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THE WHISTLE

FACULTY/STAFF NEWSPAPER

VOLUME 25, NUMBER 35 • OCTOBER 22, 2001

THE GEORGIA INSTITUTE OF TECHNOLOGY

Tech wins national award for efforts to diversify workforce

*Elizabeth Campell,
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Georgia Tech's comprehensive efforts to improve the ways that people work together have resulted in the Institute receiving an EVE Award from the U.S. Department of Labor and changing the mission of the office formerly called Equal Opportunity/Diversity Programs (EODP).

Last week, the U.S. Department of Labor awarded Tech the 2001 Exemplary Voluntary Efforts (EVE) Award. The national EVE award, begun in 1983, honors federal contractors and associations for their innovative efforts to increase employment opportunities for minorities, women, disabled citizens and veterans. Georgia Tech was represented at the ceremony in Washington, D.C., by Pearl Alexander, director, Equal Opportunity Programs; Chuck Donbaugh, associate vice president, Human Resources; April Brown, executive assistant to the president; and Nicole Shinhoster, diversity management specialist, EODP. Each year, five organizations receive the EVE award, and now Tech can count itself alongside Bausch & Lomb, Chrysler Corporation, CIGNA, Colgate-Palmolive Company, Eli Lilly and Company, Florida State University, La Salle University, and the SAS Institute as having been recognized for its efforts.

"We are pleased that the hard



Pearl Alexander

work and commitment of Pearl, her staff and that of the broader campus community has been recognized by this prestigious award. It is a strong testimony to Tech's ongoing commitment to diversity," said Donbaugh.

To be eligible to compete for this award, the organization must pass a rigorous EEO compliance audit. Due to the large number of federal contracts that Tech researchers receive, the Institute is under close scrutiny for EEO compliance, said Alexander. Last fall, for the first time in 10 years, Georgia Tech successfully passed the EEO audit. Tech had not passed two previous audits in 1992 and 1995, resulting in conciliation efforts with the Labor Department requiring extensive, ongoing reports and monitoring.

"The Department of Labor commended the professionalism and expertise of the EODP staff, particularly compliance officer Thomas Vance, who was our anchor person for the audit and did an outstanding job," said Alexander.

By winning the 2001 EVE Award, Georgia Tech will be exempt from traditional federal audits for three years. This exemption will allow the campus to use these resources to evaluate and enhance systems and

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Bioterrorism scares prompt safety measures on campus

*Michael Hagearty
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With public concerns over the threat of bioterrorism via the postal system running high, administration officials worked last week to implement countermeasures in an effort to minimize the risk and inform the community of potential hazards.

In response to recent anthrax scares at other colleges and universities, Tech has redoubled its efforts to screen for contaminated mail. Georgia Tech Postal Services is watching out for suspicious letters or packages following the latest incidents in the United States of mail carrying strains of anthrax bacteria. A large poster-board has been placed near the entrance of the Tech Post Office, providing students with information about the disease as well as the common characteristics of potentially harmful mail.

"Emergency preparedness is not new to Georgia Tech," said President Clough. "We have some of the nation's leading experts in the field who work right here on this campus. Our experience with the Olympics was very helpful in dealing with today's issues. We have an emergency response plan in place and are

continuing to refine it in light of recent events. I appreciate all of the hard work done by so many to protect our campus.

"We are," said Clough, "doing all we can to continue operating normally while protecting our students, faculty and staff."

The Student Health Center has been in contact with the Centers for Disease Control to make sure that its doctors are not only aware of the signs and symptoms of anthrax, but also following guidelines for reporting cases.

"They have essentially told us to continue doing things as we are," said Cindy Smith, director of the center. For employees responsible for sorting and opening mail, she added, "Latex gloves and particulate masks are precautionary measures that may be taken."

Rich Steele, director of the Student Center, said that an employee's primary contact with the mail is within the four sorting areas, where incoming mail is broken up according to the end receiver. For the safety of the staff, Steele provided additional information about warning signs and procedures to the employees who handle the mail in order to raise awareness of the potential risks.

