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## Washington University Record, July 16, 1998

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Mighty maw

With mighty mechanical jaws, this euphemistically named "Universal Processor" gnaws away at Mudd Hall during the building's demolition, which began in mid-June. Demolition work continues as well on Shepley Residence Hall in preparation for new South 40 construction. (See story on page 5.)

# Stiritz gift endows professorship, stresses value of feminist thought

major gift from a student of women's studies at Washington University and her husband will create the first endowed professorship in women's studies and will considerably strengthen the popular academic program in Arts and Sciences.

Susan Stiritz, a candidate for a Ph.D. in English literature and a graduate certificate in women's studies, said she proposed the gift to the University because a course in women's studies taught by Helen Power, Ph.D., senior lecturer and coordinator of the Women's Studies Program, had convinced her of the value of feminist thought and pedagogy. "Women's studies courses demonstrate," she said, "that when women's concerns and contributions move into the foreground of intellectual investigation, traditional understandings give way to new vistas. I wanted to help Washington University offer this creative, revisionary way of thinking to more students.'

Susan Stiritz's initial gift of \$1 million to fund the Susan E. and William P. Stiritz Distinguished Professorship was followed by a \$500,000 challenge grant by her husband, St. Louis business executive William Stiritz. "The world is better off when women's voices are attended to," he said. "Washington University's leadership in women's studies gratifies

the whole community."

The \$500,000 that will be raised to meet the challenge will establish a Women's Studies Fund for general support of the program, including conferences, audiovisual materials, speakers, scholarships and research. The endowment also includes an additional \$500,000 anonymous bequest designated for library holdings in women's studies.

Chancellor Mark S. Wrighton said women's studies offers the University a fresh perspective on the world, a point of view that sometimes has been overlooked. "If we are to grow as a university and as individual students and scholars, we must learn to cast our nets wide and gather our knowledge from all of the great minds of history and of our own time. When we begin to do that, the important role that women have played becomes very evident," he said.

Edward S. Macias, Ph.D., executive vice chancellor and dean of Arts and Sciences, said the generous commitment would advance both course offerings and research in women's studies. "We look forward to attracting not only a distinguished professor, but also the interest of prospective students and colleagues looking for pathbreaking opportunities in this important field," Macias said.

The Women's Studies Program, founded in 1972 by Joyce

Trebilcot, Ph.D., now professor emeritus of philosophy, was one of the first of its kind in the country. The interdisciplinary program offers an undergraduate major and minor and a graduate certificate. It includes core courses as well as courses from several Arts and Sciences departments.

Power and Associate Vice Chancellor Gerhild Williams are co-chairing the national search to fill the professorship.

Susan Stiritz, a 1965 graduate of Connecticut College, earned a master's degree in English literature from Washington University in 1968 and a master's in business administration from the University of Missouri at St. Louis in 1985. She worked as a public administrator for 12 years. Currently, she is writing her doctoral dissertation on the subject of hagiography and Victorian literature.

William Stiritz received a bachelor's degree in business from Northwestern University in 1959 and a master's degree in European history from St. Louis University in 1968. He is chairman of the board of Ralston Purina and chief executive officer of AgriBrands International. He has served on the Washington University Board of Trustees since 1982. The Stiritzes are charter members of the Danforth Circle of the William Greenleaf Eliot Society.

Barbara Rea

# uatrano named new biology chair

alph S. Quatrano, Ph.D., editor-in-chief of the journal The Plant Cell and formerly John N. Couch Professor of Biology at the University of North Carolina at Chapel Hill,

assumed duties as the new chair of biology in Arts and Sciences July 1 and became the second holder of the Spencer T. Olin Professorship in Arts and Sciences at Washington University,



according to Edward S. Macias, Ph.D., executive vice chancellor and dean of Arts and Sciences.

The first holder of the Olin Professorship is Douglass North, Ph.D., professor of economics.

Quatrano will replace Oscar P. Chilson, Ph.D., as biology chair. Chilson remains as professor of

"Washington University is very pleased to have an educator and researcher of Dr. Quatrano's international stature lead our biology department in these exciting times," Chancellor Mark S. Wrighton said. "The entire University community welcomes Dr. Quatrano and looks forward to working with him.'

According to Macias, Quatrano will play a vital role in Arts and Sciences, where biology is a nationally renowned discipline, a popular undergraduate

major and one of the strongest research areas for graduate students.

"Biology is always one of the two or three most popular majors at Washington University," Macias said. "Dr. Quatrano will be interacting with outstanding biology students and faculty as well as other Arts and Sciences faculty here. His accomplishments in the science community and the academic world are very well known and highly acclaimed, and his broad experience will greatly benefit Washington University."

Quatrano said: "I am both excited and honored by the opportunity and challenge that the Washington University community has given me to lead the biology department into the next millennium of biology. I look forward to working with such an outstanding group of scholars and students."

From 1986 to 1989, Quatrano was research manager in molecular biology for Du Pont Co., Wilmington, Del. From 1968 to 1986, he was a faculty member in botany at Oregon State University, Corvallis. During his last two years there, he directed the University's Center for Gene Research and Biotechnology.



A "boss" or likeness, sculpted in stone, will be installed on the School of Law's Anheuser-Busch Hall to honor Dorsey D. Ellis Jr., former dean.

Ellis legacies 'set in stone'

#### Technology transfer policy will help convert research to public benefit

committee of faculty has Adeveloped a new policy and guidelines for the management of intellectual property at Washington University. The policy took effect July 1.

The committee, appointed by Chancellor Mark S. Wrighton and chaired by Jerome R. Cox Jr., Sc.D., worked closely with Theodore J. Cicero, Ph.D., vice chancellor for research, to develop the policy. It replaced guidelines that were drafted in 1971.

There have been many new developments in technology transfer since the early 1970s," said Cox, professor of cell biology and physiology, of biological and

biomedical engineering and the Harold B. and Adelaide G. Welge Professor of Computer Science. "Our main goal was to update the policy to cover not only patents but also other intellectual property being investigated by researchers at Washington University.'

Continued on page 6

#### adorning Anheuser-Busch Hall to an endowed scholarship

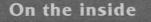
From a "boss" in his likeness bearing his name, the legacies of former School of Law Dean Dorsey D. Ellis Jr., J.D., have been set in stone.

Ellis was honored for more than a decade of service to the law school at a celebration June 26 at the Ritz Carlton. Ellis, who joined the school as dean in 1987,

stepped down June 30. Citing Ellis' leadership at the school, the Board of Trustees in a formal proclamation called for the display of a boss in Ellis' likeness. Ellis' wide-ranging contributions included his efforts toward strengthening both the faculty and student body, building alumni relations, successfully completing the \$20 million Building for a New Century Campaign, creating Anheuser-Busch Hall and furthering interdepartmental partnerships.

The proclamation states that a figure of Ellis "in academic garb shall be placed in a prominent position on Anheuser-Busch Hall to honor the dean who conceived, built and dedicated this new state-

Continued on page 5



#### Head injuries ...... 2

Using positron emission tomography, study aims to improve patient care

Prizing simplicity ......3 George Varghese, Ph.D., values clarity and simplicity in

a complex field

#### Outreach ..... 5

Imaginative program helps high school biology teachers update city school programs

# Medical Update



Michael N. Diringer, M.D., lead researcher of the head-injury study, talks with a person who is entering the positron emission tomography (PET) scanner as Becky Meyer, a registered nurse at Barnes-Jewish Hospital, looks on. Diringer's study is using PET to evaluate current treatments for brain injuries and to determine what happens inside the brain after patients suffer brain injury.

