Harris Commission Issues Report: Some Changes Needed

the Harris Commission, the panel which conducted an investigation of the Institute's personnel policies and practices.

The Commission's first recommendation is that the person in charge of Human Resources (Jerry Dark) should be a vice president. "Gallantly and at Georgia Tech, the most common title (for the head of Human Resources) is assistant or associate vice president. It's time for the title to be consistent with the importance and responsibility of the function," according to the Commission's report. Dark, who came to Tech in 1993, is an associate vice president.

The Commission also recommended that Tech assign a human resources representative for each dean and other major administrative office. In addition to their other responsibilities, these representatives would coordinate the unit's personnel activities. They will be trained in policies and processes and will be able to work with the central Human Resources staff to solve problems of staff members and those who supervise within the units.

Last fall, President Creecy formally requested the inquiry into Tech's personnel practices and policies following a series of well-publicized employee grievances filed by George H. Adams, Bette J. Parker, Charles W. Pope, and Harriet W. Thomas. The Board of Regents named former Price Waterhouse partner Edward C. Harris and attorneys Marva Jones Brooks and Stephen M. Katz to the Commission. The Regents also hired Ray T. Forrant, a personnel specialist, to help the three-member Commission during its investigation.

The Commission interviewed about 60 people including alumni, administrators, students, and present and former faculty and staff members.

"Our recommendations...are probably as interesting as watching paint dry," said Brooks. "But, it is filled with very important systemic concerns...that have to be addressed in order for Georgia Tech to function as well in this area as I think it functions in the academic and athletic arena.

"Most of our comments and recommendations can be implemented tomorrow with no budget impact," she said.

The report suggested Tech add a position in the office of Human Resources organization chart entitled Employee Relations, and staff that unit with an experienced and trained professional. Because of the variety of laws and regulations covering human resource matters, the head of Human Resources should have access to an attorney specializing in human relations-related activities, according to the Commission.

**Better Communication Will Improve Morale**

Improvements in Georgia Tech's personnel procedures and practices will lay the foundation for progress in human resources, but a "heightened level of sensitivity and increased communications" are needed to "achieve much needed improvements in morale," according to the report.

"I think it's fair to say that it is Dr. Croce who needs to pay attention to communication, the sensitivity (and) the relationships with the staff and faculty," said Harris, Commission chair. He also pointed out the Commission's advice to give faculty and staff members time for "mental digestion" of new or revised programs affecting them.

As evidence of Tech administration developing new policies without significant faculty involvement, the Commission cited a 1973 Georgia Tech self-study in which no fewer than four faculty committees criticized administrative practices.

"We believe it's time for Dr. Croce to correct that condition of enacting change without adequate consultation with the faculty and staff," Harris said.

"Generally employees are more receptive to changes when they have been given ample time for mental digestion before the implementation date," the report states.

**Evaluation Forms Need Revision**

The Commission recommended Georgia Tech revise its performance evaluation forms to remove the subtle pressures on reviewers to praise employees excessively.

"It is very intimidating for a superior to evaluate anyone as having a deficiency of any sort," Harris said. "The net result generally will be that everyone is considered to be above average. The forms (currently used) in the process suggest that, (and) sort of lead you to it. It's just an ancient form.

"The forms we designed for them permit a reviewer to say, 'This person is a good person, but could improve in writing, communication, technical knowledge... without it being intimidating for the supervisor,'" he said. "In addition, the process should be designed so the reviewers are reviewed to determine that a particular reviewer is not unfair. I doubt that happens anywhere in the University System."

The Commission suggested President Creecy appoint a representative to sit on Board of Review grievances involving classified staff. Now an impartial Board of Review hears grievances of classified staff. Two faculty members manage the cases that are sent to the Board and try to settle them through mediation. The president decides on the Board of Review's findings.

In an institution the size of Georgia Tech, it is inefficient for the president to rule on every grievance, according to the report. The Commission noted that in certain cases the faculty handbook allows the president to appoint a representative to rule on faculty grievances. The Committee recommended that he also be allowed to appoint a representative for classified staff grievances. This recommendation requires changing the Regents' rules, which the Commission also recommended.

Because of the many temporary conditions that apply in a research institution, the Board of Regents should change the definition of temporary employment from three months to six months, according to the Commission. "Six months would be a more reasonable time and would be more consistent with what is found in other such institutions," the report said.

Search Committee Not Always Most Efficient Method

The Commission spent a considerable amount of time discussing Tech's search process and formulating ways to improve it, said Brooks. "I think there have been many bruised feels..."
Tech Community Checks Out New Handbook

"We'll help them decide the proper action." Under the old policy, the department could terminate an employee without consulting Human Resources. The new policy states, "A regular classified employee may be dismissed, demoted, or suspended by the immediate supervisor with the approval of the associate vice president and the appropriate vice president of Human Resources or his designee." This policy became effective about six months ago, Cappello said.

"The Family Leave Policy, approved by the Board of Regents last fall, also is a new entry in the employee handbook," Cappello said. "The policy enables full-time employees who have been with the System for at least a year to take up to 12 weeks of unpaid family leave during any 12 month period. An employee will be entitled to such family leave under the following conditions:

1) the birth of a child of the employee;
2) the placement of a child with the employee for adoption;
3) a serious health condition of the employee's child, spouse, parent or parent-in-law that requires the employee's presence; or
4) a serious health condition which makes the employee unable to perform the duties of his or her job.

"We have had no one go on family leave to date," said John Grovenstein, benefits manager, Office of Human Resources. "However, we have gotten lots of inquiries." Long-term employees generally have enough vacation and sick leave to handle family emergencies," Grovenstein said. "The biggest impact will be for short-term employees. They will be guaranteed a leave of absence."

The Office of Human Resources revised several areas of the handbook to include policies and procedures that are not necessarily new to campus, but were not in effect (or specifically noted) when the handbook was last updated in the late 1980s. Some of the changes were made to simply help clarify the policies. The section on reclassification is an example.