Rosalind Meyers, associate vice

Mail continued, page 2

Transplanting trees



As bulldozers begin to move the earth around the Technology Square project, nearly 50 shade trees were moved from the construction site to various locations on the main campus. The tree mitigation plan is part of the overall Campus Master Plan.

photo by Stanley Leary

By the numbers:

As of January 2001, among the 4,200+ faculty and staff members:

Women 41% Minorities 32%

Between 1996 and 2000:

- The number of women employed at Tech has increased 17 percent.
- The number of African-American employees increased 17 percent.
- The number of Hispanic, Asian, and Native American employees combined increased 31 percent.

“QUOTE—
UNQUOTE”

“I do not believe in filtering programs. They often have hidden political agendas that the makers of them don’t admit to. You can never forcibly block out information. I’m against automatic blocking because, first, it’s ineffective and, second, it’s also bad parenting philosophy. The better approach for parents is to educate their children about use of the Internet and where they can and should go.”
—Amy Bruckman, assistant professor in the College of Computing, answering questions about parental issues regarding the role of computers in a child’s life.

Youth and opportunity mark Hewitt’s second season

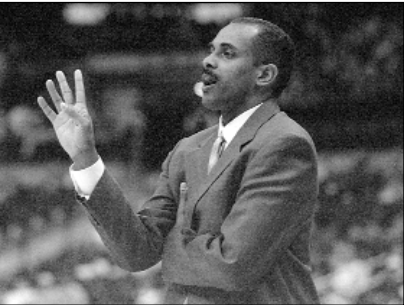
A few starting positions ‘wide open’

Looking to replace five graduated seniors and assimilate five incoming freshmen, Georgia Tech’s basketball team began pre-season practice last week with two workouts at Alexander Memorial Coliseum.

Head Coach Paul Hewitt, who won Atlantic Coast Conference Coach of the Year honors after guiding the Yellow Jackets to a 17-13 mark and an NCAA Tournament berth a year ago, will put his second Tech team through 27 practices before the Jackets tip it up in their first exhibition game Nov. 8 against Nike Elite.

Tech returns seven lettermen, including two starters in senior point guard Tony Akins and sophomore off-guard Marvin Lewis, and welcomes a group of five freshmen, four of whom were ranked among the top 100 high school seniors in the nation.

“I’m pleased with the shape in which they’ve come back,” said Hewitt, whose Jackets posted an 8-8 mark and a fifth-place finish last year in the ACC. “They worked very hard



“They’re all working hard, and the commitment is there,” said Hewitt.

over the summer. They’re probably a little further ahead conditioning-wise than last year.”

Only Akins, from Lilburn, Ga., and Lewis, from Germantown, Md., begin drills with a starting position. The rest is up for grabs, said Hewitt.

Akins, an honorable mention all-ACC choice last year, led Tech in scoring (14.5 points per game) and assists (4.3 per game).

“After Tony Akins, the next guy in my mind is Marvin Lewis,” said Hewitt. “He’s the next guy who pretty much has a starting job sewn up. After that, it’s wide open, and I’m going to leave it wide open.”

Hewitt welcomes back forward Clarence Moore, a sophomore from Norco, La., who missed all but five games last year with a broken bone in his foot. After averaging 4.8 points and 3.9 rebounds in 30 games as a freshman, Moore injured the foot in pre-season drills last year and had two operations on it.

“Knock on wood, he’s healthy,” said Hewitt. “He’s working hard to get back into shape. He’s shooting the ball extremely well. He has a chance to be a big contributor this year.”

The Yellow Jackets will benefit from a highly regarded freshman class which includes guard B.J. Elder (Madison, Ga.), forward Isma’il

Muhammad (Atlanta), 6-6 guard Anthony McHenry (Birmingham) and forward-center Ed Nelson (Fort Lauderdale, Fla.). All possess strong athletic ability and are expected to be significant contributors this year.

Also joining the group is 7-foot center Luke Schenscher, a thin, lanky player who committed to Tech

over the summer and enrolled in August. Schenscher, who played for the Australian National Team, will provide much-needed help on the front line.

“But we are still pretty thin up front,” said Hewitt. “Some of the same concerns I had before are still there, and that is our lack of size and our ability to rebound.

“It’s hard to tell in individual instruction how their skills will translate into a game,” said Hewitt.

