students and postdocs."

Lay Nam Chang, dean of the College of Science, said "maximizing the contributions of every scientist is integral to the advancement of knowledge in our various disciplines. For this reason, the College of Science is actively participating in the NSF ADVANCE program. Our commitment to this program mirrors our commitment to increasing the participation and advancement of women in academic science

In addition to these announcements, representatives of project partners, including the City of Danville, Pittsylvania County, the Future of the Piedmont Foundation, Virginia Tech, Averett University, and Danville Community College, reiterated their commitment to the economic-development strategy that will provide post-high-school to post-graduate-level technical training for teachers and other individuals, who will be able to remain in the region for the training at the institute.

The IALR will also include research labs for advanced research in polymers, biotechnology, bioinformatics, and other fields, with discoveries to be licensed to existing or new businesses as a stimulus for economic development. Additionally, the facility housing the training and research will include a conference center designed to bring people and ideas together in Southside.

IN OTHER NEWS

careers, which will result in the development of a more diverse and more capable workforce."

The ADVANCE project will consist of four program elements, including institutionalizing change, empowering women as leaders and scholars, increasing the representation of women, and advancing women into faculty careers. These four elements target women at different stages of their careers, from graduate student to faculty member to institutional leader. Among the activities planned as part of the project are visits by women scientists and engineers, mentoring programs, granting opportunities, and a major campus conference.

chemistry. Since attention spans are about three to three and a half minutes, Trivedi said, the interactive quality of the DVD keeps students involved.

Trivedi, through his company Trivedi Technology Innovations International, or T²I², in the Virginia Tech Corporate Research Center, took three years to develop the DVD and studied some 27 textbooks for inspiration. The DVD is not required for students, but is recommended. Since it costs less than \$70, with the textbook's cost at \$125, many students are opting for the disk they can pop

into their computer instead of the book they lug around. "We're not trying to make money, just recover our costs," Trivedi said. The DVD has been used for distance-learning courses this summer and in classes taught by some Virginia Tech chemistry professors.

excavation response can be gathered during the construction using non-intrusive techniques that do not require expensive and time-consuming instrumentation. The real-time data will then be used to update the geological and computational models of the excavation, and to determine the optimal rate of excavation, excavation sequence and structural support. Virtual environment (VE) systems will allow for virtual walk-through inside an excavation, observation of geologic conditions, virtual tunneling operations and investigation of the stability of an excavation via computer simulation. "AMADEUS has the potential to revolutionize design and construction of underground excavations, and hopefully, change the way we use subsurface data all together," Gutierrez said.

For more information, contact Gutierrez at magutier@vt.edu or go to web site <https://www.fastlane.nsf.gov/servlet/showaward?award=0324889>.

EYRE

Continued from 1

by the Virginia Veterinary Medical Association, and the Maryland Veterinary Medical Association

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McNamee said a national search will begin immediately for a new VMRCVM dean.

Medicine and led a series of initiatives that fortified the political and economic underpinnings of the partnership between Virginia and Maryland in the late 1980s. He is also credited with building strong working relationships with organized veterinary medical associations and guiding the development of the Marion duPont Scott Equine Medical Center in Leesburg.

Recently, he led efforts to integrate the veterinary college as a working partner with Tech's College of Engineering and Wake Forest University in the hybrid School of Biomedical Engineering. He has also helped craft a major affiliation for the VMRCVM with the university's new Institute for Biomedical and Public Health Sciences (IBPHS).

Eyre is a recipient of the Norden Award for Distinguished Teaching and the Sigma Psi Award for Excellence in Research. He has been honored for outstanding leadership

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