"I am afraid that people think if their position is reclassified it means an increase in pay," said Cappello. "It really doesn't. A reclassification is where a job has changed, and the department wants to put the proper classification of that job should be. So, they submit a classification questionnaire. That job may go up, it may stay the same, or it may go down," he added.

"The smoking policy is another addition to the handbook, but is not new to Tech. "The smoking policy has been in effect for at least a year, probably two," Cappello said.

"Georgia Tech has a smoke-free work environment in which each unit will publicize its buildings and facilities as non-smoking areas, except for specific private offices or areas which may be designated at the discretion of the unit director. A Georgia Tech unit may choose to designate its entire facilities as a non-smoking zone."

The policy on Drug Use and Voluntary Disclosure is also new to the handbook, but not new to campus. According to the policy, "If, prior to arrest for an offense involving a controlled substance, marijuana, or a dangerous drug, an employee notifies his or her immediate supervisor that he or she illegally uses a controlled substance, marijuana, or a dangerous drug and is receiving or agrees to receive treatment under a drug abuse and education program approved by the institution President, such employee shall be retained by the institution for up to one year as long as the employee follows the treatment plan."

"The handbook does not encompass everything," said Cappello. "It's not a procedure manual per se."

Human Resources officials are working on procedures manuals which they hope to complete by July 1, Cappello said.

The Harris Commission, the panel which investigated Tech's personnel policies and practices, recommended minor revisions to the just-published handbook. Human Resources will not reprint the book to incorporate the recommended changes, but will incorporate the changes into the policy manual, Cappello said.

---

... Harris Commission, cont. from pg. 1

"We believe it is very easy, to fix. We have two recommendations which, if followed, will go a long way toward making it clear to everyone what the search process is, and making it clear that we have established, it should be handled by one and all."

The Commission recommends that Tech develop guidelines to more clearly define the positions which need search committees. Because search committees "consume a great deal of productive time of faculty and staff members, and in some cases, search committee members may have limited knowledge of what makes a good candidate for a particular position," Georgia Tech officials should consider alternate methods of recruitment. "I found that the integrity of the search process was compromised at Georgia Tech," said Commission member Mark Katch, who did not name any specific incident. "We have a feeling that search committees were appointed in some areas where search committees were inappropriate," Harris said, "and since they were inappropriate, logically they were bypassed. But, it doesn't make sense to have a search committee and not follow it. So, they need to sort out when they need one," he added.

Once it is determined that the search committee process is indeed needed, the university should follow that process "meticulously," Harris said. "It is certainly appropriate for the president or anybody else to put forth names to the search committee, as long as the names put forth are not a mandate," he said.

The Commission suggested Tech consider changing its policy on consulting "to limit or eliminate consulting privileges for some general faculty appointees who are not performing academic research or who are purely administrators."

Because the Regents' policy provides for only two basic categories of employees (faculty and classified personnel), and because of the need for research faculty titles, Tech established a "general faculty" category. Most persons in that category are academic researchers, but some are not. In addition, some administrators in other-than-purely-academic areas are considered to be general faculty appointees. Therefore, because they are considered faculty members, they are eligible for the consulting privilege.

"It doesn't appear to be within the spirit of consulting policies in general to provide paid time off for general faculty appointees unless they are academic researchers," according to the Commission. "Such a policy can lead to employee relations problems."

According to the report, the Board of Regents should expand the number of employee categories at Tech to include an administratively-professional category to reflect normal practices at similar universities.

The Commission recommends that Tech change the focus of the Affirmative Action officer from intervention to one of post-auditing the actions of the Office of Human Resources. "Currently, the Affirmative Action officer intervenes in the routines of the employment process three or four times prior to a job offer being made," the report states. "Responsibility for fairness and an affirmative approach to employment is normally the responsibility of the employer in human resources staff working with administrators having vacancies. Normally, an affirmative action officer is available for consultation, post-auditing results periodically, and providing training as needed.

"Such delegation should free up the time of the Affirmative Action officer for a broader range of activities and responsibilities with administrators and faculty and should provide more time for the handling of the equal opportunity and sexual harassment grievance cases of employees," the report states.

President Crecine was very receptive of the Harris Commission's recommendations, according to Commission member Katz. "He was very interested in implementing the changes. I think the changes will get a fair hearing. I think they also need his personal force and his personal prestige behind this for these changes to be implemented," Katz said.

Brooks added, "I believe he will embrace this report and attempt to implement those things that can be done to improve the Institute."
GT Lorraine Advances Tech's Economic Goals in European Community

by Sallieyn Hill

It was with those thoughts in mind that President Crecente met with Jean-Marie Rausch, president of the Lorraine Region (equivalent to a state governor in the U.S.) to discuss the joint venture. Rausch requested a proposal from Georgia Tech to have a physical presence in Metz. Crecente asked Pfitzen to take the leadership and put together a plan. When we received this proposal from the Lorraine authorities there was some debate whether we should focus in Germany or in France, he said. However, the strategic and geographic location of Lorraine basically removes that decision because Lorraine is almost in Germany while still in France.

Although GT Lorraine officially opened its doors three years ago, the seeds were sown 15 years when Lorraine officials first visited the U.S. The Lorraine region has a very long and historic importance in France as it is amplified by the last two World Wars. Lorraine has shifted between France and Germany several times in the last decades and has a strategic importance in France. In traditional industries were mining, metalurgy, ceramics, textiles, and heavy industries. For the last several decades these industries have been in a severely depressed state.

So the Lorraine authorities in general and the authorities of Metz, in particular, reached a decision about 15 years ago to turn the economy around and reorient it, very aggressively, towards high-technology activities. As a result, Jean-Marie Rausch and also the mayor of Metz, came to the U.S. to recruit high-technology companies to come to Lorraine and Metz.