“But B.J. Elder is shooting the ball exceptionally well. Clarence Moore is shooting the ball exceptionally well. But doing that in drills is one thing. Going out with nine other players and a big crowd in the stands is something else.”

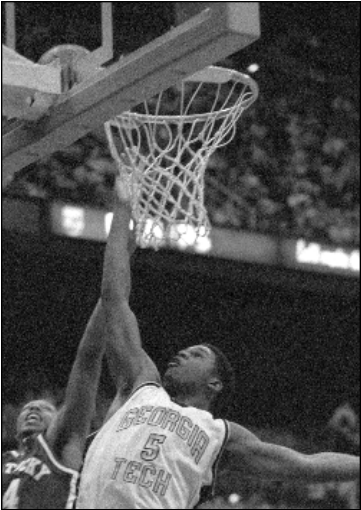


photo by Stanley Leary

Coaches hope Clarence Moore, above, can bounce back from an injury-riddled freshman year.

Tech plays exhibition games Nov. 8 against Nike Elite and Nov. 12 against the EA Sports All-Stars. Both games tip off at 7 p.m. at Alexander Memorial Coliseum. The Jackets’ regular season opener is Nov. 16 at 7:30 p.m. against Florida A&M.

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president of Auxiliary Services, said the education and preventative measures will be evident. “We have posted information about what employees should be looking for,” she said. “We are also going to make gloves and masks available to any employees who handle the mail.”

Last Wednesday, an employee in the Department of Literature, Communication & Culture noticed white powder on her slacks after removing gloves she had worn while opening the mail. Department Chair Robert Kolker immediately contacted the Georgia Tech Police Department to ensure that every precaution was taken. GTPD in turn contacted the Atlanta Fire Department’s Hazardous Materials group, which responded to the call. The wing in the Skiles Building where the LCC offices are housed was cleared of everyone while the Fire Department removed the mail and cleaned the area. The materials are now with the FBI for testing to determine if the residue was from the gloves the employee was wearing or something in the mail.

Jack Vickery, chief of the Tech Police Department, said, “Given current events, the ‘unknown’ will be

treated, understandably, as a potential hazard. It is important for us all to be vigilant and take common-sense precautions when we encounter that unknown. It’s just as important not to create uncertainty and an unknown for others. This is not the time to mail someone else a letter or package without a return address, or containing substances that may leak.

“However,” he said “we should not fear or assume that every unknown substance is in fact a known hazard such as anthrax. Odds are that it is not. The guidelines provided to the public and the emergency response protocols are intended to help make that determination, and each incident has to be evaluated using the totality of the specific circumstances.”

The U.S. Postal Service delivers approximately 680 million pieces of mail per day and to date, only two pieces containing anthrax bacterium have been confirmed. Postmaster General John E. Potter even issued a statement urging calm and vigilance, saying, “The U.S. Mail is too important to this nation to allow confidence in the mail to erode.”

Despite the intense media coverage, the relative risk at this point is minute, said Bob Lang,

director of security at GTRI. The gloves and masks issued to mail sorters there, he said, should only be used when a suspicious package has been identified.

“There is nothing wrong with taking preventative measures,” he said. “If the employee feels that the package or piece of mail that they’re looking at is suspicious, set it aside, put on gloves and a mask, and look into it further.”

He said that if a suspicious letter or package is identified, it should be segregated and covered before calling the police to respond.

For more information...

Public Health Emergency Preparedness and Response
www.bt.cdc.gov

Infectious Diseases Society of America
www.idsociety.org

Federal Bureau of Investigation
www.fbi.gov

U.S. Postal Service
www.usps.gov

Georgia Tech

THE WHISTLE

Editor: Michael Hagearty

Published by Institute Communications and Public Affairs.

Publication is weekly throughout the academic year and biweekly throughout the summer.

The Whistle can be accessed electronically through the Georgia Tech web page, or directly at www.whistle.gatech.edu.

E-mail Whistle submissions to michael.hagearty@icpa.gatech.edu, or fax to Michael at 404-894-7214 at least 10 days prior to desired publication date. For more information, call 404-894-8324.