# Researchers employ PET scanner to evaluate head injury treatment

chool of Medicine researchers are studying the effectiveness of current treatments for severe head injuries. A positron emission tomography (PET) scanner in Barnes-Jewish Hospital — the only PET scanner in the country in a neurointensive care unit — is revealing what happens inside the brain after patients suffer a head injury. Half a million Americans are hospitalized for head injuries each year, including many victims of assault and auto accidents.

"The results of this study will improve patient care as soon as they become available, not years down the road," said lead researcher Michael N. Diringer, M.D., assistant professor of neurology and neurological surgery, of anesthesiology and of occupational therapy at the medical school and director of the neurointensive care unit at Barnes-Jewish Hospital.

The research is addressing two long-standing questions. The first is whether the brain runs short of oxygen as blood flow to the injured region slows. The second is whether a common treatment called hyperventilation helps or harms patients. Hyperventilation counteracts the buildup of pressure inside the skull that can prove fatal. But it also may deprive the injured region of oxygen and nutrients, worsening the damage.

"There's no way to determine exactly what happens without looking inside the brain, as the PET scanner allows us to do," Diringer said. "PET measures how much oxygen a particular part of the brain is using. Our facility is the only one in the country that can provide such immediate, in-depth evaluation of acutely ill brain-injured patients."

Patients are accepted into the study within 12 hours of head injury. They are admitted to the hospital's 20-bed Neurology/ Neurosurgery Intensive Care Unit, which has the most sophisticated monitoring equipment available and is staffed around the clock by neurosurgeons and neurointensive care specialists. Other members of the headinjury care team include interventional neuroradiologists and specially trained respiratory, physical, occupational and speech therapists.

Study participants receive the same state-of-the-art care as other patients in the neurointensive care unit. In addition, they are placed in the PET scanner on admission, before and after hyperventilation and 24 hours later. A computerized tomography scan also is performed. Results become immediately available to treating physicians

The PET scans and other tests are funded by a five-year grant from the National Institutes of Health, so there are no studyrelated costs for patients or insurance carriers.

— Linda Sage

# Catalona receives award for pioneering prostate cancer research

illiam J. Catalona, M.D., professor of surgery and director of the Division of Urologic Surgery, recently received the 1998 Eugene Fuller Triennial Prostate Award from the American Urological Association.

Catalona was recognized for outstanding contributions to prostate gland research, especially pioneering work on blood tests that allow early detection of prostate cancer. The association has given the award once every three years since 1977.

Catalona's early work suggested the value of testing men's blood for a circulating protein

called prostate specific antigen (PSA); elevated levels can be an indicator of prostate cancer.



William J. Catalona

Screening with the PSA test has become widespread since the early 1990s. And a recent study of 46,000 men in Quebec

revealed that

annual screening that includes PSA testing greatly reduces prostate cancer deaths.

However, PSA levels also rise due to other factors, such as a noncancerous condition called benign prostatic hyperplasia. As a result, biopsies are recommended to about 9 percent of men receiving the traditional PSA test to determine if they have prostate cancer. Catalona recently led a multicenter trial suggesting the value of using a second PSA test to provide further diagnostic information when a biopsy is being considered.

The additional test measures "free" PSA that is not bound to other proteins in the blood. This form of PSA is present at significantly lower levels in men with prostate cancer than in men who have the benign condition. The study, published in the May 20 issue of the Journal of the American Medical Association, found that the free PSA test detected 95 percent of prostate cancers using a single cutoff value. Recent FDA approval of this test, officially called the Hybritech Free PSA Test, was based partly on the study results.

In addition to other awards, Catalona received the American Urological Association's Gold Cystoscope Award in 1986 and

its Hugh Hampton Young Award in 1994. He is an author or co-author of more than 200 scientific articles, is a past president of the Society of Urologic Oncology and participates in many scientific societies. He also is an editor for Urology, Advances in Urology and World Journal of Urology, and he serves on numerous medical committees.

# Discovery might lead to new insights into colon cancer

n a finding that might yield new insights into colon cancer, a research group led by John A. Cooper, M.D., Ph.D., professor of cell biology and physiology, has discovered that a yeast gene guards against the production of genetically deficient yeast cells.

The yeast gene encodes a protein, EB1, that is very similar to a human protein known to interact with a cancer inhibitor called APC. People develop colon polyps that lead to cancer when APC function is lost. Defects in APC also are important in noninherited colon cancers and other cancers, yet APC's function is unknown.

"It may be that the human tumor suppressor APC regulates cell division through its interaction with human EB1," Cooper said. His findings were published in the June 4 issue of Nature.

Cooper's laboratory determined EB1's role in cell regulation by analyzing mutants of a yeast called Saccharomyces cerevisiae. The mutants were unable to orient rope-like structures called spindles, which help budding yeast reproduce by divvying up genetic material found in the cell nucleus.

A yeast cell with misaligned spindles normally delays cell division until it can reorient the structures rather than produce a daughter cell without a nucleus. But Cooper identified two yeast mutants that divide despite misoriented spindles, suggesting that the mutations were in genes that monitor spindle orientation.

One of the mutated genes was EB1, which Cooper cloned and compared to its human counterpart. To verify the protein's role, he created a yeast strain devoid of EB1 that develops misaligned spindles on command. The cells divided without realigning their spindles, so one daughter cell lacked a nucleus and the other inherited a double dose of genetic material.

The other mutated gene Cooper cloned encoded a kinase that may propagate the divisionstopping command EB1 generates.

Cooper's findings suggest EB1 is crucial for regulating cell division, a conclusion that is supported by the direct interaction of the protein and the spindle apparatus found by other investigators. "The EB1 protein is a good candidate to be the sensor for monitoring spindle orientation," Cooper said.

Cooper will search for a yeast version of APC and analyze the function of EB1 in yeast. Early experiments suggest it is needed when cold temperatures disrupt spindle orientation.

- Barbra Rodriguez

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**Production:** Galen Harrison Record (USPS 600-430; ISSN 1043-0520), Volume 22, Number 34/ July 16, 1998. Published for the faculty, staff and friends of Washington University. Produced weekly during the school year, except school holidays, and monthly during June, July and August by the Office of Public Affairs, Washington University, Campus Box 1070, One Brookings Drive, St. Louis, MO 63130. Periodicals postage paid at St. Louis, Mo.

Address changes and corrections: Postmaster and non-employees: Send to Record, Washington University, Campus Box 1070, One Brookings Drive, St. Louis, MO 63130.

Hilltop Campus employees: Send to Office of Human Resources Washington University, Campus Box 1184, One Brookings Drive, St. Louis, MO 63130.

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

Electronic Record: To view the Record on the World Wide Web, go to http://wupa.wustl.edu/record/ record.html.



