

BULLETIN

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www.ncsu.edu/BulletinOnline/

NC STATE UNIVERSITY

News for the North Carolina State University Community

Bulletin moving to e-mail format

Publication one of two new electronic communication pieces

The university's new emphasis on electronic communications began last week with the launch of the redesigned Web site (www.ncsu.edu). The new wave will continue in September, when the print version of the *Bulletin* will be phased out in favor of a weekly electronic *Bulletin* for all employees.

The *Bulletin* will be one of two new electronic publications; a second "e-newsletter" is designed for an external audience and will be delivered monthly.

"New and emerging technologies give us so many new options," said Debbie Griffith, associate vice chancellor for public affairs. "The redesigned Web site has been well received, but to be ultimately successful we need to create other vehicles that reach out and bring readers in. That's the goal of our new electronic publications: to give readers a new window into the many great things happening at the university and to invite them to explore further on our Web site."

While the print *Bulletin* has focused primarily on hard news stories, research and notice announcements, the electronic *Bulletin* will provide more of a human element. The new publication

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Changes made in State Health Plan coverage, rates

Special enrollment period to review coverage options open through Sept. 14

The recently passed state budget included a number of changes to the State Health Plan (SHP), prompting SHP officials to offer a special fall enrollment period for benefit-eligible employees to review their coverage and makes changes if they choose.

Enrollment materials were sent to employee home addresses; the enrollment period will remain open through Sept. 14. During this period, employees may enroll or drop coverage, and they may switch from the current indemnity plan to a PPO plan, or from one PPO plan to a different PPO plan.

The indemnity plan is being eliminated and will not be available after July

1, 2008. Indemnity plan participants who choose not to make changes now will have another opportunity during the regular annual enrollment period scheduled for spring 2008.

Those who choose to remain in the indemnity plan face higher costs. The plan's co-pay for office visits increased from \$15 to \$25. The individual deductible increased from \$350 to \$450 per benefit year, and the family deductible increased from \$1,050 to \$1,350 per benefit year. These benefit changes are effective retroactive to July 1.

At the same time, several enhancements were made to the PPO plans. Unlimited visits are now offered for physical, occupational and speech therapies deemed medically necessary. The PPO plans now also provide coverage for an unlimited number of visits for in-patient and out-patient mental

health and chemical dependency services, although prior authorization is required after 26 visits.

Chiropractic benefits have also been modified to allow 30 visits per plan year, and will now be offered at a specialist co-pay rate rather than a primary co-pay rate.

The other major change impacting both the indemnity and PPO plans is a rate increase in the premiums for dependents and spouses. Dependent coverage will increase by 11.4 percent for the indemnity plan, and by 11.2 percent for the PPO. However, the PPO rate increases are for a two-year period; there will not be an increase next year. Rate increases will take effect on Oct. 1.

The prescription drug plan will remain roughly the same, except that the

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Budget shows support for university

NC State and higher education achieved legislative success in the recently approved state budget. The budget included new financial aid for students, a salary increase for employees and more than \$100 million for construction on campus.

"We are very pleased with this year's budget," Chancellor James Oblinger said. "The General Assembly has committed to fully fund enrollment growth and need-based financial aid in 2007-08. This budget will enable NC State to better compete for faculty, students and staff; make investments in teaching, research and outreach; and enhance our facilities to support enrollment growth and new programs."

Students will benefit from an additional \$35.6 million systemwide for need-based financial aid, and more than \$2 million in each of the next two fiscal years for graduate-student recruitment and retention. A loan program – \$6,500 per year for two years – was also established to support North Carolina students pursuing a college degree in order to teach in the state's public school system.

Potential students whose family incomes fall below 200 percent of the federal poverty line will have the opportunity to attend college debt-free thanks to the Governor's EARN (Education Access Rewards North Carolina) Scholars Program, which was funded with more than \$100 million over the next two years.

Most staff members will receive a 4 percent salary increase, and EPA faculty whose salary falls below the 80th percentile of their peers could receive an increase of up to 5 percent. Faculty will also benefit from a University of North Carolina systemwide infusion of \$6 million into the Distinguished Professors Endowment Fund.

"We are very pleased with the legislature's 5 percent increase to the salary pool for faculty in this year's state budget," said Jim Martin, chair of the

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Design prototype of the *Bulletin* e-mail that will be delivered to readers each week.