Cost/\$675 Copies/5,200

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177 North Avenue
Atlanta, Georgia 30332-0181

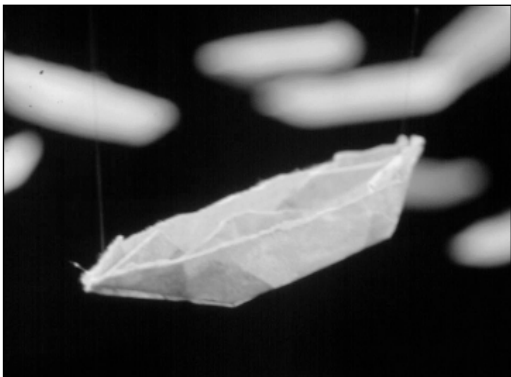
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Seeking solace in a ‘Golden River’

Laura C. Lieberman
Institute of Paper Science and Technology

Since the tragic events of September 11, artists and cultural institutions around the country have searched for ways to comfort themselves and their audiences through the work they present. As the New York Times and other national publications have reported, Americans have looked to the arts as a source of healing and strength, calling on poets and poetry, music, dance and theater for consolation and inspiration during this time of national mourning and uncertainty. The Robert C. Williams American Museum of Papermaking is therefore fortunate to have Rie Hachiyonagi’s The Golden River installed now and on view through November 23.

Created specifically for the museum’s small Changing Exhibitions Gallery, The Golden River began more than a year ago in tribute to a friend of the artist, a fellow woman papermaker who had just died. Hachiyonagi’s poetic work is often filled with literary references, and the current exhibition was also inspired in part by D.H. Lawrence’s poem, “The Ship of Death.” For her Atlanta installation, Hachiyonagi worked for months with traditional Japanese fibers to make hundreds of diaphanous sheets and then folded them into little boat-like forms. Each simple toy-like vessel is shaped by a dozen deft gestures of the artist and delicately colored by the natural pigments of the plant fibers. Hachiyonagi suspended her finished fleet on fine lines of monofilament throughout the gallery where the tiny ships rise and fall in subtle



but constant motion. The space is transformed into a shimmering river of translucent curved forms, floating upon invisible air currents. “The Golden River” of the exhibit title refers to a Chinese legend of a mythical river in which the present becomes eternal. For the artist, this embodies the moment of creativity.

In her work, Japanese-born and American-educated Hachiyonagi explores contemporary aesthetic concerns and centuries-old craft traditions, using both Eastern and Western papermaking

techniques. She sees her art as “a bridge” between the two cultures she has embraced — her native country and the United States, where she has lived since arriving as an exchange student in rural Kansas 13 years ago. For Hachiyonagi, even blank sheets of handmade paper can convey a wordless communication. In past projects, she has created dramatic installations of very large

handmade paper sheets and often collaborates with dancers and other performance artists. Currently a faculty member at Alfred University in upstate New York, Hachiyonagi spent last summer in Japan identifying and translating historical texts on Japanese papermaking techniques into English, a research project supported by the National Endowment for the Humanities.

Hachiyonagi’s piece for Atlanta establishes a quiet meditative environment that metaphorically engages the viewer in the idea of the boats on the river as representing individuals within the continuity of the life force. This is a rare work of art, a very moving and uplifting sculpture that achieves a special resonance within and beyond our current historic moment.

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programs. “Compliance is just a threshold, a minimal level of where we need to be,” said Alexander. “We want do more than just comply. We want to be a world-class institution where people feel valued, and we are able to recruit and retain the best talent.” Tech’s application for the EVE award points to the many

campus programs that support diversity including staff training; mentoring; student initiatives such as OMED, FOCUS, and the Women’s Resource Center; community involvement through CEISMC, Team Buzz, and Institute Partnerships; and departmental initiatives such as efforts in the College of Architecture and the Office of Information Technology. “Our training program, particularly for staff, is quite strong.

Also, the mentoring program called Mentor Tech is highly complimented,” said Alexander. In addition, support by senior leadership is an important factor to organizational success. In FY 2000, a revised campus diversity management structure was created that includes the Institute Steering Committee on Diversity (ISCD), the Campus Diversity Council, and the Campus Diversity Forum.