## Parking garage changes accompany Medical Center makeover

In conjunction with the Medical Center's Campus Integration Plan, the old St. Louis Children's Hospital Garage will be demolished later this summer and a new garage will be built to accommodate an increased patient load at Children's Hospital. To decrease the inconvenience to patrons of Children's Hospital and to ensure that patient care and service are not adversely affected, these patients, visitors and families will park in the Euclid Garage. As a result, most employees now parking in the Euclid Garage will need

to park elsewhere on campus beginning Aug. 1.

Faculty currently parking in the Euclid Garage will be able to remain, as will staff with patient care responsibilities who require routine access and egress from the Medical Center to travel to multiple clinical sites. Accommodations also are being made for disabled parkers, carpools and van pools. All other medical school staff will be relocated to either the Clayton Garage or surface parking.

To facilitate the process, relocating staff members are encouraged to complete forms obtained through their departmental parking representatives as soon as possible, said Carole Moser, director of Facilities Administrative Services. She added that Transportation Services can set up scheduled times with departments to handle the parking transfer process in group settings.

With shuttle route changes that went into effect June 1, employee shuttles were removed from Medical Center streets west of Euclid Avenue. The parking garage relocations are another step in the Campus

Integration Plan to help patients, faculty and critical staff park in an area called Tier I. This includes Kingshighway, Forest Park Boulevard, Euclid Avenue and Barnes/Jewish Plaza.

"We want to make this process as simple as possible for staff members," Moser said. "The goal of the Campus Integration Plan is to create an improved environment and experience for our patients and visitors through improved facilities and easier accessibility.'

For more information, call 362-6825 or 362-6824.

# Washington People

# In complex field, Varghese prizes simplicity

or a man immersed in the labyrinthine binary world of computer science, George Varghese, Ph.D., has little patience for complexity. "The more I see, the more impatient I've become with complicated presentations and verbiage," he said, sipping tea in his austere Bryan Hall conference room. "I like simple explanations that cut to the chase and bare the essence. One of my favorite models of clarity and simplicity is Jesus Christ in the New

In relation to Varghese, it is important to remember the parables of Christ, laden with simple metaphor. The computer scientist, too, often explains his work with metaphors.

Varghese, associate professor of computer science in the School of Engineering and Applied Science, is active in his Christian faith, serving as faculty adviser for the Asian Christian Fellowship. He is a popular teacher and mentor who has touched hundreds of students in his nearly five years on the Washington University faculty. He also is a highly acclaimed computer scientist who has developed important theorems and holds major patents on networking and routing techniques that have attracted the biggest players in international computing. His work has gained significant media attention.

Whether explaining his science to a student or to an interested lay person, Varghese doesn't befuddle his listener with technospeak. In 1996, he published a theorem on computer faults that was the first to describe a sort of "Murphy's Law" of distributed computer systems. While the theorem can be stated in several pages of equations, Varghese described it thus: Components with amnesia

can fall into a muddled state and break down. New protocols (mathematical rules for orderly communication) must be established to avoid breakdown.

#### Computers as 'cooks'

"A normal computer is like a single cook in a single kitchen," Varghese explained. "He cooks by himself and the application he comes up with, let's say the World Wide Web, is the food he serves. In distributed comput-- or cooking - you have a bunch of cooks in different buildings of a city, and they're all cooking up a meal, say fried rice. Each cook has a duty. One prepares the rice, the other the vegetables, the other stir-fries the meat, and yet another may be responsible for putting the dish together. What holds things together is a protocol, or set of rules, so that each chef gets his job done in the right order and the food is rapidly transported by a van to the

This is an analogy for what is happening today in distributed networking, where instead of one big chef, or computer, you have networks of computers and workstations widely distributed and harnessed for an application. We computer scientists worry about the state of, or steps in, the procedure. You don't want a cook getting into a really bad state. For example, one may be at the end of the recipe, while another guy may be somewhere else in the recipe, and together they may be making something strange. Then, a boss could notice the problem and fix it by telling them to throw the food out. Start from scratch."

Enter now into this culinary/digital world a shady character in long coat and fedora who prowls through the neighborhood conking cooks on the head. Assume that the cooks have amnesia and so must start their recipes/ programs again from scratch. Varghese's villain (he has a slide rendering of the cook-conker that he shows during lectures) has delivered a node crash, which occurs because of power failures or software bugs.

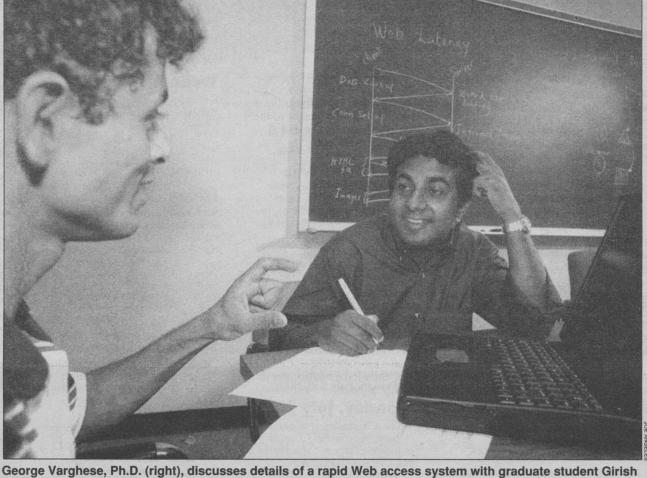
His theorem states that any protocol in the world can be driven into these muddled states. To remedy this problem, Varghese and his colleagues are working to endow the protocols with self-stabilizing capabilities.

Function is one Varghese focus; speed is another. In 1997, Varghese and three University colleagues patented two major inventions that will make Internet applications like e-mail, the World Wide Web and electronic commerce 10 times faster than they are now. They developed processes that enable the "lookup" for an Internet

address to be done at the incredible speed of 100 nanoseconds. The processes are mathematical techniques that sort the 32-bit prefix address possibilities of Internet messages into groups that can be searched far faster than the painstaking bit-by-bit process of the past 20 years. With Internet routing protocols expanding soon to 128bit addresses, the Internet will have to retrofit to serve its global community of users and user devices.

Typically, Varghese didn't explain the lookup problem as an exorbitant array of ones and zeroes seeking a destination. Instead, he described it as a postal system that cannot function by a dictionary search, rather needing a fast system to search lookup prefixes, similar to a zip code search. Nor is his view of the computing busi-

clear logic.



P. Chandranmenon, who designed and implemented the system.

ness environment one of stiff corporate suits around a

There is a shoot-out going on in the wild west of Internet country, where established network vendors and a flurry of start-ups are all vying to provide the fastest Internet message forwarding rates," he said after the patents were filed. "Washington University is among the Wild Bill Hickoks and Wyatt Earps who've entered the

The smoke has cleared, and now four major players have purchased the rights to the patents.

"Too often, things are taught as edicts handed down from above, but I want all my students contributing to the solving of problems."

Varghese was born and raised in Bombay, India, and educated at a Jesuit-run convent school the British had set up decades earlier. He received a broad education there, showing a high aptitude for literature and language, not surprisingly, in addition to strengths in math and science. He entered the Indian Institute of Technology (IIT) at Bombay to study mechanical engineering.

At the end of his first year, Varghese changed his major to electrical engineering because, as he explains, "I found out I was very bad at engineering drawing."