After traveling to Boston and to Silicon Valley in California, he came to the Atlanta area and convinced Belgium South International to locate in Metz.

Based on the reception they received Belgium South International encouraged the state of Georgia to enter a sistership agreement with Lorraine. Then Governor Joe Frank Harris and Rausch signed the agreement October 31, 1988. Pfitzen met Rausch shortly before the sistership agreement and that October Rausch asked if Georgia

Tech was interested in having a European presence in Metz. The Georgia Tech connection occurred shortly after Harris and Rausch signed the sistership agreement. What the French officials wanted when signing the sistership and opening GT Lorraine was increased economic development. They believed that by having a large academic and technological university in Metz, it would attract American industries, encouraging them to enhance their presence in Metz and in Lorraine.

The 50,000 sq ft facility is located in an industrial/technological park called Technical Metz 2000. Unlike technological parks in the U.S., Metz 2000 also has government research laboratories located in it and an educational institution. The main theme of Technical Metz 2000 is telecommunications. France's broad definition of telecommunications includes setting of classes, processing telecommunications, and cognitive身子s.

"So it was logical to start with an electrical engineering program GT Lorraine," Pfitzen said.

Another reason for starting with electrical engineering is by far the biggest program in terms of manpower. Also, a large amount of research done at Georgia Tech is electrical engineering related, including the Georgia Tech Research Institute (GTRI). GTI also will play a role in Georgia Tech Lorraine, Pfitzen emphasized.

"The Board of Regents in the state of Georgia took a rather aggressive position in accepting and being a part of such a foreign non-profit organization," Pfitzen said.

The entire Board of Georgia Tech Lorraine is French. Its president is French. However, the statutes all academic and research endeavors at GT Lorraine are the direct and explicit responsibility of the Georgia Institute of Technology. So, by statute, Georgia Tech has full responsibility and control of all academic and research endeavors under the Academic and Scientific Council of Georgia Tech. A Georgia Tech faculty member chairs the Council. Pfitzen serves as chairman and program director of GT Lorraine.

Francois Moret, an assistant professor in Electrical Engineering is the associate director in France. He was the first member of the Academic Faculty of the Georgia Institute of Technology primarily stationed at GT Lorraine. His working base is Metz, but frequently visits the Atlanta campus.

When John Kilistam and Andre Nuenemaker applied to the Georgia Institute of Technology they were unsure that the road to their education would take them to Georgia Tech Lorraine in Metz, France.

However, they both said the experience taught them more than they could learn from studying books or working in a lab. Nuenemaker, who is graduating March 20 with a master's in Electrical Engineering, said the program gave him an edge on the job market competition.

"I feel it benefits people who stay longer, however, just the fact that I was there and exposed to it is a benefit especially with companies that deal with relocations," said Nuenemaker who spent one semester in Lorraine. "Employers are excited about the program. It's not only you apart from other students, a lot of companies want to send you to a project. In that respect companies know you are open to moving."

His main criticism about the program is that graduate students should know about GT Lorraine earlier in their academic life.

"The only thing lacking is the advertising to attract more students," said Nuenemaker. "It's such an incredible program. If people knew about it, they would be there. It's good to see all the different technical cultures."

Kilistam enrolled at GT Lorraine in the spring of 1991, only nine months after the university began full operations. He stayed a year and returned to Tech to finish courses that were not offered at Lorraine. Although both Kilistam and Nuenemaker only knew a few French words before they traveled to Metz, neither one experienced a lot of problems with their limited language ability.

"Not knowing the language was not a problem. People would find out I was American and they always wanted to speak English," Nuenemaker said. "Most of the people knew we were trying to speak French and helped us out.""We started at GT Lorraine very little building in a field," Kilistam said. "The idea of Georgia Tech in the middle of France is a little strange. There was just this building sitting out there." "As soon as we met the other students, they assured us we had settled in and they showed us around. It was like a family," Killo-

sted said.

That close-knit atmosphere continued in the classroom.

"Classes were really small so you really got to know the professors," Kilistam said.

As for cost, the only extra is the price of an airline ticket.

"If a student stays on campus and eats in the dorm it would cost less than over here," said Nuenemaker. Additionally, students don't have to worry about being cut off from their families as the U.S. They can keep in touch with the phone number of the local call from a pay phone.

"The electronic mail system allowed us to talk with my family everyday for free," said Nuenemaker. However, classes at GT Lorraine are not easy.

"Competition is a lot stiffer because the caliber of students is phenomenal," said Nuenemaker. He competed against two Turkish students who were rated in the top five in their country and four from Romania who were in the top ten.

"We (GT Lorraine) get the brightest students," Nuenemaker said.\n
"Some of them were there before Georgia Tech Lorraine. Some came in since our presence, and several of them have expanded their capabilities since we have arrived on the scene," said Pfitzen.

By the fall of 1994, Tech plans to enhance programs to include courses involving the College of Computing and programs in management, specifically management of technology and international management.

"Some of them were there before Georgia Tech Lorraine. Some came in since our presence, and several of them have expanded their capabilities since we have arrived on the scene," said Pfitzen.

By the fall of 1994, Tech plans to enhance programs to include courses involving the College of Computing and programs in management, specifically management of technology and international management.

"Some of them were there before Georgia Tech Lorraine. Some came in since our presence, and several of them have expanded their capabilities since we have arrived on the scene," said Pfitzen.
MARCH

15 MONDAY

- Finals week
- "tech television network" movie "Major League," all day, March 15-21, 1st floor monitors and Music Listening Room, Student Center.