Editor’s Note: If a campus culture is the measure of its people, then it is something in which we all have a hand. The following editorial, excerpted from the July issue of DesignIntelligence, illustrates how our employees are fostering an atmosphere that is garnering the respect and admiration of its outside observers. The author is James Cramer, publisher of the newsletter.

Success is not just about talent and speed — it is also much about an organization’s operating culture. This point was powerfully brought home from an unlikely source. It’s a story worth telling. Recently, I drove from my office in Atlanta to interview a candidate at Georgia Tech. I took the first available parking

spot. ...Feeling relieved for having a parking spot, I realized I was inside a labyrinth of buildings and was uncertain of the shortest route to my destination. I asked a custodian for help. What I expected was direction and service. This warm and gracious gentleman said, “come with me, because it’s confusing to get there from here.” I followed... When I arrived, I discovered that the meeting had just been postponed and the school had tried to contact me with the message. The dean’s assistant apologized with much more energy than one would normally expect. Another staff member brought me a soft drink. While I rested and made a few phone calls to adjust my

schedule, the dean’s assistant came to me and again apologized for the last minute schedule change. I asked her if she had a campus map since I wanted to take the shortest route back to my car. Without hesitation she said, “I’ll show you.” My protests went unheeded. She walked me outside and then drove me to my car a mile and a half away. Friendly, helpful, caring, and efficient. This was not the Ritz Carlton, I must remind you — but Georgia Tech. This experience has stuck with me because I learned a lesson in civility that says a lot about this institution’s culture. It’s much more than teaching, intelligence, technology, and research — it’s about human caring and follow-through.

IN BRIEF:

Freeze covers campus

Georgia Tech and the rest of the University System have been operating for the past five months under a limited hiring freeze imposed by the Governor’s Office. Recently, the State Office of Planning and Budget has stated that conditions of this hiring freeze have been expanded so that the only vacancies now exempted are those funded from non-state resources, temporary and student positions. All other vacancies — including instructional faculty — are subject to conditions of the freeze and the exception request process currently in place. This action is effective immediately, with the only exception being currently posted vacancies. The Office of the President is engaged in working with the Board of Regents and the Office of Planning and Budget to develop longer range strategies and solutions to offset the effects of this freeze.

GT Lorraine Wins Award

Georgia Tech’s European graduate program in Metz, France — Georgia Tech Lorraine — was awarded the title of one of France’s top leaders of the new economy this month. During the annual awards ceremony, called “Trophées de la Nouvelle Economie,” GT Lorraine took home the prize for “Best Initiative.” The ceremony is sponsored by several of France’s leading communications corporations, and the award is considered a coveted prize.

“This is quite an accomplishment for the entire GT Lorraine team,” said Teddy Püttgen, president of GT Lorraine and a faculty member in the School of Electrical and Computer Engineering at Tech. At GT Lorraine, students from around the world can take graduate courses taught in English by Georgia Tech faculty assigned to this French campus, or they can take classes at a partner institution in France taught in their own language. Cooperative agreements with partner institutions enable students to pursue double degree programs in engineering and sciences. Upon graduation, they receive a master’s degree from Georgia Tech and a graduate diploma from the French partner institution in which they studied. During the ceremony, awards were given in four categories: Best Start-up; Best E-business; Best Initiative; and Best Private Corporation. The Trophées de la Nouvelle Economie are awarded in 13 cities throughout France, including Marseilles, Lyon, Toulouse, Nice, Rennes, Lille, Bordeaux, and Grenoble.

Broader mission, new name

The Equal Opportunity/Diversity Programs Office (EODP), after an internal review and input from the Campus Diversity Council, a committee with representatives from across campus, has expanded its role beyond enforcing EEO policies. The new name, Office of Diversity Management, reflects this broader role. In the past the office has been strictly focused on Affirmative Action Compliance. The Office has evolved its role over the last four years to include diversity strategies and programs. While recognizing that compliance is important, the office will continue to build a more inclusive, collaborative and business-focused approach to managing diversity. The office will continue to be responsible for the implementation of the Institute’s Equal Employment (EEO) program, but will also take on strategic planning for diversity, establish and update diversity policies, report periodically to leadership on progress toward diversity goals, and consult with units on diversity issues.