SPECIAL INSERT

Inside is a calendar/poster celebrating the "Hallowed Places" that give NC State its unique character



North Carolina State University is a beautiful tapestry of campus neighborhoods and human-scaled places where individuals can form lasting personal connections

New vice chancellor for advancement named

Nevin Kessler, associate dean for development and alumni relations at Yale University School of Management, has been named vice chancellor for advancement at NC State, effective Oct. 15. Chancellor James Oblinger made the announcement following approval by the NC State Board of Trustees' Academic Affairs and Personnel Committee.

As vice chancellor for advancement, Kessler will have oversight of a division that includes development, alumni relations, public affairs and advancement services, and will be responsible for effectively integrating advancement efforts across the university's divisions, colleges, programs and affiliated foundations. More than 140 staff members comprise the advancement division at NC State.



KESSLER

"Nevin Kessler brings to NC State more than 23 years in higher education, and he has worked across a broad range of disciplines within the advancement field," Oblinger said. "We are confident that he will provide the leadership, vision and energy to continue and to expand our strong relationships with alumni, friends and supporters of the university."

Kessler succeeds Terry Wood, who has announced his intention to retire. Wood, who served as vice chancellor for advancement for more than seven years, led the university's successful \$1 billion "Achieve" campaign, which has already exceeded its target and continues through June 2008.

Kessler, 48, currently manages the development and alumni relations program at Yale's School of Management, where he assembled a team of professionals who have successfully launched the school's first-ever capital campaign, with

a goal of \$300 million. His team has broken all previous fund-raising records for the past two years.

Prior to his tenure at Yale, Kessler was vice president for development at the University of Connecticut Foundation Inc. in Storrs, Conn., from 2000 to 2003. While at Connecticut, he planned and implemented a \$300 million comprehensive capital campaign. From 1993 to 2000, Kessler served in several roles within development at Virginia Tech, including director of development at the Pamplin College of Business, director of corporate and foundation relations, and associate vice president for development. As the chief development officer at Virginia Tech, he successfully managed the final phase of the university's \$250 million campaign, which exceeded its goal by 35 percent and set records for fund-raising achievement.

Previously, he held leadership positions in career planning and placement at the University of Virginia's Darden School of Business Administration, the University of Pennsylvania's Wharton School of Business and at Vassar College. He also has worked in the private sector for Procter & Gamble.

Kessler holds a bachelor's degree in history from Dickinson College, where he earned magna cum laude honors and was inducted into Phi Beta Kappa. He received a master's degree in college student personnel from Bowling Green State University.

At NC State, Kessler will lead the final year of fundraising for the "Achieve" campaign, which has raised more than \$1.12 billion to date. The campaign is one of fewer than 30 university campaigns of a billion dollars or more in progress nationally. Private support gained through the campaign will enable NC State to better implement its mission and serve the students and faculty of today and tomorrow by building the university endowment as well as funding innovative educational initiatives and state-of-the-art facilities.

Kessler is married to Mary Lin McBride, and the couple has two sons, Joseph and Lucas. ■

Now Featured at www.ncsu.edu

Greeks Lend a Helping Hand



Proving that Greek Life goes beyond social activities, more than 600 members of NC State fraternities and sororities spent Saturday hauling boxes and helping fellow students move in to residence halls across campus.

Read more at www.ncsu.edu.

Discrimination prevention training now required

A new university regulation aims to ensure that all employees have up-to-date training on preventing unlawful discrimination and harassment in the workplace.

Employees who began work at NC State before April 2005 – when NC State's Office for Equal Opportunity (OEO) began utilizing training sessions at New Employee Orientation concerning diversity and unlawful discrimination and harassment – are required to complete the approximately one-hour training session.

The regulation, which can be viewed at www.ncsu.edu/policies/campus_environ/non-discrimination/REG04.25.6.php, also stipulates that

supervisors – defined as "employee(s) in a position in which an essential job function involves directing the work of other employees" – receive an additional hour of training.

The catch is that everyone needs to hurry – the university wants all employees and supervisors trained before the end of the calendar year.

The general employee training is available in a number of formats, including online; through open-enrollment sessions scheduled weekly at the Environmental Health and Safety Center; and through sessions scheduled by individual units or departments.