16 TUESDAY

- Alcohols Anonymous (closed discussion) meeting (bring your lunch) every Tuesday, Student Center, Room 333, 12:10 p.m. until 1:00 p.m.
- Call Gayle Roberts for more information 894-2575.
- Mach-O-Mania, 8:00 p.m. - 10:00 p.m., Student Services Atrium.
- Alumni Association Volunteer Steering Committee Meeting. For more information call 894-9272.
- Ph.D. Thesis Defense, "Toward a Formalism for the Automation of Neural Network Construction and Processing Control," Andrew J. Czuchry, Jr., College of Computing, 1:00 p.m., Physics, Room S204

17 WEDNESDAY

- St. Patrick's Day
- Georgia Tech Women's Forum Meeting, Brownbag or buy lunch, Noon, Student Center Ballroom.
- Roll Call's Retired Faculty Luncheon. For more information call 894-2572.
- Office of Information Technology seminar "WordPerfect for Windows," 10:00 a.m. - 12:00 p.m., Room 239, Rich Building. Call 894-4660 to register.
- Augusta Regional Office Event: 37th Annual CSRA (Central Savannah River Area) Science and Engineering Fair, Augusta College. Students from 150 schools in South Carolina and Georgia in grades 4-12 participate.

18 THURSDAY

- The Georgia Tech Chapter of Toastmasters International (Technomasters) meets Thursdays, 7:30 a.m., Room 102 of the Microelectronics Research Center. Toastmasters is an international organization whose purpose is to improve the public speaking and leadership skills of its members. For info call Rosita Jackson at 894-2553.
- Round II Strategic Plan & FY94 Budget Discussions — Affiliated organizations and interdisciplinary groups, Westbrook Gallery, Georgia Tech Theatre for the Arts, 8:30 a.m. - 12:30 p.m. (Georgia Tech Research Corporation), 10:00 a.m. - 11:00 a.m. (Alumni Association), 11:00 a.m. - 12:00 p.m. (Georgia Tech Foundation); and 12:00 p.m. - 5:00 p.m. (Interdisciplinary Groups).

23 TUESDAY

- Center for International Standards & Quality course, "EC Product Liability and Safety Directives." For more information call 853-0968.
- Alcohols Anonymous (closed discussion) meeting (bring your lunch) every Tuesday, Student Center, Room 333, 12:10 p.m. until 1:00 p.m.
- Call Gayle Roberts for more information 894-2575.
- Georgia Tech Baseball hosts Western Carolina, 5:30 p.m., Chandler Stadium. The game can be heard on WREK 91.1 FM.

24 WEDNESDAY

- "A Retrospective of GT Student Representations of Architects," Westbrook Gallery, Georgia Tech Theatre for the Arts. For more information contact Boyd Beckwith, Gallery director, 842-2805.

25 THURSDAY

- The Georgia Tech Chapter of Toastmasters International (Technomasters) meets Thursdays, 7:30 a.m., Room 102 of the Microelectronics Research Center. Toastmasters is an international organization whose purpose is to improve the public speaking and leadership skills of its members. For info call Rosita Jackson at 894-2553.

- Winter Quarter Commencement, 10:00 a.m., Alexander Memorial Coliseum, speaker: Raghbir Kumar "R.K." Schagel, Chairman of the Board and CEO, Law Companies Group, Inc.
- "20th International Dogwood Festival," now until May 1, Westbrook Gallery, Georgia Tech Theatre for the Arts. For more information contact Boyd Beckwith, Gallery director, 894-2805.

30 TUESDAY

- Round II Strategic Plan & FY94 Budget Discus.-sion, Westbrook Gallery, Georgia Tech Theatre for the Arts, 12:00 p.m. - 12:30 p.m. (Athletic Services); 1:30 p.m. - 2:00 p.m. (Office of Minority Development); 2:30 p.m. (College of Architecture); 3:00 p.m. - 5:00 p.m. (Office of Minority Development).

26 FRIDAY

- Georgia Tech Softball at Winthrop Invitational, Rock Hill, S.C.
- Georgia Tech Baseball at Virginia, 2:00 p.m.

28 SUNDAY

- Georgia Tech Baseball at Virginia, 2:00 p.m.

29 MONDAY

- Spring Quarter registration
- Young Alumni (Alumni Association) will hold in Young Alumni Adopt-A-Hey Cookout. For more information call 894-2922.

30 TUESDAY

- The Home Park Learning Center class eight week drawing and painting skills class for children ages 3 - 8. The class will be taught by Georgia Tech Ph.D. student in Architecture Baoshan Han. The one hour class will be on Saturday mornings, March 27 - May 15. For more information call 892-2560 (evenings).
- Georgia Tech Baseball at Virginia, 2:00 p.m.
- Spring Quarter class
- Alcohols Anonymous (closed discussion) meeting every Tuesday, Call Gayle Roberts for more information 894-2575.
APRIL

31

WEDNESDAY

Round II Strategic Plan & FY94 Budget Discussions — West- brook Gallery, Georgia Tech Theatre for the Arts, 11:30 a.m. - 1:30 p.m. (College of Computing); 1:30 p.m. - 3:00 p.m. (Continuing Education); 2:30 p.m. - 5:00 p.m. (External Arts Development, Government Arts, Publications and Communications).

The Office of Information Technology seminar “WordPerfect for the campus,” 10:00 a.m. - 12:00 p.m., room 239, Rich Building. Call 984-6010 to register.

Georgia Tech Baseball hosts Appalachian State, 5:30 p.m., wooden stadium. The game can be viewed on WREK 91.1 FM.

SUNDAY

Georgia Tech Baseball hosts Florida State, 7:00 p.m., Chandler Stadium. The game can be heard on WCNN 680 AM and seen on Sport-South TV.

FRIDAY

Round II Strategic Plan & FY94 Budget Discussions — Management Building - Ivan Allen College, Room 228, 9:00 a.m. - 5:00 p.m. (Ivan Allen College).

Office of Information Technology seminar “Basics of Using HyperCard,” 10:00 a.m. - 12:00 p.m., Room 239, Rich Building. Call 984-4660 to register.

