

3-5-1992

Washington University Record, March 5, 1992

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Recommended Citation

"Washington University Record, March 5, 1992" (1992). *Washington University Record*. Book 578.
<http://digitalcommons.wustl.edu/record/578>

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RECORD

Black Heartland Conference promotes development of African-American culture in Midwest

While African-American culture in the South has achieved recognition, the distinct culture of African-Americans in the Midwest has been largely ignored, says Gerald Early, Ph.D., professor of English and of African-American studies at Washington University.

To promote African-Americans' contributions to the Midwest, Early will present the second annual conference on "Black Heartland II: The Growth and Development of African-American Culture in the Midwest." The conference will be held March 19-22 at Washington University, the Missouri Historical Society's Library and Collections Center and its History Museum, and the Missouri Botanical Garden. Early, founder and director of the conference, says this year's themes are "Migration" and "Music."

"We already have intellectual precedent for the study of African-American Southern culture," notes Early, co-director of the University's American Culture Studies Institute. "Now that the Midwest looms as a subject of growing importance and popularity, it is not simply natural to combine these interests — it is necessary and inevitable."

Scholars from across the country will present papers on a variety of topics, including the African-American Great Migration from the South to the Midwest and to the Northern urban centers, the literature of Langston Hughes, Zora Neale Hurston, Toni Morrison and Richard Wright, the music of Motown, and the link between African-American migration and musical forms such as jazz and blues. A panel devoted to the African-American oral history of the Bloomington-Normal, Ill., area also will be part of the conference.

Among the conference highlights will be a keynote address on "Jazz in Indianapolis" by David N. Baker,

chairman of the jazz department and professor of music at Indiana University and board chairman of the National Jazz Service Organization; a paper presentation on "James Scott, Ragtime, and Midwestern Black Culture" by William Kenney, associate professor of history and American studies at Kent State University; a "Jazz in the Midwest" panel discussion with musicians Baker, John Hicks, Jay McShann, Oliver Lake and Jeanne Trevor; and a closing address titled "Goin' to Chicago: Reflections on the Migration of Southern Black Culture to the American Midwest" by William H. Wiggins Jr., associate professor, Department of Afro-American Studies, Indiana University. Also scheduled as part of the conference is a jazz concert featuring piano giants McShann and Hicks. The musicians will perform together for the first time.

Baker will give the keynote address at 9:15 a.m. March 19 in Washington University's Wydown East Hall, 6515 Wydown Blvd. Kenney's paper will be presented during a panel discussion scheduled from 3:30 to 5:30 p.m. March 20 in the same location. The jazz panel discussion will be held at 11:30 a.m. March 21 in the History Museum in Forest Park. The closing address will be held at noon March 22 in the Spink Pavilion at the Missouri Botanical Garden.

The jazz concert will be held at 8 p.m. March 20 at The Sheldon, 3648 Washington Ave. General admission tickets are \$15 in advance and \$17 at the door.

"Black Heartland II: The Growth and Development of African-American Culture in the Midwest" is sponsored by Washington University's African and Afro-American Studies Program and American Culture Studies Institute, as well as the Missouri Historical Society. For conference fees or concert information, call Jo Ann Collins at 935-5216.

Poet Laureate Joseph Brodsky to speak

Joseph Brodsky, poet laureate of the United States, will give a reading for the Foreign Language Week and Mortar Board lecture at 4 p.m. March 19 in Graham Chapel. His presentation, which is part of the Assembly Series, is free and open to the public.

Brodsky is Andrew Mellon Professor of Literature at Mount Holyoke College in South Hadley, Mass., where he has taught Russian and English literature since 1986. He divides his time between there and New York City, where he also teaches at New York University.

He won the Nobel Prize in literature in 1987 and the National Book Award for criticism in 1986 for his collection of essays *Less Than One*.