"Mandatory training on unlawful discrimination and harassment provides a

viable and equitable means to inform NC State employees of the laws and policies relating to unlawful discrimination and harassment," says Amy Circosta, associate vice provost and director of equity and harassment programs in the OEO. "Employees will benefit from understanding their rights and responsibilities, leading to a more productive and harmonious work environment. The university will benefit from an improved campus climate and ultimately a reduction in the number

of discrimination and harassment complaints by encouraging proactive and preventative training that supports the goals of an educational approach to progress."

Although the regulation states that

employees and supervisors not completing the training within six months of issuance will be subject to disciplinary action – the regulation was issued on June 5 – Circosta says the OEO realizes that it's the responsibility of each individual to complete the training. Disciplinary action, if any, would come not from her office but from individual units, she says.

Employees can sign up for the open-enrollment sessions or complete training online at www.ncsu.edu/equal_op/harassment/DHPR_training.html. A training session for units or departments can be scheduled by calling OEO at 513-1234.

All employees will be required to update their training every five years. ■

BULLETIN

North Carolina State University
Raleigh, North Carolina
Dr. James Oblinger, Chancellor



The *Bulletin*, NC State University's faculty and staff newspaper, is produced by NC State News Services.

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SHP

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coverage for preferred brand drugs with no generic equivalent has increased by \$5, from \$25 to \$30 for all plans, effective Aug. 6.

For more information about rate and benefit changes and the special fall enrollment, review Human Resource's Web site at www.ncsu.edu/hr/benefits/news_flash/shp07.pdf, contact your benefits counselor, or visit the State Health Plan Web site at www.shpnc.org. ■

Bulletin

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will include feature profiles on the people, departments and facilities that make NC State a special place to work, human resources information, and faculty and staff achievements.

With the launch of the electronic publication imminent, the print *Bulletin* will cease publication with this edition.

"Our News Services and Creative Services staffs have been planning this approach for more than a year, including getting input and advice from the executive officers," Griffith

said. "Given the costs of the print version and the immediacy of an electronic publication, we believe this is the way to go."

Plans are being made to provide a printable version for employees who don't have readily available computer access.

The new external newsletter, meanwhile, will provide alumni; local, state and national leaders; community partners and other supporters with information on NC State's research, teaching and operational successes and accomplishments. The publication will focus on NC State's work in five key areas: innovative education, energy and the environment, health and well being, preparing leaders, and economic development and social equity. ■

Budget

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Faculty Senate. "Even more significant, however, is that the discussion of (University of North Carolina system) President (Erskine) Bowles' goal to bring salaries up to the 80th percentile of peer institutions was given serious consideration. The legislature's efforts to increase the competitiveness of faculty salaries provide a tangible sign that our service is recognized as vital to the state."

The legislature approved funding to meet several of the university's top capital project priorities, including \$17 million for planning and utility-related construction costs of the James B. Hunt Library on Centennial Campus.

"Supporting this library was a really smart investment for the state," said Susan Nutter, vice provost and director of libraries. "We have one of the principal engineering and textiles programs in the nation, and we really owe it to our students and faculty to provide them with a library that is state-of-the-art, and that makes collaboration possible."

"We see this library serving as the center of activity for all of Centennial Campus," Nutter added. "It will be a signature building that will say to everyone, 'This is NC State.'"

Other capital priorities receiving funding were:

- \$38 million toward construction of the Randall B. Terry Companion Animal Hospital;
- \$34 million for construction of a 65,000 square-foot addition to Engineering Building III;
- \$7.5 million to begin repairs on the six 4-H camps around the state supported by NC State;
- \$32.5 million for construction of a Coastal Studies Institute to be jointly operated by NC State and four other UNC system institutions.

A key research and economic development initiative, the North Carolina Research

Center in Kannapolis, was supported with \$24 million systemwide. The money includes funding for leases, faculty positions and support, and equipment. The center will house the Dole-NC State Institute for Advanced Fruit and Vegetable Science and other research efforts.

The legislature also provided \$3 million systemwide for a Research Competitiveness Fund, and \$500,000 to NC State to enhance entrepreneurship and regional cluster-based economic development activities.