The Twelfth Southern Biomedical Engineering Conference, co-sponsored by IEEE (Institute of Electrical and Electronics Engineers) Engineering in Medicine and Biology Society, April 2 - 4, Tulane University in New Orleans, Louisiana. Contact person at Tech is James C. Toler, co-director of the Bioengineering Center. Call 984-3064 or e-mail james.toler@bnc.gatech.edu.


Georgia Tech Baseball hosts Florida State, 7:00 p.m., Chandler Stadium. The game can be heard on WCNN 680 AM.

Georgia Tech Softball hosts Mercer in a doubleheader, 2:00 p.m., Glenn Field.

THURSDAY

April Fool’s Day

The Georgia Tech Chapter of Toastmasters International (Techmasters) meets Thursdays, 7:30 a.m., Room 102 of the Microelectronics Research Center. Toastmasters is an international organization whose purpose is to improve the public speaking and leadership skills of its members. For info call Rosita Jackson at 894-2553.

Round II Strategic Plan & FY94 Budget Discussions — Westbrooke Gallery, Georgia Tech Theatre for the Arts, 9:00 a.m. - 5:00 p.m. (College of Science and CEISM - Center for Education in Science, Mathematics and Computing).

Multicultural Curriculum Workshop, jointly sponsored by the University Center Human Relations Council and the Council of Academic Deans and Vice Presidents, Dr. Carlos E. Cortes, distinguished professor of history, University of California, "How We Can Effectively Change Traditional Western (Eurocentric) Curriculum in Various Disciplines to Reflect Contributions Made by Different Cultures." For more information call the University Center office 651-2668.

The arts

COURSE/SEMINAR

MEETING

LECTURE/CONFERENCE

CONCERT

SPORTS EVENT

FILM/VIDEO

THEATRE

COMMENCEMENT

EXAMS

CAMPUS HOLIDAY

SPECIAL EVENT

PUBLISHED BY PRINTED ON RECYCLED PAPER

AR

WHISTLE

Barry Walker ............. Publisher
Trice Mills .............. Editor in Chief
David Arnold .......... Managing Editor
Amelia Gambino .......... Publications Director
Salltry Hill .......... Staff Writer
David Kennedy .......... Staff Writer
Victor Rogers .......... Staff Writer
Gary Muck .......... Photographer
Bonnie McQuage .......... Designer

Publication is biweekly throughout the academic year. Deadline is Wednesday noon, 12 days before publication. Address: Media Relations, mail code 0188 (Warford Center, 177 North Avenue), 894-2452. Tech computers use your file letters to the editor, news and calendar items to The Whistle/Media Relations office by sending electronic mail addressed to:tnl.mills@vpost.gatech.edu.

The Whistle is now available as a resource on the Georgia Tech network. PRISM users simply type whistle at the standard UNX prompt. All others users can access The Whistle on the campus server Garphor. Look in the "Daily News Section" and you will see The Whistle.

Cox/56T5 
Copies $4.50

Georgia Tech Media Relations
Warford Center
177 North Avenue
Atlanta, Georgia 30332-0818

ADDRESS CORRECTION REQUESTED

Georgia Tech is a unit of the University System of Georgia

STUDENT NEWS

If the fun. While on an Outdoor spelunker repelled into the
Regents Name John Copeland Eminent Scholar

John Copeland has a long history with Georgia Tech, first as a student, then as a recruiter for Bell Labs. He also was a member of the corporate advisory committee for the School of Electrical Engineering and currently is a member of the board of trustees for the Georgia Tech Research Corporation. Now Dr. John A. Copeland is the Technology Transfer Chair in the School of Electrical Engineering and a vice president of research for the Georgia Center for Advanced Telecommunications Technology (GaCTT). He is the first Georgia Research Alliance (GRA) eminent scholar appointed at Tech and the second among the six universities forming the basic academic research components of GaCTT.

"I've had close ties with Georgia Tech all along," Dr. Copeland said. "When the opportunity to apply for this chair came along I did, and I'm very happy that it worked out so well." He combines the traditional telecommunications with computing," said President Crecine. "He's a great catch.

Dr. Copeland was most recently the Vice President of Technology for Hayes Microcomputer Products, Inc. There he was responsible for activities which provided the company with expertise for evaluating and implementing emerging technologies, analysis of trends in data communications, and the development and consistent implementation of communication standards. Because his new position allows him to devote one day a week to outside consulting, Dr. Copeland will remain associated with Hayes as a corporate fellow.

For the immediate future Dr. Copeland will work with GaCTT to help achieve one of their main goals - developing technology to help the local and national economies. Over the long term he will take a scientific look at ways to improve the efficiency of technology transfer from the campus to the economy.

The Technology Transfer Chair appointment carries a secondary appointment in Tech's College of Computing and a courtesy appointment at Clark Atlanta University. "For GaCTT to be successful, the director of research for GaCTT should have close ties to both electrical engineering (EE) and to the College of Computing, as well as to other (units) on the campus," Dr. Copeland said. "The fact that the appointment is in EE with a secondary appointment in the College of Computing gives me the opportunity to participate as a member of both faculties." He said he hopes to get to know the people used in the research in those areas and help integrate their work into programs being developed by GaCTT.

As a result of his work with Bell Labs, Dr. Copeland is credited with 37 patents and led the research team that produced Bell's first microprocessor chip. He had been with Hayes since 1983.

He received B.S., M.S., and Ph.D. degrees in physics from Georgia Tech. In 1970, the Institute of Electrical and Electronics Engineers (IEEE) awarded Dr. Copeland the Morris N. Liebmann Award for his work on gallium arsenide microwave devices. He is a Fellow of the IEEE and has served that organization as the editor of the IEEE Transactions on Electron Devices. He also is a member of the American Physical Society.

The six GRA universities are Clark Atlanta, Emory, Georgia State, the Medical College of Georgia, the University of Georgia, and Georgia Tech.