Brodsky is the first foreign-born poet to be named laureate. He was exiled from the Soviet Union in 1972 after serving 18 months of a five-year sentence because Soviet authorities considered his work as a poet to be "social parasitism." After brief stays in Vienna and London, he came to the United States to the University of Michigan, where he was poet-in-residence.

The first of Brodsky's poems published in the West was "Monument to Pushkin" in 1964. His recent publications include *To Urania*, a volume of poetry published in 1988, and "Marbles," a play that was translated into English and published in 1990. *Watermark*, a book-length essay about Venice, is slated for publication this spring.

Brodsky wants to use his position as poet laureate to promote a wider



Joseph Brodsky

distribution of poetry outside of schools and universities. According to Brodsky, "There are worse crimes than burning books, and that is not reading them." His vision of mass distribution, which

he outlined in his Library of Congress debut, includes selling poetry cheaply outside factories and inside supermarkets and bringing it "to the doorstep like electricity, or like milk in England." At the very least, he said, an anthology of American verse should grace every motel room in the country. It should be found next to the Gideon Bible, "which will surely not object to this proximity, since it does not object to the proximity of the phone book."

The reading is co-sponsored by the Assembly Series, Committee on Comparative Literature, Department of English, European Studies Program, Foreign Language Week, Department of Germanic Languages and Literatures, International Writers Center, Mortar Board, Department of Russian and Student Union.

For more information, call 935-4620.



Shooting for the top: Senior forward Chanda Jackson (above) and her Washington University women's basketball teammates will make their third consecutive appearance in the NCAA Division III Championship tournament on Saturday, March 7. The Bears, currently 22-4 and ranked eighth in the nation, will host Luther College at 7 p.m. in the Field House, as part of a first-round regional contest.

Neem tree of dreams may be answer to Third World ailments

Using every part of the peanut plant, from its oil to hull to nut, the pioneering botanist George Washington Carver found 300 uses for what many had called "the lowly peanut." His work in the late 19th and early 20th century laid the foundation for a massive industry built around the legume in the South, improving the region's economy, as well as promoting a simple, high-protein, inexpensive food that has become every bit as American as apple pie.

Taking a cue from Carver, scientists researching developments for Third World countries are pointing to the value of the Neem tree, a native of India and Burma that now thrives throughout arid tropical regions of the world. After more than two decades of research, a growing body of scientists believe the Neem tree's many uses can greatly boost ailing Third World economies and improve environments that face serious problems of deforestation, soil erosion and desertification.

Imagine all this from one plant: a battery of safe, non-polluting pesticides; a decay-preventing natural toothbrush; a host of cosmetics; an herbal tea with possible pharmaceutical powers; a safe pest strip for in-home use; a heating fuel; and possibly a new type of contraceptive that both women and men can use with potentially no ill health effects. These are among the many possible uses of this wonder plant, says Eugene B. Shultz Jr., Ph.D., professor of engineering and applied science at Washington University, who

contributed to a report on the many applications of Neem published by the National Academy of Sciences in January 1992.

Preventing pesticide poisoning

"The Neem tree has much of the versatility of the peanut, but of all its possibilities, its use as a 'bioinsecticide' is the most promising and vital one to develop," says Shultz, an expert in biomass. Biomass comprises substances of biological origin, such as plants and agricultural wastes, from which energy and other uses can be derived. "U.S. Department of Agriculture studies have shown that chemicals in Neem tree oil give good to excellent protection against 131 insect pests, and it shows activity against an additional 70 pests. Neem can become a safe, non-toxic replacement for some of the more toxic and polluting synthetic pesticides on the world market. Its use as an insecticide can't come fast enough."

A Neem tree seed contains a kernel with more than 25 intriguing molecules. Each molecule displays an ability to control insects either by repelling them, regulating their growth through disrupt-

Continued on p. 3

Spring break

The Record will not be published during the week of spring break. The next issue is dated March 19, 1992.