"These funds expand NC State's extension and outreach to high-tech industries in non-

woven textiles, biomedical devices, value-added agricultural and biofuel products, and aerospace manufacturing to support these industries as they create and commercialize innovative new products," said Dr. Jim Zuiches, vice chancellor for extension, engagement and economic development. "For entrepreneurs, we will provide

technical assistance and educational training programs, and – in partnership with the Department of Commerce and the private sector – increased access to capital."

Other key budget items included funds to:

- develop new programs for science and math teachers across the state;
- research and develop bioenergy technologies;
- hire 55 faculty positions in the College of Engineering;
- continue NC State Solar Center energy programs;
- continue the programs of the Center for Universal Design;
- develop specialty crops;
- establish a veterinary medicine clinical teaching and research fund.

In other decisions impacting employees, the legislature preserved many of the vacant positions it had once considered eliminating, instead providing some management flexibility as a tool for addressing reductions. It also allowed career banding to resume, and called for studies on the use of lapsed salaries and faculty workloads. ■

BULLETIN BOARD

Nominations sought for Watauga Medal

NC State is seeking nominations for the Watauga Medal, the highest non-academic honor awarded by the university.

The Watauga Medal, authorized by the Board of Trustees in 1975, is awarded annually to no more than three individuals. It is given in recognition of unusually distinguished service to the university, and recognizes persons not currently on the university staff who have rendered notable and significant services for the advancement of teaching, research and extension at NC State.

Nominations by alumni, friends and supporters of the university must be submitted by Thursday, Sept. 13, to Terry Wood, vice chancellor for university advancement, at Campus Box 7004.

A complete nomination will include a transmittal letter, nomination form, and the nominee's resume. Two additional letters supporting the nomination are encouraged.

For more information, including nomination forms, visit www.ncsu.edu/watauga.

Official e-mail to students must use Unity addresses

Unity e-mail addresses are now to be used for all official e-mail correspondence to students, including e-mail about student account information, eBILLS, and correspondence from instructors regarding classes.

As of Aug. 13, only Unity e-mail addresses are listed as the official e-mail addresses associated with students' records in the student information system. The university made these changes because of the increased use of e-mail for official communications and the need to have confidence that e-mail is being delivered to valid student e-mail addresses. Instructors can continue to use the student e-mail addresses provided by Registration and Records. Students still have the option of forwarding their e-mail to an off-campus account by going to <https://sysnews.ncsu.edu/tools-bin/usmdb-forwards>.

For more information, visit www.ncsu.edu/it/essentials/email_messaging/address-changes-2007.html.

Equal Opportunity Institute accepting applications

Online applications are now available for the Equal Opportunity Institute (EOI). The EOI is a unique certificate program open to all NC State faculty, staff and students, and to the general public. The institute is designed to provide participants a means for developing a comprehensive understanding of equal opportunity issues. Participants learn about equal opportunity, diversity, affirmative action, discrimination and harassment, and university policies and procedures.

The program takes place each year from September through May. Participants begin the program by designing an individual educational plan during an orientation session.

Anyone interested in participating in this program may apply online or download an application at www.ncsu.edu/equal_op/eoi. For more information, contact Beverly Jones Williams at beverly_williams@ncsu.edu or 513-3836.

Nominations sought for Faculty Award

The NCSU Libraries is seeking nominations for its 19th annual Faculty Award, which is given to an NC State faculty member who has contributed consistently and notably to the accomplishment of the Libraries' mission, vision, and strategic initiatives.

Any NC State faculty member, except a former recipient, is eligible to be nominated. The deadline for nominations is Friday, Sept. 14. Forms are available at D.H. Hill Library and all branch libraries, or online at www.lib.ncsu.edu/administration/facultyaward/. Nominators should also provide a letter describing how the nominee meets the criteria described on the Web site. Additional letters in support of a nomination are encouraged.

The Friends of the Library will present the award at its fall luncheon. For more information, contact Suzanne Weiner at 513-0631 or suzanne_weiner@ncsu.edu.

DELTA offers instructional technology workshops

DELTA offers training for NC State faculty, staff and graduate students engaged in developing online instruction. These workshops cover an expanded range of topics pertaining to instructional technology, Web page development, and the Vista and WolfWare learning management systems.