Wehrle To Lead Student Services

Roger Wehrle is the new interim vice president for Student Services. His appointment, effective immediately, pulls his Auxiliary Services and Student Services duties together under one office roof. The position of vice president of Student Services has been vacant since Charles Schroeder's resignation last year. President John P. Crecine said Wehrle has done an outstanding job as acting vice president for Student Services and has his complete confidence. Crecine appointed Wehrle as acting vice president of Student Affairs in May of this year.

The Search Committee for a vice president for Student Services worked for 18 months and presented their final report to Crecine in mid-January. Crecine said he spent the past month talking with various groups on campus, primarily students, concerning the Search Committee's recommendations. Student input, Crecine said, indicated Wehrle enjoys considerable student, staff and administration support.

"Roger's mandate, and ours, is to build a great campus community that includes and works for all," Crecine said.

Student Services oversees the programs of the Student Success Center, Marketing and Enrollment, TECH Expo, and community services and placements. In addition, Auxiliary Services such as the infirmary, intramurals, Student Center, Galleria, Theater, residential dining and the Student Athletic Complex (SAC) are also the responsibility of Student Services.

Campus Recycling Program Growing Rapidly

Only two years into the program and recycling is to the Georgia Tech campus what "What'sit" is to the 1996 Olympics, that is, something you have to deal with but not everyone has accepted it. Despite tremendous growth in the recycling program at Georgia Tech there is still a lot of work to do, especially to be near the goal of recycling 80 percent of the products used on campus by the summer of 1996.

"We are trying as hard as we can, under the limited personnel and conditions, to be a leader in recycling," said Jerry Comer, manager, Landscape Services, Georgia Tech Plant Operations Division. "I believe in two to three years Georgia Tech will be probably the leader, especially in the University System, in the state of Georgia.

John Stone, director of Property Control, started the campus-wide recycling program in 1991 with the help of the Georgia Building Authority. He set up programs in about 15 buildings. In July 1992, Plant Operations' Landscape Services took over the program and it is supervised by secretary Kathy Earwood. Today about 50 buildings are equipped with recycling bins. Large bins located in parking lots, such as the Student Center, take newspapers, glass, aluminum cans, and cardboard. The bins are available to students and employees who want to bring their recyclables from home. Tech accepted plastic in the past, but had to stop since currently there is no good market for plastic.

"It's cheaper to throw it (plastic) away," said Comer. "When there is a need for plastic, we'll be ready for it." Glass is not very profitable, but Landscape Services will keep it in the program, because people want to keep recycling glass, Comer said.

Since July, the main campus averaged between 10,000 to 15,000 pounds of recyclables per week. Tech recycles about 1/8 of the amount of paper used on campus. The average cost for dumping 7,500 pounds or a 30 cubic yard dumpster in a landfill is $34.

Soon Southeastern Recycling will provide containers and haul newspapers away at no charge.

The next phase of the program extends recycling into housing areas. Large color-coded dumpsters will be placed in the dorms' disposal areas. The area will be clean, well lit and dressed up nice, Comer said.

"We want to make it a safe area that will encourage recycling," he said.

Plant Operations also is planning to buy a Container Dispatch (CD) truck, that will pick up the dumpsters and take them to a recycling site.

"It's going to cost us, but in the long run we don't have to wait for someone to come and dump it," said Comer. "Plus Georgia Tech won't have the large trucks coming on campus to move the dumpsters. The CD truck will be a lot safer and quieter.

Although Tech is not at 100 percent participation, Earwood said the program is growing at a rapid pace. "We can't keep up with demand," she said. "Everyday people are calling to get set up. All we need is a person to help us set up in each building then if there is a problem we know who to contact."

To get a departmental recycling program started, Earwood meets with the building coordinators, which is usually the person who contacts her, gives them an information packet, and they decide how many containers are needed.

Usually a small desk container is placed in each office or classrooms in a building. The program is very simple. For instance, contrary to what many people believe, participants do not have to separate color paper from white.

We've learned that if it's not accessible, people are not going to go out of their way to use it," said Earwood.

Each individual is responsible for emptying their personal container into larger interdepartmental collection bins. The custodial crew takes the intermediate recycling containers outside for pick up each Friday. Georgia Tech Research Institute's (GTRI) Cobb County facility has its recyclables picked up on Thursdays.

At this point, other than the environmental benefits, recycling does not yield any significant monetary reward.

"Everybody's gung-ho on recycling but there's not any payback from it now," said Connor. "We probably are never going to break even but if you're putting recyclable material back into the system you're helping the economy, plus we're eliminating a lot of the trash we have to pay to get taken off." He said when and if the program reaches 100 percent participation, they may receive a small monetary gain.

In addition to starting programs in the dorms, fraternities have contacted Earwood about starting programs in the houses. Currently, he is setting up a pilot program with one fraternity. Also she is setting up a program with the Athletic Association, "I think Georgia Tech 2000 just about everything we do will be recyclable," Earwood said. "It's a shame that the dorms we are building don't have slot areas where students can put stuff in and it will go down to a central recycling area.

If you would like to start a program in your office, please call Kathy Earwood at 894-3969.
Carolyn Bruce

AGE: 48
OCCUPATION: Staff Assistant, Information Technology Client Services
CURRENT PROJECTS/PROJECTS: Night school, I am studying Business Communication at Carrell Tech in Carrollton, Georgia.
HOW LONG HAVE YOU BEEN AT GEORGIA TECH: Since February 1986
EDUCATION: High school
MARITAL STATUS: Recently engaged to Curtis Nole of Bowden, Georgia.

People in the News

PHIL ALLEN
Professor, Electrical Engineering, has been given a $12,000 grant by the Digital Communication Division of Rockwell to investigate the noise mechanisms on a mixed analog-digital integrated circuit that causes poor performance in the analog circuits.