'Bridging cultures'

Textbook helps international students learn more than English language

From Woody Guthrie's "This Land is Your Land," to Bob Dylan's "Blowin' in the Wind," the universal language of music is being used to introduce some Washington University international students to American culture and language.

As part of their English conversation and pronunciation classes, the students are learning how Americans live and speak through a new book, titled *Singing USA: Springboard to Culture*, and its accompanying audiotape of folk songs. The 102-page textbook was written by Wendy Hyman, director of the English as a Second Language Program at Washington, and her sister, Lori Diefenbacher, a 1985 graduate of Webster University's Master of Arts in Teaching Program. Diefenbacher, who attended Washington for a year, now teaches in the program at Webster.

Heinle & Heinle in Boston, Mass., published the book late last year. Hyman and Diefenbacher, both accomplished musicians, perform the songs featured on the audiotape. Hyman is a double bass player and her sister, a children's performer and songwriter, plays the guitar and banjo, among other instruments.

By studying and learning the folk songs as they read the book, students become more familiar with America's history, culture and values, while improving their English pronunciation skills.

"Music is a powerful medium that bridges cultural differences," says Hyman, a 1972 alumna of the University's College of Arts and Sciences. "Every nation, culture and religion has used music to communicate. Hence, our audiotape is just as vital to the student's learning as the book."

Because the book approaches the teaching of English from a multicultural perspective, it can be used by anyone who wants to know about American language and culture, Hyman adds. "It also could be used in a junior high or high school setting, where students are trying to better understand Americans and how they fit into a new culture."

"It's important for all educators to use creative arts as a fresh approach to teaching and learning," adds Diefenbacher, who has recorded three children's tapes that "present teachers

with a myriad of lesson ideas using music as a catalyst."

The songs featured in *Singing USA* illustrate America's complexities to the students in a variety of ways. For example, the slave song "Follow the Drinking Gourd" is featured in the chapter titled "Liberty and Justice for All." This chapter highlights America's laws, such as the Bill of Rights, that are based on equality for all citizens, while noting that some Americans, particularly during slavery, have not always been free or equal. Details about America's early settlers, along with the song "This Land is Your Land," also are included in the chapter.

Contemporary issues facing Americans are spotlighted too. A chapter titled "Material Expectations" focuses on Americans' habit of overspending by using credit cards and includes the song "A Dollar Down and a Dollar a Week."

Hyman says her students "like the idea of using songs as a learning tool. The music has sparked some lively discussions." One such debate focused on the "Material Expectations" chapter. "Most of my students have never heard of credit cards. They wanted to know if all Americans have credit cards, how the cards are obtained and how they are used."

This past summer, Hyman served as a visiting faculty member at Harvard University, where she was invited to teach the materials from *Singing USA*. She has used music to teach American language and culture since she began teaching 12 years ago at the English Language School in University City. She first experimented with the concept while pursuing a master's degree in English as a Second Language (ESL) at the University of Illinois in Urbana-Champaign, where she received her degree in 1986. Based on her research, she concluded that other ESL authors had used songs to enhance grammar and vocabulary skills, but no one had used music to highlight American history and culture. *Singing USA* is the first book in the ESL field to do so, she says.

Singing USA took three years to complete and was more than a "sisterly" collaboration. The duo's mother, Ruth Hyman, a 1948 alumna of the

Campus Y offers alternative spring break

Spring Break traditionally is a time for students to relax and have fun at exotic locales. But instead, a group of Washington University students have chosen to help others through Campus Y's Alternative Spring Break.

As part of the Alternative Spring Break, which will be held March 7-14, students will travel to Kentucky, Oklahoma, Arkansas, Missouri, and Mexico. Students in Freeborn, Ky., will work with Habitat for Humanity, a national organization that builds low-income family housing. In Oklahoma City, via the metropolitan YMCA, and at the YMCA in Little Rock, Ark., volunteers will help staff members plan recreational activities and care for children. Group members who travel to Booth Hill, Mo., will take house-to-house surveys of the population in cooperation with the Delmo Housing Corporation. In Tijuana, Mexico, students will construct a day care center in Mariano Matamoros, one of the city's poorest areas. The center will be for children of Mexican refugees and migrants.