Some of the many workshops being offered during the Fall term are listed below. Workshops are held in the ITTC Labs in D.H. Hill Library, unless otherwise noted:

- Illuminate Moderator Training, Wednesday, Aug. 29, 1:30-3:00 p.m.
- An Introduction to the Learning Technologies Toolkit at NC State, Thursday, Aug. 30, 1:30-3:30 p.m.
- HTML Basics, Tuesday, Sept. 4, 1:30-3:30 p.m.
- Creating Web Graphics Using Fireworks, Thursday, Sept. 6, 2-4 p.m.
- Dreamweaver 1: Creating and Publishing a Web Page, Tuesday, Sept. 11, 9 a.m.-noon.

For a complete listing of workshops and registration information, visit <http://delta.ncsu.edu/workshops>, or contact the Instructional Services group at learntech@ncsu.edu or 513-7094.

Faculty and Staff Notes

Of Note

Dr. Leonard Bull, animal science and Animal and Poultry Waste Management Center, was recently elected chair of the Southeast Agriculture and Forestry Energy (SAFE) Alliance, which is affiliated with the national initiative called "25x25" and associated with the Southern Growth Policies Board.

Dr. Ruben Carbonell and **Dr. Michael Walden** have been appointed to the UNC Tomorrow Commission's Scholars Council.

Dr. Ralph Kaplan, NCSU Libraries, has been elected to the position of director-at-large of the North Carolina Library Association (NCLA) for 2007-09.

Dr. Jonathan Kramer and **Dr. Mark Scearce**, Department of Music, were selected as two of 32 music professionals to attend Tanglewood II, a conference shaping music education for the 21st century.

Dr. Gianluca Lazzi, electrical and computer engineering, has been elected editor-in-chief of the journal *IEEE Antennas and Wireless Propagation Letters*.

Gary Palin, Entrepreneurship Education Initiative, has been appointed to serve on the board of advisors of MIT's Global Startup Workshop.

Speaking of ...

Susan Matney, cooperative education program, presented on the NC State Co-op/Engineering Mentor Partnership at the American Society for Engineering Education (ASEE) annual conference.

In Print

Dr. Dennis Daley, public administration, has published "If a Tree Falls in the Forest: The Effect of Grievances on Employee Perceptions of Performance Appraisal, Efficacy, and Job Satisfaction," in the *Review of Public Personnel Administration*.

Faculty Senate announces 2007-08 schedule

The Faculty Senate has announced its meeting schedule for the 2007-08 academic year. All meetings are held at 3 p.m. in the Faculty Senate Conference Room (2320 D.H. Hill Library).

The schedule is as follows:

FALL SEMESTER

Aug. 28, 2007
Sept. 11, 2007
Sept. 25, 2007
Oct. 9, 2007
Oct. 23, 2007
Nov. 6, 2007
Nov. 20, 2007
Dec. 4, 2007

SPRING SEMESTER

Jan. 15, 2008
Jan. 29, 2008
Feb. 12, 2008
Feb. 26, 2008
March 11, 2008
March 25, 2008
April 8, 2008
April 22, 2008

Staff Senate election includes a bit of history

Laura Massengill and "historical first" are becoming synonymous as it relates to Staff Senate.

In 2004-05, Massengill served as chair of the senate, following her sister, Sharon Byrd, who had served in the same capacity in 1998-99. In doing so, they became the first siblings to hold that office.

Earlier this month, Massengill achieved another milestone, becoming the first person elected to serve as chair for a second term. After spending this year as chair-elect, Massengill will automatically move into the chair's post for the 2008-09 academic year.

"For the past eight years, I have had the privilege of serving the outstanding employees of North Carolina State during my tenure on the Staff Senate," Massengill said. "I am truly honored at being elected to serve a second term as chair."

Massengill most recently served as Staff Senate secretary. An administrative support associate in the Department of Crop Science, she has been employed with NC State since 1987.

"Working with staff, students and faculty to foster a more cohesive campus community to support the university's mission has been my goal," she said. "With the help and support of the Staff Senate members, Student Government,

Faculty Senate and university administration, we can accomplish a great deal. I am looking forward to an exciting and challenging year."

Also elected to leadership posts for 2007-08:

- Michelle Healey, an administrative assistant in the Center for Advanced Computing and Communication, was elected as vice-chair.

Healey has worked at NC State for the past 11 years, and is in her second term in the Staff Senate.

- Ginger McGlamery, a systems and compliance accountant in the Office of Contracts and Grants, was elected secretary.