Varghese uses his own experiences as a student in his teaching. Once, as a graduate student at North Carolina State University, he found himself stuck for six months trying to make progress on his master's project. "Then one night an insight came to me, and it seemed like my whole master's was over in one day," he said. "I tell this to students repeatedly: It may seem like nothing is working out, but an insight can come from nowhere, seemingly, while you're wandering a dorm room late at night, and a simple idea can fall into place."

After earning a master's degree in computer science at North Carolina State, Varghese worked for six years in the mid-1980s at Digital Electronics Corporation (DEC) in the Boston area. Influenced by DEC designer Radia Perlman and the company's networking architecture head, Anthony Lauck, Varghese gained more insights into networking. From Perlman, who became a friend and colleague, Varghese learned directness, simplicity and

Varghese soon realized he wanted to teach and enrolled at the Massachusetts Institute of Technology to get a doctorate in computer science, specializing in net-

work self-stabilization. He joined the Washington University faculty in

Varghese cites three personal teaching tenets important to him: He tries to be simple and clear; he works to inspire students; and he fosters a classroom of "creators, not spectators. Too often," he said, "things are taught as edicts handed down from above, but I want all my students contributing to the solving of problems."

Varghese regularly teaches Computer Science 423, the undergraduate flagship course in networking, and two graduate courses, one a theoretical course on algorithms, another on advanced Internet protocols. The graduate courses provide a balance. "I like to combine theory with practicality," he said.

Amy Murphy, a graduate student from Austin, Texas, has taken three courses from Varghese, including the undergraduate networking course.

"He's one of the most energetic professors I've ever had," she said. "He never ignores students. If

you're confused, he goes over and over the material until it's understood. In a class of 70, you feel as if there are only 10, because everyone is so involved. His homework assignments are very challenging, but they're fun because he makes you feel a part of the discovery process."

One of Varghese's greatest pleasures is solving

"I'm interested in beautiful problems that are difficult but also useful," he said. "Many think of computer science strictly as flashing widgets, the Web, brilliant graphics and so on. But what is most interesting to me is the fascinating problems that computer science generates. I love to think, to mull over a problem, to walk around and enjoy it. And then sometimes the whole thing comes together, a hole opens and you walk through it."

For relaxation, Varghese plays racquetball and reads widely, including the classic English detective writers Dorothy Sayers and G.K. Chesterton, C.S. Lewis and the ancients, such as Plato. He loves nothing better than a challenging crossword puzzle. He and his wife Aju, who worked until recently as a post-doctoral fellow in the Materials Research Laboratory at the engineering school, are proud parents of 7-month-old Timothy.

#### The joy of mentoring students

"The computer is transforming society," Varghese said. "But I feel that the fundamental issues are between people. As such, it means a lot to me to mentor students. The award I'm most proud of is the Big Fish Award, because it is a teaching award that recognizes mentoring."

Granted by the University's Association of Graduate Engineering Students (AGES), the Big Fish Award is given to the outstanding graduate teacher and mentor in the engineering school.

At his 1997 lecture, given upon receipt of the award, Varghese, ever keen to nurture creativity, presented the following paradigms for creativity:

- · collect different viewpoints
- · look for unexpected connections
- · look for broad themes that you can exploit
- · understand things deeply and then generalize
- look out for interesting problems · do not limit creativity to work.

"The beauty of a problem makes it interesting, but solving it completely brings a greater pleasure," Varghese said. "That kind of pleasure is hard to resist."

- Tony Fitzpatrick

# Calendar

## July 16-Aug. 15



#### **Exhibitions**

"Powerful Grace Lies in Herbs and Plants: A Joint Exhibit on Herbal Medicine." Sponsored by Missouri Botanical Garden Library and Bernard Becker Medical Library. Through Aug. 31. Seventh floor, Bernard Becker Medical Library, 660 S. Euclid. 362-4235.

"Visible Poetry: A Survey of Illustrated Books." Through September. Special Collections, fifth floor, Olin Library. 935-5495.



### **Films**

Tuesday, July 21

7 p.m. Meyer Language Lab Summer Film Series. American Classics. "Dead Poets Society." Room 219 Ridgley Hall.

Wednesday, July 22

7 p.m. Meyer Language Lab Summer Film Series. Foreign Films. "El Amor Brujo." Room 219 Ridgley Hall

Tuesday, July 28

7 p.m. Meyer Language Lab Summer Film Series. American Classics. "Field of Dreams." Room 219 Ridgley Hall.

Wednesday, July 29

7 p.m. Meyer Language Lab Summer Film Series. Foreign Films. "Otac Na Sluzbenom Putu." Room 219 Ridgley Hall. Tuesday, Aug. 4

7 p.m. Meyer Language Lab Summer Film Series. American Classics. "Good Fellas." Room 219 Ridgley Hall.

Wednesday, Aug. 5

7 p.m. Meyer Language Lab Summer Film Series. Foreign Films. "Mujeres al Borde de un Ataque de Nervios." Room 219 Ridgley Hall.

Tuesday, Aug. 11

7 p.m. Meyer Language Lab Summer Film Series. American Classics. "Get Shorty." Room 219 Ridgley Hall.

Wednesday, Aug. 12

7 p.m. Meyer Language Lab Summer Film Series. Foreign Films. "Fresa y Chocolate." Room 219 Ridgley Hall.



## Music

Friday, July 17

**8 p.m. Summer coffeehouse.** Duane Estes, piano. Holmes Lounge, Ridgley Hall. 935-4841.

Sunday, July 19

7:30 p.m. Outdoor concert. The Gateway Festival Orchestra of Saint Louis. Program: Music of Glinka, Mozart, Spohr, Jenkins and Dvorak. (7 p.m. children's introduction.)

Brookings Quadrangle. 569-0371.

Tuesday, July 21

**8 p.m. Summer coffeehouse.** Dave Black, jazz guitar. Holmes Lounge, Ridgley Hall. 935-4841.

Saturday, July 25

8 p.m. Summer coffeehouse. Chris Johnson, contemporary folk music. Holmes Lounge, Ridgley Hall. 935-4841.

Sunday, July 26

7:30 p.m. Outdoor concert. The Gateway Festival Orchestra of Saint Louis. Program: "A Night on Bald Mountain" and "Peter and the Wolf." (7 p.m. children's introduction.) Brookings Quadrangle. 569-0371.

Tuesday, Aug. 11

8 p.m. Summer coffeehouse. "An Evening of Gershwin." Annette Burkhart, piano. Holmes Lounge, Ridgley Hall. 935-4841.



#### Lectures

Thursday, July 16

4 p.m. Chemistry seminar.

"Reversible Photo-isomerization of Polyacenequinones. An Approach Toward Multimode Responsivity in Chemionics." Sadao Miki, prof. of chemistry, Kyoto Institute of Tech., Japan. Room 311 McMillen Hall. 935-6530.

Friday, July 17

7:30 p.m. Earth and planetary sciences seminar. "Water on Mars — It May Not Be Where You Think It Is." Laura Griffith, grad. student, Earth and planetary sciences. Co-sponsored by NASA's Missouri Space Grant Consortium. Room 162 McDonnell Hall. 935-4614.