The Alternative Spring Break "gives Washington University volunteers a unique and enriching experience that hopefully will make a difference in people's lives," says Claudette Wallace, a first-year graduate student in the George Warren Brown School of Social Work. Wallace is coordinating the event along with undergraduates Lisa Kahn, Janine Smith and Mandy Watson.

Volunteers will stay with local YMCA-YWCA board members. The students will live in church and YMCA-YWCA facilities as well, she says.

Students participating in the Alternative Spring Break attended information meetings and three workshops. A "Ropes Course" workshop taught them how to work with groups. Another workshop, titled "Prejudice Reduction," encouraged the volunteers to examine their feelings about people of different races and ethnicities. The "Cultural Orientation" workshop introduced them to the cultures of the various people they will meet during the break, as well as provided information about the sites.



Wendy Hyman (left), director of the English as a Second Language Program, and her sister, Lori Diefenbacher, have written a textbook titled *Singing USA: Springboard to Culture*. The book helps international students become more familiar with American culture while improving their English pronunciation skills.

University's School of Fine Arts, did the illustrations. Their brother, Randall Hyman, a professional photographer, took the photographs and performs along with his sisters on the tape, which was recorded at Music Masters in St. Louis.

Although Hyman's family has

performed together before, "This is the first time we collaborated on a textbook," she says. "We've always worked well together, and, despite a few moments of tension during the project, I'd love to collaborate on another book and tape in the future."

— Carolyn Sanford

Native American Awareness Week sponsored

The Center for American Indian Studies at Washington University is sponsoring a Native American Awareness Week from March 16-20. The celebration will include films, a poetry reading, storytelling and a host of speakers nationally recognized for working with Native American populations.

"The week is aimed at increasing awareness about American Indians in the Washington University and St. Louis communities. It has been organized with student help and will serve as a forum for American Indian students to share the richness of our traditions and heritage," says Dana Klar, director of the center, which is part of the George Warren Brown School of Social Work.

Following is a calendar of events. All events will take place in Brown Hall Lounge.

March 16 — Film Day: 10 a.m., "Pow Wow Highway"; 11:30 a.m., "The Faithkeeper"; 12:30 p.m., "Where the Spirit Lives"; 1:30 p.m., "The Broken Cord"; 3:30 p.m., "Pow Wow Highway"; 5 p.m., "Dances with Wolves."

March 17 — 3:30 to 5 p.m., American Indian Athletic Research slide show.

March 18 — 10 a.m., Cahokia Mounds slide show; 11:30 a.m. to 1:30 p.m., poetry reading and storytelling.

March 19 — 1 p.m., panel discussion: "Native American Perspective on Quincentenary." Donald Pelotte, the first Native American to be ordained a bishop in the Roman Catholic church, will serve

as moderator. Pelotte, who oversees the Gallup, N.M., diocese, is a board member of the Tekakwitha Conference, an organization for Native American Catholics.

The other speakers are: Sharon Nelson-Barber; Robert E. Mele; and John Red Horse.

Nelson-Barber is an acting assistant professor in Stanford University's anthropology department. An expert on multicultural education, she is author of *What's Missing in Tests for Teachers?: The Dilemma of Interpretation for Differing Contexts and Cultures*.

Mele, vice president of Bankers Trust Company, New York and California, is involved in economic development for Native American populations. He has focused on such issues as increased participation in government contracting and small business development.

Red Horse is dean of the College of Liberal Arts at the University of Minnesota at Duluth. He focuses his research on Native American education, child welfare and health.

Also on March 19, a showing of *Dances with Wolves* is scheduled for 6 p.m.