RON ARNON
Associate Professor, College of Computing, presented a paper at the 3rd International Conference on Intelligent Autonomous Systems in Pittsburgh and participated in the NSF Workshop on Real Time Systems and Artificial Intelligence at College Park, MD.

JIM BARCOCK
Director of Development, College of Computing, has been invited to be a member of the Program Committee for the IFIP (International Federation of Information Processing) Working Group Conference on Information Technology Transfer to be held in the U.S. in October 1993.

MARY GORDON BARNES
Coordinator, Cooperative Division, was elected to chair-elect of the Cooperative Education Division of the American Society for Engineering Education.

CUFF BRADSON
Professor, City Planning, was the master of ceremonies and an invited speaker for the 14th International Planning Conference in Miami, Florida. His two presentations were entitled "Internationalism For The 21st Century - A Three-dimensional World" and "Community Considerations and Benefits of the International Planning Process - Application to the Atlanta 1996 Olympics and Beyond." Bradson also chaired the annual Acoustics Committee meeting of the Helicopter Association International in Miami. In addition, Bradson presented a paper, "Vertical Planning: 54 - Sensory Spatial Systems Simulation," at the Tri-service Conference on CADD (Computer-aided Design and Drafting) and GIS (Geographic Information System) Symposium in 1993 in Arlington, Virginia.

KEVIN BRENNAN, MARK CLEMENTS, JOHN DORSAY, AND ERIK VERHEIST
Professors, Electrical Engineering, have all been promoted to the rank of Professor. In addition, Brennan is co-author of "Inclusion of Electron-Planar Scattering in Ensemble Monte Carlo Simulation", COMPET - The International Journal for Computation and Mathematics in Electrical and Electronic Engineering, Vol. 11, no. 4, pp. 472-479, December 1992.

JACK V. DELL
Associate Director, Office of Contract Administration, has retired.

MELONY EDDO
Research Scientist, College of Computing, has been selected to be on the review board for the next Software Engineering Research Forum (1993) conference in Orlando.

PETER FREEMAN
Dean, College of Computing, and Chief Information Officer, recently gave a talk entitled "Strategic Direction in Computing" at a conference sponsored by Clark - Atlanta University/Army Center of Excellence in Information Sciences. Senator Sam Nunn was also on the program.

THOMAS HAMILTON
Assistant professor, Electrical Engineering, has been named Associate Editor for High Power Application of the IEEE Transactions on Power Electronics.

DENNY H. HODGES
Professor, Aerospace Engineering, is co-author "Stiffness Constants for Initially Twisted and Curved Composite Beams," Proceeding of the 3rd Pan-American Congress of Applied Mechanics, Sao Paulo, Brazil, January 5-8, 1993, pp. 591-595.

G. DUANE HITCHCOCK
Manager, Program Administration Division, Office of Contract Administration (OCA), is the new associate director of OCA. He replaces Jack Dell, who has retired.

NAN MARIE JOKERT

EDWARD KAMEN
Professor, Electrical Engineering, has been appointed by the IEEE (Institute of Electrical and Electronics Engineers) Control Systems Society as Program Chairman of the 1995 IEEE Conference on Decision and Control, to be held in New Orleans, December 1995. Kamen has also been awarded tenure.

MELVIN KRAUSZBERG

VLAD K. MADIGETTI
Assistant professor, Electrical Engineering, is in receipt of a donation of $22,000 by Analog Devices.

JACK MAGNAM
Assistant director, Cooperative Division, was recently honored by the Southern College Placement Association with a lifetime membership.

GARY S. MAY

MIKE McCRAECKEN
Senior Research Scientist, College of Computing, and graduate student Annie Anton presented an invited talk at the 23rd annual Southeast Regional December Symposium in Chattanooga. Their talk was titled "GDSS Tools: Uses and Research Applications."

STEPHEN MCGRAETH
Senior Research Engineer, Electrical Engineering, has accepted the appointment of Assistant to the Director - Computing Services, for the School of Electrical Engineering, effective immediately.

BETH MYNATT
Research Scientist, College of Computing, has been invited by the head of the computer science lab at Xerox Palo Alto Research Center (PARC) to serve as a participant at an international workshop at PARC in April. Mynatt is one of a small number of outsiders invited to what is mostly an internal event.

SHARI NAVATH AND LEO MARK
Professors, College of Computing, will serve as the general co-chair and program co-chair for the next "Database Semantics" conference hosted by the International Federation of Information Processing (IFIP) Technical Group. Georgia Tech has been chosen as the site for the conference slated for the spring of 1994. It is held every two years (the last one was held in Australia).

BEST PIECE OF ADVICE YOU EVER RECEIVED: From my mother: "Pretty is as pretty does."

PET PEEVE: I don't like people riding my car bumper on I-20.

PERSONAL HERO OR HERON: Jesus Christ

FEW PEOPLE KNOW THAT: People are surprised when I tell them I am a mother of five children. They are very surprised when I tell them I am a grandmother.

JOHN NEMETH
Director, Environmental Science and Technology (ESTL), has been asked to join the Executive Advisory Board of Project Safe Georgia, statewide effort to provide small businesses with effective strategies to improve workplace safety and health.

LEONARD PARSONS
Professor, School of Management, recently received a certificate for successfully completing the Direct Marketing Association's three day Direct Marketing Institute. He also has an entry in Who's Who in America 1992 - 1993.

J.V.R. PRAKASH

HANS, B. PUTTGEN
Professor, Electrical Engineering, has accepted the appointment of Associate Director - External Affairs for the School of Electrical Engineering, effective March 1, 1993.

BARBARA B. ROSE
Executive director for Development, External Affairs, spoke at the International NSFRE (National Society of Fundraising Executives) annual conference this month in Atlanta.

John NeMeth
Director, Environmental Science and Technology (ESTL), has been asked to join the Executive Advisory Board of Project Safe Georgia, a statewide effort to provide small businesses with effective strategies to improve workplace safety and health.