McGlamery has worked for the university for 9½ years, and is beginning her second year in the Staff Senate.

At the August meeting, the gavel was passed from outgoing chair J.C. Boykin to Gail Willis, who will serve as chair for the 2007-08 academic year.

"It has been a pleasure to serve you," said Boykin, who was honored by the group for his work. "I have benefited greatly from knowing each of you. I want to say how much it has meant to me to have your friendship, your cooperation and to serve with you in this endeavor. It is very honorable work, and we can be very proud of what we have accomplished." ■

Chancellor to address 'State of the University'

Chancellor James Oblinger will present a "State of the University" address on Thursday, Sept. 27, at 3 p.m. The site for the address has not been determined. More details, including location information, will be posted on the NC State Web site's "Newsroom" page as they become available. ■

Obituaries

Ernest "Coach" Driscoll, a former football player and coach, died Monday, June 4. He was 75.

A native of Pittsburgh, Driscoll lettered for the Wolfpack in 1957.

He is survived by Joan Driscoll; two daughters, Margaret C. Driscoll and Joanie D. Woodall; a son, Michael E. Driscoll; and one grandson.

Memorial contributions may be made to the Earl Edwards Endowment Foundation, 5400 Trinity Road, Raleigh, NC 27607.

Dean Wallace Colvard, former dean of the College of Agriculture and Life Sciences, died June 28. He was 93.

A native of Ashe County, Colvard graduated from Berea College. He later earned his master's degree from the University of Missouri and his doctorate from Purdue University.

Colvard served as dean of the College of Agriculture and Life Sciences from 1953 to 1960. He served as president of Mississippi State University from 1960 to 1966. In

1967, he became the first chancellor of the University of North Carolina at Charlotte. Colvard also helped develop the North Carolina School of Science and Math.

He is survived by his wife, Martha; a sister, Carol Noronowicz; three children, Carol Cason, Lynda Opdyke and Dean Wallace Jr.; four grandchildren; and two great-grandchildren.

Memorials may be made to the Colvard Merit Scholarship Fund, Office of Development, UNCC, Charlotte, NC 28233; to Berea College; to the 4-H Development Fund; or the charity of one's choice.

Nancy Lee Hill, a former employee in three different colleges, died Thursday, June 28. She was 53.

Hill is survived by three children, Lee Tatro, Amy Hill and Lindsey Hill; parents Edward and Kay Hill; a sister, Charlotte Edwards; and a brother, Steven Hill.

Memorial contributions may be made to the Amy and Lindsey Hill Scholarship Fund, through Trinity Baptist Church,

4815 Six Forks Road, Raleigh, NC 27609.

Robert Campbell Gilmore, a former forestry faculty member, died Saturday, July 21. He was 77.

A native of Philadelphia, Gilmore was a veteran of the U.S. Army and served during the Korean Conflict. He was employed as superintendent of the Wood Products Laboratory at NC State from 1957 to 1991. He retired as associate professor in 1992.

Gilmore is survived by his wife Jo Mauree Earp Gilmore; a daughter, Barbara Hall; a son, Robert Samuel Gilmore; a sister, Elizabeth May Thibault; a brother, John A. Gilmore; and two grandchildren.

Memorial contributions may be made to Western Boulevard Presbyterian Church, 4900 Kaplan Drive, Raleigh, NC 27606.

Maxine Butler, who retired from the university in 1990, died Monday, Aug. 20. She was 73.

A native of Sampson County, Butler

is survived by a sister, Peggy Rizoti.

Memorial contributions may be made to Duke Hospice, 4321 Medical Park Dr. S101, Durham, NC 27704; Lower Cape Fear Hospice, 725A Wellington Ave., Wilmington, NC 28401; or Galloway Ridge Foundation, 3300 Galloway Ridge, Pittsboro, NC 27312.

Walter Leon Glomb, a former adjunct instructor of electrical engineering, died Monday, Aug. 20.

Glomb was a U.S. Navy veteran and a graduate of Columbia University, where he was awarded the Illig Medal for scholarship and was elected to the Tau Beta Pi engineering honor society. Glomb retired from a three-decade career at ITT Corp., and he served as an adjunct instructor at NC State and Duke University. He was a fellow in the Institute of Electrical and Electronic Engineers.

Memorial donations may be made to the American Cancer Society or Wake County Hospice.