Monday, July 20

4 p.m. Chemistry seminar. "Organophosphorus Chemistry in the Periphery of Calixarenes and Calixresorcinarenes." Reinhard Schmutzler, prof. of chemistry, U. of Braunschweig, Germany. Room 311 McMillen Hall. 935-6530.

Wednesday, July 22

6:30 a.m. Anesthesiology Grand Rounds. "Cerebral Perfusion." William J. Powers, assoc. prof. of neurology and of radiology. Wohl Hospital Bldg. Aud., 4960 Children's Place. 362-6978.

Friday, July 24

9:15 a.m. Pediatric Grand Rounds. "The Search for Virulence Genes of *Yersinia enterocolitica*." Virginia L. Miller, assoc. prof. of pediatrics and of molecular microbiology. Clopton Aud., 4950 Children's Place. 454-6006.

Tuesday, July 28

4 p.m. Chemistry seminar.
"N-Phoshoamino Acids and
Co-evolution of Nucleic Acid
Protein." Yu-Fen Zhao, prof. of
chemistry, Tsinghua U., China.
Room 311 McMillen Hall.
935-6530.

Wednesday, July 29

6:30 a.m. Anesthesiology Grand Rounds. "Alzheimer's Disease and Consent Issues." John C. Morris, prof. of neurology and asst. prof. of pathology. Wohl Hospital Bldg. Aud., 4960 Children's Place. 362-6978.

Friday, Aug. 7

9:15 a.m. Pediatric Grand Rounds. "Advances in Understanding the Factors Other than Genotype that Predispose to Disease Phenotype in Alpha-1-Antitrypsin Deficiency." Jeffrey H. Teckman, asst. prof. of pediatrics. Clopton Aud., 4950 Children's Place. 454-6006.



# **Miscellany**

Friday, July 17

7:30 a.m. - 5:45 p.m. Continuing Medical Education seminar.

"Clinical Allergy for the Practicing Physician." (Continues July 18, 7 a.m.-12:30 p.m.) Eric P. Newman Education Center. For schedule of workshops, costs and to register, call 362-6891.

Thursday, Aug. 6

2-5 p.m. Safe Zone Network training. Interactive exercises examining heterosexism and homophobia. Lambert Lounge, Mallinckrodt Center. To RSVP by July 31, call 935-5994.

#### Calendar guidelines

Events sponsored by the University — its departments, schools, centers, organizations and recognized student organizations — are published in the Calendar. All events are free and open to the public, unless otherwise noted.

Calendar submissions should state time, date, place, sponsor(s), title of event or lecture, name(s) of speaker(s), speaker(s) affiliation(s) and admission cost. Mail items to Kurt Mueller at Campus Box 1070 or fax to 935-4259 or e-mail to Record\_Calendar@aismail.wustl.edu. Submission forms are available by calling 935-4926 and can be downloaded from the Record Web site at http://wupa.wustl.edu/record/guide.html.

The deadline for all entries is noon Tuesday one week prior to publication. Late or incomplete entries will not be printed. The Record is printed every Thursday during the school year, except holidays, and monthly during the summer. If you are uncertain about a deadline or holiday schedule or need more information, call 935-4926.

The next Record will be published Aug. 13. Deadline for Calendar items for the August issue is Aug. 4.

1998-99 Reading Series announced

# Writers Center 'searches the skies for newborn stars'

orin Cuoco, associate director of the International Writers Center in Arts and Sciences, is sanguine about her institution's track record.

"These are all people who have or will achieve great things," Cuoco said of the 20 writers who have taken part in the writers center's annual Reading Series since its founding in 1993. "They will significantly add to contemporary literature. If they happen to be so lucky as to win some awards, more power to them."

Yet it does seem that an invitation to read for the writers center improves the odds of fortune smiling. Over the past five seasons, the writers center has developed a national reputation for consistently spotting up-andcoming talent. Consider:

• Two of last year's four readers
— David Foster Wallace and Susan
Stewart — accepted their invitations a full year before receiving
MacArthur Fellowships (popularly known as "genius grants").

African-American poet Yusef Komunyaka read for the series in October 1993. The following April he was awarded the Pulitzer Prize in Poetry:

• Fiction writer Steven
Millhauser read during the 199596 season. Soon after accepting
the invitation, he received a
Lannan Award, and the following

year he won the Pulitzer Prize in Fiction.

• Classicist, translator, poet and essayist Anne Carson read for the 1996-97 season. Within months of accepting the invitation she, too, received a Lannan Award.

• Novelist Michael Ondaatje read for the series in April 1995, two years before a film adaptation made his novel "The English Patient" a popular success.

"I think the hallmark of the series has been a style of writing that not only carries certain traditions forward but that also breaks new ground," Cuoco said, admitting that "sometimes it can be a challenge to put a season together—sort of a literary treasure hunt."

Cuoco's boss, William H. Gass, Ph.D., the David May Distinguished University Professor and director of the writers center, waxes poetic about the series. "We are literary astronomers," he said, "searching the skies for

newborn stars."

Cuoco said the 1998-99 Reading Series, which was announced earlier this week, will feature four new celestial discoveries — two fiction writers and two poets, three of whom recently have published first books.

The season will open Oct. 13 with a reading by Anthony Butts, whose first book of poetry, "Fifth Season," won the Small Press Book

Award for 1997. Ben Marcus, whose debut novel, "The Age of Wire and String," won a Pushcart Prize in 1995, will read Dec. 8, and Lydia Davis, a fiction writer and award-winning translator whose first novel, "The End of the Story," was published in 1995, reads Feb. 9, 1999. The season will close April 6, 1999, with Sarah Lindsay, whose debut poetry collection, "Primate Behavior," was a finalist for the National Book Award in 1997.

Butts was raised in southwest Detroit where he attended classes for visually and mentally impaired students before entering the city's Renaissance Senior High School. He has gone on to earn degrees from Wayne State University in Detroit and Western Michigan University in Kalamazoo and is currently pursuing a dual doctorate in poetry and gender theory at the University of Missouri-Columbia. Poet Sherod Santos called Butts' work "... both proof and exemplar of Chekhov's claim that art exists to prepare the soul for tenderness." Butts' reading will be introduced by James E. McLeod, vice chancellor for students and dean of the College of Arts and Sciences.

Marcus was born in Chicago in 1967. He received degrees from New York University and Brown University, where he currently teaches in the writing program. Writer Robert Coover called

Marcus' first novel "the most audacious literary debut in decades ... [Marcus is] a one-of-akind stand up phenom, a comic writer of power and originality. "The Age of Wire and String" marks the arrival of a unique new talent in American letters." Marcus will be introduced by Gass.

Davis long has been known as a translator of writers from the French, including Michel Butor, Michel Foucault, Michel Leiris and Jean-Paul Sartre. In addition to writing "The End of the Story," she is the author of two story collections, "Almost No Memory" (1997) and "Break it Down" (1986). Her awards include a grant from the National Endowment for the Arts, the French-American Foundation's 1992 Annual Translation Prize, a Whiting Writers Award and a Lila Wallace Reader's Digest Writer's Award. Publishers Weekly called Davis "one of the most interesting and playful of American experimental writers ... a maker of miniatures, elliptical exposures of anguish, desire and dread." Davis will be introduced by Richard A. Watson, Ph.D., professor of philosophy in Arts and Sciences.