March 20 — 5:30 to 7 p.m., lecture by Gregory Gomez, an Apache and child welfare specialist. Gomez oversees the Head Start program for Native Americans in five states. For more information about the events, call 935-6288.

NOTABLES

Judy Marie Kenney, a graduate student in the Department of Mathematics, published a paper, "Turning Triangles into Circles," in a recent issue of Pi Mu Epsilon Journal, the publication of the National Honorary Mathematics Society. Kenney performed research for her paper when she was an undergraduate intern in a National Science Foundation Summer Research Program directed by **Steven Krantz**, Ph.D., professor of mathematics, and **Cleon Yohe**, Ph.D., associate professor of mathematics.

Edward Vastola, M.D., professor emeritus of neurology, recently was

appointed as medical officer, expert in the Agency for Health Care Policy and Research, Office of Science and Data Development, Department of Health and Human Services.

Robert Wiltenberg, Ph.D., assistant dean, College of Arts and Sciences, and director of expository writing in the Department of English, presented an invited paper on "Millay and the English Renaissance Lyric" at a conference on the poetry of Edna St. Vincent Millay held at Skidmore College, Saratoga Springs, N.Y.

Engineering Professor Fred Rosenbaum dies

Fred J. Rosenbaum, Ph.D., professor of electrical engineering and director of the Microwave Laboratory at Washington University, died Feb. 29, 1992, after suffering a heart attack.

Rosenbaum, of Clayton, was a microwave engineering specialist who trained many undergraduates and more than 35 graduate and doctoral students in microwave research. Rosenbaum was born Feb. 15, 1937, in Chicago. He attended the University of Illinois in Urbana-Champaign, receiving a bachelor's degree with honors in 1959, a master's degree in 1960 and doctorate in 1963, all in electrical engineering.

He joined the Washington University faculty in 1965, after working at the McDonnell Aircraft Co. in St. Louis for nearly two years. Rosenbaum was a frequent speaker on microwave technology and served numerous visiting faculty appointments at universities throughout the world. He also had a consulting business. He was a past president of the Institute of Electrical

and Electronic Engineers' Microwave Theory and Techniques Society and a fellow of the Institute of Electrical and Electronic Engineers (IEEE). He was very active in IEEE, serving in a number of capacities. He was honored by the University of Illinois with the Electro-Physics Laboratory Alumni Award and the Electrical Engineering Alumni Association Distinguished Alumnus Award. He also was the School of Engineering Outstanding Professor of the Year in 1978 and 1989.

Rosenbaum was active in the Jewish Federation and a past president of B'nai B'rith Hillel Foundation. Among the survivors are his wife, Carol Rosenbaum; two daughters, Ellen Rosenbaum and Gail Rosenbaum, both of Chicago; and two brothers, Buddy Rosenbaum of Walnut Creek, Calif., and Robert Rosenbaum of Owosso, Mich. Memorial contributions may be made to the Department of Electrical Engineering or the B'nai B'rith Hillel Foundation, 6300 Forsyth Blvd.

Tree of dreams — *continued from p. 1*

ing hormonal activity, suppressing egg-hatching or simply strongly disagreeing with insects' palates. Development of these molecular compounds into naturally produced, pest-specific insecticides could drastically reduce pesticide-poisoning incidences, which are estimated at one million annually by the World Health Organization (WHO). Most of the victims are agricultural workers contaminated by certain toxic chemicals in synthetic pesticides. WHO estimates that some 20,000 of these workers die annually from pesticide poisoning. Some scientists consider that a conservative estimate.

The insecticide potential of the plant is very encouraging, Shultz says, citing U.S. Department of Agriculture tests that show Japanese beetles will starve to death rather than eat plants sprayed with Neem oil. Neem as an insecticide works systemically — plants translocate Neem compounds out of a water-based solution and distribute the compounds throughout their foliage, providing protection for the whole plant. Compared to the infamous (now banned) DDT and other synthetic insecticides, Neem is a more "laid back" insecticide, Shultz says. Instead of killing bugs instantly, as do most synthetic insecticides, Neem applications kill many insects in a more leisurely fashion, though just as effectively.