J. M. Parsons
Professor, School of Management, recently received a certificate for successfully completing the Direct Marketing Association's three-day Direct Marketing Institute. He also has an entry in Who's Who in America 1992 - 1993.

J. V. R. Prakash

Hans, B. Puttgen
Professor, Electrical Engineering, has accepted the appointment of Associate Director - External Affairs for the School of Electrical Engineering, effective March 1, 1993.

Barbara B. Rose
Executive director for Development, External Affairs, spoke at the International NSFRE (National Society of Fundraising Executives) annual conference this month in Atlanta.

Employment Update

Total applicants, February - 795
Race/Sex of persons hired:
- Black Males 6
- American Indian Males 1
- New employees: 51
- Upward mobility: 9
SIGMA XI SEEKING NOMINATIONS
The Georgia Tech Chapter of Sigma Xi is seeking nominations for faculty and student research awards. Awards presentations are slated for May 21 at the Sigma Xi Banquet. Award recipients will be honored at the Faculty Honors Luncheon as well. Nominations may be submitted by any school, department or laboratory or by an individual faculty member. Each school should nominate only one candidate for a faculty award and a faculty member may receive only one award in a given year. Nominations are due on or before March 18. For more information call Sigma Xi President Amyn Tejga 894-3086.

G&C HAS MOVED
Grant and Contracts Accounting has moved from the Human Research Building to 190 Bobby Dodd Way. Their phone number remains the same, 894-4624.

CHEMICAL ENGINEERING SEEKING GRADUATE STUDENTS
Chemical Engineering (ChE) held its second annual graduate student recruitment weekend on February 26-28. Highlights of the weekend included a Friday night reception and a tour of the School of Chemical Engineering’s facilities. Interviews with individual ChE professors were arranged related to their specific research areas. The evening concluded with a dinner at the Bill Moore Student Success Center.

REAL ESTATE
For Sale: Townhouse near Tech. Great investment: can be rented at a profit immediately. 2 BR, each with private bath, plus half bath downstairs. A/C, two reserved parking spaces, wooden deck with great view of Midtown Skyline, full size washer & dryer and more. Walking distance to Tech, mint condition. $79,000 (loan is an assumable 1 year ARM at 6.75 percent). By owner 892-8503.

For Rent: 3 BR, 1 BA house, southeast Atlanta area, $375 month. Call 622-0293 ask for Mrs. Turner.

For Rent: 3 BR condominium in Peachtree City; Quiet, family-oriented development. $500 per month. Call Doug 894-6115 or (home) 925-7672.

For Sale: Assumable 8 1/2 percent, $4,000 to assume, 1,900 sq. ft. house, rock fireplace, cathedral ceilings in greatroom and kitchen, 2 car garage, 1 acre wooded lot, nice subdivision, located in Paulding County - 2 miles from the Cobb County line. Call after 1:00 p.m. 443-2592.

SERVICES
Typing services are available at reasonable prices. Call 642-5990.

MARCH 15, 1993, THE WHISTLE

Did You Know?

To get a glimpse of the future thanks to Tech’s Graphics, Visualization & Usability (GVU) Center. The students viewed 3-D figures with special glasses and toured the GVU lab in virtual space while wearing a headmounted display.

CLASSIFIEDS

AUTOMOBILES
1985 Mazda GLC, 2-door hatchback, manual transmission, metallic gray, 87,000 miles, new battery and muffler. Dependable, low-cost maintenance. Call Philip or Victoria, 894-2898 or 875-0647.

1985 Honda Accord LX, gray, good condition, at NADA wholesale. Call 934-2987 after 7:00 p.m.

1986 Mustang GT convertible, red, white top, leather, Michelins, bypass filter, 88k miles, synthetic oil and garaged since new. Dave Wyatt (205) 876-4723 or (205) 881-4254.

COMPUTERS
IBM PSJ, including monochrome VGA monitor, modem, word processing, utilities and communications software, no HD. Complete system $275. Call Terry 894-2985.

FURNITURE
Beautiful microwave oven cart, solid oak, excellent condition, $75. Call Brenda 853-0130 or 435-2022.

MISCELLANEOUS
Deluxe Italian-made (PEREGO) baby stroller. Great condition-mint green leather/hin gray & purple stripes on cloth seat, reversible and washable seat cover, attachable boot and zip-on backing for cold weather/rides fully adjustable (by 4") and reversible handles/brakes on all four wheels.665. Call Leslie 894-9290 or 378-7398.

Knitted coin purses, $5 and a two piece women's suit (negotiable). Call 642-5990.

PETS
2 year old male (neutered) registered dalmation needs good home and large yard to run in. House broken and has current vaccinations, excellent health, 68 lbs. Call Nita 853-0870 or 263-0870.

For Rent: 3 BR, 1 BA house, southeast Atlanta area, $375 month. Call 622-0293 ask for Mrs. Turner.

For Rent: 3 BR condominium in Peachtree City; Quiet, family-oriented development. $500 per month. Call Doug 894-6115 or (home) 925-7672.

For Sale: Assumable 8 1/2 percent, $4,000 to assume, 1,900 sq. ft. house, rock fireplace, cathedral ceilings in greatroom and kitchen, 2 car garage, 1 acre wooded lot, nice subdivision, located in Paulding County - 2 miles from the Cobb County line. Call after 1:00 p.m. 443-2592.

SERVICES
Typing services are available at reasonable prices. Call 642-5990.

TECH STUDENTS NAMED GEM FELLows
Seven Tech students have been named Master Engineering Fellows by the National Consortium for Graduate Degrees for Minority Students. The students were selected in a national competition involving more than 1,000 applicants from 139 colleges and universities.

Non-Profit U.S. Postage
Paid Atlanta, GA
Permit No. 1197

The Whistle, Volume 1, Number 1, March 15, 1993