Lindsay was born in Iowa and earned degrees from St. Olaf College in Northfield, Minn., and the University of North Carolina, Greensboro, where she is currently

an editor and a cellist with the Quartet mit Schlag. "Primate Behavior" was listed on Publishers Weekly's "Best Books" list for 1997. Mona Van Duyn, formerly Hurst Visiting Professor in the Department of English in Arts and Sciences and former U.S. poet laureate, called "Primate Behavior" "... an astonishing first book in its generosity of insight, its sureness of language, tone and vision, its blend of scientific severity and the warmth of the human heart. Reversing poetry's traditional task, Lindsay magically discovers the familiar in the extraordinary." Lindsay will be introduced by Steven Meyer, Ph.D., associate professor of English in Arts and Sciences.

All four programs begin at 8 p.m. at the West Campus Conference Center and will be followed by book signings. A season subscription to the series is \$15; individual tickets are \$5. Arts & Education Council cardholders will receive a two-for-one discount; students and seniors are admitted free of charge.

The International Writers
Center Reading Series is underwritten by the Arts & Education
Council of Greater St. Louis, The
Lannan Foundation, the Missouri
Arts Council, the Regional Arts
Commission and Mary and Max
Wisgerhof.

— Liam Otten

### New houses, college named; Phase 2 construction begins

The second phase of construc-tion has begun on a longrange plan that will introduce a new student housing concept at Washington University, announced James E. McLeod, dean of the College of Arts and

The plan inaugurates the residential college model on campus. Residential colleges are small communities of about 300 students that aim to provide an enhanced sense of kinship, expanded programmatic choices, increased faculty and staff presence, and support and additional common areas for study and

The plan calls for construction of a total of seven four-story residential houses on the South 40, the University's student housing area southwest of the main campus. The seven buildings will have a total of 1,107 beds.

Construction will take place in two phases. Phase 1 began last summer and consists of three new buildings with a total of 450 beds. Phase 2 calls for construction of four new buildings with a total of 657 beds. The entire plan is expected to be completed in fall

Phase 1's three residential houses currently are under construction near the intersection of Wydown and Big Bend boulevards. The three buildings are expected to be completed this fall.

Those buildings constitute the first residential college, to be named the William Greenleaf Eliot College in recognition of Eliot's leadership in founding the University and his commitment to the institution as chancellor from 1872 until his death in 1887. The three new buildings making up the residential college will be named the Elizabeth Gray Danforth House, the Ethan A.H. Shepley House and the Burton M. Wheeler House.

The Elizabeth Gray Danforth

House will be the largest house for freshmen. It is named in recognition of Elizabeth Danforth, who was the University's first lady from 1971 to 1995 when her husband, William H. Danforth, served as chancellor. During that time, Elizabeth Danforth exhibited a generous commitment to students.

Ethan A.H. Shepley was one of the University's great leaders. He served as the 10th chancellor from 1954 to 1961 and as chairman of the University's Board of Trustees from 1961 to 1963

Professor Emeritus Burton M. Wheeler, Ph.D., retired in 1996 after a career as one of the University's most beloved faculty members. He devoted his life to students as a professor of English and of religious studies in Arts and Sciences for more than 40 years and as dean of the College of Arts and Sciences from 1966 to 1978.

The Phase 2 construction will take place in two parts. Part A of Phase 2 began in June with the ongoing demolition of the 12-story Shepley Residence Hall. When the demolition is completed, construction will begin on three residential houses near the intersection of Forsyth and Big Bend boulevards. Those buildings are expected to be completed by fall 1999.

Part B of Phase 2 will begin in summer 1999 with the demolition of the 12-story Eliot Residence Hall, which stands just west of the partly demolished Shepley Residence Hall. After Eliot is dismantled, one new residential house will be constructed in its place. The building is expected to be completed by fall 2000. During the 1998-99 academic year, Eliot will house 320 students

In a separate project on the South 40, a two-level parking facility containing 325 parking spaces will be constructed between the Phase 2 residential houses and the intramural and baseball fields. It is expected to be completed in — Martha Everett



City biology teachers conduct experiments during a July workshop on campus to help update and upgrade high school science programs. The participants included, from left, Howard Lemce, Gloria Martin and Loretha Allen of Beaumont High School; Helen Downs of Soldan International Studies High School; and Carol Schaefer, also of Beaumont.

# High school teachers reap benefits from biology outreach program

iology teachers from all 11 St. Louis public high schools are on campus this month to work with the Washington University Outreach staff and faculty in the biology department in Arts and Sciences

The teachers are learning novel hands-on methods to teach genetics and cell biology to ninth- and 10th-graders using materials adapted and developed by the outreach staff.

The 30-plus teachers are here July 6-17 to attend the Hands-on Biology High School Scope and Sequence Workshop. Funds from the National Science Foundation's (NSF) Urban Systemic Initiative Reform Program, a nationwide effort to update and upgrade science and math education in urban schools, make the arrangement between the University and the schools possible.

The workshop is organized and arranged by Outreach Director Cynthia Moore, Ph.D., lecturer in biology; Outreach Liaison Victoria May; and Sarah C. R. Elgin, Ph.D., professor of biology. Mark Kalk of the Mathematics and Science Education Center in St. Louis and Mulugheta Teferi, science lead supervisor of the St. Louis public schools, assist with the program. The high school teachers work with the outreach staff and other University faculty from 2 to 5 p.m. daily.

University biologists have conducted curriculum workshops for area high school biology teachers since the early 1990s. thanks to funding from the National Institutes of Health Science Education Partnership Award and the Howard Hughes

Medical Institute. A successful outcome of past workshops has been the development of hands-on activities and experiments now in use at several area high schools.

"This workshop is a blend of the things we've done in the past in genetics with material developed for cell and developmental biology," Elgin said. "The emphasis is on a hands-on approach of active learning, with the goal of coordinating materials with the citywide curriculum."

Many of the teachers are teaching summer school during the morning hours, then coming to the workshop in the afternoon.

Elgin said the St. Louis School District teachers are aiming to align their curriculum with national and state standards for high school biology. The intent of the NSF Urban Systemic Initiative is to invigorate science education in city schools so that teachers are providing materials and instruction in line with rapid advances in fields such as biology. Advances in this area are happening so quickly that it is difficult for teachers to stay current.

"While individual schools and individual teachers are constantly working to improve their courses, St. Louis is a big district, and there have not been many opportunities to pull things together in a systemic way," Elgin explained.

Thus, not all schools are doing the same things at relatively the same time during the year, nor do they all emphasize the same topics. One of the values of the workshop is to give the teachers a set of common goals.

"The teachers are developing

something that is like a road map so that when they walk into the classroom in the fall, they all have a common plan," May said.

The task of fitting it all in can be daunting. All of the St. Louis City schools use the same textbook, which has 40 chapters. Textbooks formerly had between a dozen and 20 chapters.

"It's a huge task to even get to chapter 29 by the end of the school year," May said. "We're working to filter through the big ideas and how they relate to the text."

The content of the material as well as the quantity has changed dramatically, Elgin pointed out.