"After certain insects are exposed to Neem, their destructive power rapidly dwindles and their reproductive abilities are gone," Shultz says. "The next generation of insects doesn't materialize."

A Neem-based insecticide has been on the American market since the mid-1980s. Margosan-O is available in limited quantities in 21 states and used primarily in the greenhouse industry, although its use is expanding yearly. Margosan-O is registered for use against major insect pests of ornamental plants, but has not yet received clearance from the U.S. Food and Drug Administration (FDA) for use on food crops. Approval from FDA requires an expensive and lengthy process of exhaustive testing.

Natives of India grow up with the Neem tree, a tropical evergreen related to mahogany. Some 18 million trees are estimated to line streets in India, giving shade to backyards and outdoor markets. For centuries, people in India have used Neem as a sort of folk remedy. They use the twigs as decay-preventing toothbrushes, the Neem juice as a skin blemish remover, and the Neem leaves for tea as a tonic for various illnesses. In its crude state, oil from the seeds is used for heating, lighting and machinery lubrication. Refined, the oil is used in soaps, cosmetics, disinfectants and for various other industrial purposes.

Now, there is even evidence that materials from the seeds may work like contraceptives.

"The first oral birth control pill for men may be built around chemical compounds in Neem oil," Shultz says, noting that exploratory trials in male

mammals, including monkeys, show that some compounds in Neem reduce fertility without inhibiting sperm production. Furthermore, the reduced fertility effects in the experimental mammals seem to be temporary. Laboratory tests also have shown that the Neem oil has potential as a contraceptive for women. Some 20,000 wives of Indian Army personnel recently participated in a test using Neem oil as a spermicide, and the results were encouraging, Shultz says.

Neem's many uses need rigorous, extensive scientific testing before widespread marketing can occur, he stresses. Some Neem-oil-based products, including soap and toothpaste, can be found in U.S. specialty stores today. Popular toothpastes sold in Germany and India have Neem extract as their active ingredient.

'Not Snake Oil'

Shultz is most excited about the opportunity Neem may provide Third World countries to build a powerful, low-technological economic base. The plant today is worth twice the amount on the export market in Senegal than another of that country's staples — the one that Carver championed — the peanut.

"These poor countries have increasingly high rates of population growth, severe agricultural infestation problems, and they cannot afford expensive synthetic insecticides that are often toxic to farm workers," says Shultz. "Developing the Neem tree could stimulate biopesticide and related industries in the Third World countries, creating jobs and a more stable agriculture. This would mean a big boost to rural communities, which are dying in the Third World from the mass flight to the cities to search for jobs. Small-scale local industry could process the Neem seeds and small farmers could apply them to their crops without the need of any sophisticated equipment."

The large-scale planting of Neem trees in the arid tropics would address several serious global environmental problems, says Shultz, who, with Washington University colleague Wayne Bragg, Ph.D., pioneered the use of wild melon and gourd roots as cooking fuel in the Third World. Their discovery is helping to reduce the massive rates of tree and shrub loss from gathering firewood. "Rootfuel," which Shultz and Bragg, an affiliate professor of technology and international development at Washington University, first tested in Mexico in 1988, now is being introduced in three continents.

"The impacts of desertification, deforestation, soil erosion and even global warming can be greatly reduced with the large-scale planting of Neem trees in the arid tropics," Shultz says. "Neem is not snake oil. It needs a lot of development. But of all the plant biomass alternatives yet studied for natural pesticides, it is clearly the most promising — and exciting."

— Tony Fitzpatrick

Calendar — *continued from p. 4*

fill out as much as possible prior to workshop. Forms available at Stix International House. Room 215 Rebstock Hall.