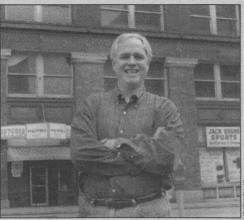
"Think of a biology course 30 or 40 years ago," she said. "Hands-on' then meant you had access to a microscope so you could view some pond life, and you dissected a frog. These are good experiences, and we don't want to lose them, but in the meantime biology has become much more experimentally oriented in terms of genetics. The ability to study genes and manipulate them is now available. In addition, biology, especially genetics, has an increased social context now, compared with the past. Genetic screening and genetic privacy, for instance, are emerging issues, and we will address those in the workshop.

"This is the kind of collaboration that the National Science Foundation is eager to foster,' Elgin added. "The St. Louis City schools have seized the initiative to do this, and we think the collaboration will be mutually rewarding.

- Tony Fitzpatrick

# Unique partnership creates downtown space for artists

ationsBank announced Monday, July 13, that it will work with Washington University and the Regional Housing and Community Development Alliance (RHCDA) in an innovative partnership to convert a vacant downtown warehouse currently owned by the University into loft-style apartments.



W. Patrick Schuchard, the E. Desmond Lee Professor for Community Collaboration, stands in front of the Washington Avenue building to be refurbished into artists' lofts through an unusual partnership among the University, NationsBank and a housing group.

The eight-story building, located at 1627 Washington Ave. in the heart of the historic Washington Avenue Loft District, will be called University Lofts and will consist of 26 one- and twobedroom apartments. Alumni of the School of Art will receive preference and rent-restricted rates for 16 of the lofts, while the remaining units will be leased at

market rate. In addition, the School of Art will operate a firstfloor gallery space, which will be used for exhibitions, meetings and other events. The school also will maintain one unit for use by a faculty member or visiting artist.

The project is the brainchild of W. Patrick Schuchard, associate professor in the art school and the

E. Desmond Lee Professor for Community Collaboration. Schuchard, a nationally recognized painter and sculptor, has worked on numerous public and redevelopment projects throughout his career.

'This is really a unique program among art schools, Schuchard said. "I think it will help make St. Louis a more desirable place for young artists to live and begin their careers. Hopefully, it will become a real locus for activity downtown."

The University will donate the building to RHCDA in exchange

for tax credits. NationsBank will then invest a total of \$5.3 million to acquire and convert the property, which will be owned by NationsBank and RHCDA under a partnership arrangement. Construction is tentatively scheduled to begin in late August and could be completed as early as June 1999.

### Ellis legacies set in stone — from page 1

of-the-art facility for Washington University's School of Law.'

The limestone boss of Ellis on the east side of the collegiate gothic building is the second to honor a member of the law faculty. A boss of Michael M. Greenfield, J.D., the Walter D. Coles Professor of Law, was added to the building during the school's dedication celebrations. Greenfield, who served as building committee chair, devoted more than eight years to seeing the building project come to

In recognition of Ellis' efforts to attract bright and talented students, a group of alumni and friends of the former dean has raised nearly \$80,000 toward the Dorsey D. Ellis Jr. Endowed Scholarship, to be awarded to one law school student each year. Contributions still can be made in care of the Dorsey D. Ellis Jr. Endowed Scholarship, Washing-Liam Otten ton University School of Law,

Campus Box 1120, One Brookings Drive, St. Louis, Mo. 63130.

Ellis said he was surprised and pleased by both the proclamation and the establishment of a schol-

"I am proud to have my likeness join that of Mike Greenfield as an adornment to Anheuser-Busch Hall," Ellis said. "So many people - alumni, students, faculty, staff, University administrators and friends of the school - contributed to the success of the new building, and I am indebted to all those who made the project possible.

"I am particularly touched by the establishment of the scholarship in my name," Ellis continued. "Scholarships enable bright students of modest means to obtain a Washington University legal education. They also contribute to the School of Law's goal of attracting the best and the brightest and thereby help the school continue its rise among the premier law

schools in the nation."

Ellis has been succeeded by Dean Daniel L. Keating, J.D., professor of law and former associate dean, while a national search for a regular term dean continues. Ellis is now serving the school as a professor of law.

Keating has chosen not to be a candidate for a full term as dean, and the Advisory Committee on the Appointment of the Dean of the School of Law will reconvene this fall under the leadership of Kathleen F. Brickey, J.D., the James Carr Professor of Criminal Jurisprudence. — Ann Nicholson

Editor's note: A "boss" is a sculpted likeness or caricature, much like the ones found on Washington University's older buildings. They are only called "gargoyles if they also serve as rain spouts or "grotesques" if they are incongruous distortions of appearance or manner. There are only "bosses" at Washington University.



Teen conference on campus

The Ann Arbor (Mich.) delegation was one of 31 chapters present at the 44th Midwestern Region Teen Conference of Jack and Jill of America Inc., held on campus June 18-21. The organization aims to provide constructive educational, cultural, civic, recreational and social experiences for African-American teenagers.

## MERIT award goes to Miller for research

ames G. Miller, Ph.D., professor of physics in Arts and Sciences and research professor of medicine in the School of Medicine, has been honored for his scientific contributions by receiving MERIT status for the National Institutes of Health (NIH) grant that supports his research.

The five-year grant from the National Heart, Lung, and Blood Institute, part of the NIH, totals \$1,127,000, with the expectation of additional years of funding.

In a letter announcing the award, Claude Lenfant, director of the National Heart, Lung, and Blood Institute, congratulated Miller "on being selected to receive the prestigious Method to Extend Research in Time (MERIT) Award. The MERIT Award is designed to provide long-term, stable support to investigators whose research competence and productivity are distinctly superior, and who are likely to continue to perform in an outstanding manner."

Once received, a five-year grant with MERIT status may be extended an additional three to five years, based on an expedited review of work accomplished during the initial period. Researchers cannot apply for the MERIT award, but are chosen on the basis of sustained research excellence.

Miller's research, which has been supported by the NIH for more than 10 years, deals with specific properties of the heart that are influenced by the orientation of the myofibers responsible for the heart's contraction and relaxation. Using high frequency sound waves, Miller and his collaborators image and characterize normal and diseased hearts, providing information about mechanical and elastic properties not available by other techniques.

"MERIT status is bestowed on only a small, select group of researchers whose work has been consistently outstanding and illuminating," Chancellor Mark S. Wrighton said. "In recognizing Dr. Miller with this award to continue his research, the NIH has underlined the effectiveness and the importance of his research, which has greatly enhanced the way scientists look at and understand the workings of the human

Miller has been director of the Laboratory for Ultrasonics in the physics department since 1987. The laboratory conducts basic science investigations designed to improve understanding of fundamental physical properties of the heart. Collaborations with clinical researchers including Julio E. Perez, M.D., and Samuel A. Wickline, M.D., professors of

medicine at the medical school, permit Miller to apply this knowledge to enhance and extend echocardiography, a widely used diagnostic tool

Miller's research has led to specific improvements and extensions in commercial echocardiographic imagers being used throughout the world and has been recognized by pharmaceutical companies as directly relevant to the rapidly emerging field of contrast agent enhanced echocardiography.

Miller is the author of some 120 critically reviewed manuscripts. He was named a Fellow of the American Institute of Ultrasound in Medicine in 1986, a Fellow of the American Institute of Physics' Acoustical Society of America in 1990 and a Fellow of the Institute of Electrical and Electronics Engineers

For more than two decades, Miller has shared the results of his research with University undergraduates in a course titled "Physics of the Heart."