Tuesday, March 10

9 a.m.-4 p.m. Computer-Integrated Manufacturing Center Seminar, "Group Technology," Bill Krag, senior manager, Ernst & Young Management Consulting Group. School of Technology and Information Management Labs, 1144 Hampton Ave. Cost: \$50 for WU students, faculty and staff. For public pricing, registration and more info., call 935-4444.

Thursday, March 12

9 a.m.-4 p.m. Computer-Integrated Manufacturing Center Seminar, "Implementing EDI,"

Steve Levit, president, Steve Levit Associates. (Seminar continues March 13, same time.) STIM labs, 1144 Hampton Ave. Cost: \$50 for WU students, faculty and staff. For public pricing, registration and more info., call 935-4444.

Monday, March 16

8:30 a.m.-4 p.m. Center for the Study of Data Processing Seminar, "Client-Server Databases," Joe Haspiel, WU senior assoc., School of Technology and Information Management, and Martin Herbert, WU senior technical assoc., School of Technology and Information Management. (Seminar continues through March 18, same time.) STIM labs, 1144 Hampton Ave. Cost: \$50 for WU students, faculty and staff. For public pricing, registration and more info., call 935-5380.

Tuesday, March 17

9 a.m.-4 p.m. Computer-Integrated Manufacturing Center Seminar, "Batch Control Engineering," John Hedrick, president, Automation and Control Technologies Inc. (Seminar continues through March 19, same time.) STIM Labs, 1144 Hampton Ave. Cost: \$50 for WU students, faculty and staff. For public pricing, registration and more info., call 935-4444.

Wednesday, March 18

11 a.m. Phi Alpha Delta Presents a Law School Information Seminar. Law school application process will be discussed. Lambert Lounge, Mallinckrodt Center. Free. For reservations, call 997-7791.

Thursday, March 19

8:30 a.m. African and Afro-American Studies, the American Culture Institute, and the Missouri Historical Society Present a Conference, "Black Heartland II." Conference continues through March 22. Cost: \$25 per day for general public; \$10 per day for students and senior citizens. A special price of \$80 includes four-day admission, jazz concert and Sunday brunch; a special price of \$60 includes four-day admission. For registration, location of events and general info., call 935-5216.

8:30 a.m.-4 p.m. Center for the Study of Data Processing Seminar, "Software Testing Methods," Dan Mosley, WU senior technical assoc., School of Technology and Information Management. (Seminar continues March 20, same time.) Room 232 Prince Hall. Cost: \$50 for WU students, faculty and staff. For public pricing, registration and info., call 935-5380.

RECORD

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Photographers: Joe Angeles, Tom Heine, David Kilper and Herb Weitman
Record (USPS 600-430; ISSN 1043-0520), Volume 16, Number 23/March 5, 1992.

Published weekly during the school year, except school holidays, monthly during June, July and August, by the Office of Public Affairs, Washington University, Box 1070, One Brookings Drive, St. Louis, Mo. 63130. Second-class postage paid at St. Louis, Mo.

Address changes and corrections:

Postmaster and non-employees: Send address changes to: Record, Washington University, Box 1070, One Brookings Drive, St. Louis, Mo. 63130.

Hilltop Campus employees: Send to: Personnel Office, Washington University, Box 1184, One Brookings Drive, St. Louis, Mo. 63130.

Medical Campus employees: Send to: Payroll Office, Washington University, Box 8017, 660 S. Euclid, St. Louis, Mo. 63110.

Record home delivery ends March 5

For the past few years, the Washington University *Record* has reached faculty and staff and their families through home distribution via the U.S. Postal Service. We regret to announce that we no longer will be able to provide this service.

As a cost-saving measure, home delivery of the *Record* to faculty and staff will discontinue beginning with

this issue. Postal service costs have increased four-fold in the last several years, making home distribution to faculty and staff too costly.

Individually addressed issues of the *Record* will be delivered to the offices of each employee. Faculty and staff are encouraged to take the *Record* home so that family members can continue to read about University activities.