He received a bachelor's degree in physics summa cum laude from St. Louis University in 1964 and a master's and doctorate in physics from Washington University in 1966 and 1969, respectively.

- Susan Killenberg

#### William Woodward is director of new student orientation

Tilliam Woodward was named director of new student orientation and Parents Weekend programs as of June 1, according to Karen Levin Coburn, assistant vice chancellor for students and associate dean for the freshman transition. He replaces Marcia Hayes-Harris, who left the University to take a post with the St. Louis city school system.

Woodward's responsibilities include coordinating the orientation programs for all incoming students - including freshmen, transfers and commuter students and their parents. He also is responsible for planning the annual Parents Weekend festivities in October.

Prior to joining the University, Woodward served in multiple capacities at East Carolina University in Greenville, N.C., since 1994. He was hired as a residence hall coordinator in July 1994, overseeing nearly 500 undergraduates and 12 resident advisers. In addition, he served as coordinator

of the university's first-year residential student program, labeled Students Achieving through Involvement and Learning, since January 1995. He also was summer assistant director for new



William Woodward

student orientation in 1995 and 1996.

From January 1993 to May 1994, Woodward was an assistant coordinator of residence life at Indiana Uni-

versity in Bloomington, where he earned a master's degree in college student personnel adminstration in 1994. He received a bachelor's degree in geography from the State University of New York at Albany in 1992.

Woodward is active in the American College Personnel Association and the National Orientation Directors Association.

#### Technology transfer policy—from page 1

Cicero said he believes the new policy will make the University's position regarding technology transfer a lot clearer and will define the responsibilities and role of the Center of Technology Management. The center opened in September 1997 to facilitate technology transfer.

Cox and Cicero stressed that the revised policy, drawn up by faculty from the Hilltop and Medical campuses, has a provision for a faculty oversight committee that will give advice on any future policy or guideline changes.

Technology transfer refers to the formal transferring of new scientific discoveries and intellectual property into commercial products and services. One way that universities transfer technology is through patenting and licensing new innovations.

Prior to 1980, fewer than 250 patents were issued to U.S. universities each year, and discoveries often were not commercialized for the public's benefit. Today, an average of 1,500 patents are issued each year, according to the Association of University Technology Managers. This increase is the result of the 1980 Bayh-Dole Act, legislation mandating that universities, nonprofit research institutions and small businesses are to own and patent inventions developed under federally funded research programs. The act provides an incentive for universities to market their innovations and for industry to make high-risk investments.

In the University's new policy, intellectual property is defined broadly and includes all tangible research property such as lab notebooks, integrated circuit designs and cell lines. The policy excludes literary and scholarly books, articles and other publications; works of art; and musical recordings, as well as all copyrights in papers, theses and dissertations.

The new policy applies to anyone who participates in University research projects, including faculty, staff and student employees, graduate students, postdoctoral fellows and visiting and adjunct faculty. The former policy applied only to a group described as "inventors." The changes make the new policy more detailed than the former and ensure that the University's intellectual property policy complies with new federal regulations. The new policy does not affect licensing agreements disclosed before July 1

'The primary functions of a university are education, research, the expansion of knowledge and the transfer of that knowledge to advance the common good,' Cicero said. "Technology transfer is consistent with Washington University's mission to make knowledge available to the general public and therefore advance the common good."

With a strong and growing technology transfer program, the University ranks ninth nationally in licensing income. Two products based on University technology now on the market are an improved diagnostic test for herpes simplex virus and a vaccine to prevent viruses in chick-

Part of a university's mission is the development of new ideas, Cox said. "We hope this new policy will aid the smooth and rapid transfer of technology from the lab to the public.'

For more information or for a copy of the new policy, contact the Office of the Vice Chancellor for Research at 362-7010.

— Diane Duke

#### Quatrano named new biology chair — from page 1

Quatrano received a bachelor's degree in botany with honors from Colgate University in 1962; a master's in botany from Ohio University, Athens, in 1964; and a doctorate in biology from Yale University in 1968

Quatrano has concentrated his research on plant development, particularly the pattern of embryo formation and how the pattern leads to specific traits or characteristics found in the mature embryo of the developing seed. Quatrano and his colleagues currently are studying the process by which a polarity is established in the first cell of the embryo as well as how key plant genes are regulated and expressed in the

mature embryo, among other projects.

Quatrano is author or co-author of more than 120 scholarly articles and has been an invited speaker on biological topics at conferences and symposia worldwide. Since 1970, he has been a visiting professor or investigator at five different institutions, including most recently the University of Naples in 1997 and Cambridge University and the University of Leeds in 1998. He has given invited seminars at institutions worldwide.

Quatrano is very active professionally. In addition to his position at The Plant Cell journal, he is a member of the Advisory Committee for Biological Sciences for the

National Science Foundation until 2000; member of the Scientific Advisory Committee of the Rockefeller Foundation International Program on Rice Biotechnology since 1990; and from 1991 to 1998, member of the Board of Reviewing Editors for Science magazine, the publication of the American Association for the Advancement of Science.

Quatrano is a member of the American Society for Cell Biology, Society for Developmental Biology, American Society of Plant Physiologists, International Society for Plant Molecular Biology and the Phycological Society of America.

- Tony Fitzpatrick

# Campus Watch

The following incidents were reported to University Police from June 15 to July 12. Readers with information that could assist in investigating these incidents are urged to call 935-5555. This release is provided as a public service to promote safety awareness and is available on the University Police Web site at http://rescomp.wustl.edu/~wupd.

Campus Watch is abbreviated during the summer months.

An investigation continues into the case of a NationsBank employee at the Mallinckrodt Center branch bank who was arrested for forgery and stealing. The loss is now set at \$5,980.

A fire in a Hitzeman Residence Hall kitchenette caused minor smoke damage.

Incidents of students using the

Millbrook Apartments pool after hours have been referred to the judicial administrator.

During the time period there were 11 thefts reported. In five of the thefts, \$3,000 worth of University property was stolen. Personal property valued at \$1,708 was stolen in six thefts

There were six reports of vandalism, including three at the Mudd Hall and Shepley Residence Hall demolition sites

# For The Record

For The Record contains news about a wide variety of faculty, staff and student scholarly and professional activities.

#### Of note

Recipients of the Reid Teaching Awards for 1997-98 in the John M. Olin School of Business are Christine A. Botosan, Ph.D., assistant professor of accounting; Michael R. Gordinier, Ph.D., senior lecturer in management; Stacy Jackson, Ph.D., assistant professor of organizational behavior; Panos Kouvelis, Ph.D., professor of operations and manufacturing management; Martin K. Sneider, adjunct lecturer in marketing; Andrew E. Spero, Ph.D., assistant professor of accounting;

and Melissa Thomas-Hunt, Ph.D., assistant professor of organizational behavior. The awards, established in 1994 in honor of Marcile and James Reid, now deceased, reward excellence

in teaching and include a cash

stipend.

Rachel M. Easton and Roberto Chiesa, Ph.D., have received the 1998 James L. O'Leary prizes in neuroscience. Easton, a doctoral student in the laboratory of Eugene M. Johnson Jr., Ph.D., the Norman J. Stupp Professor of Neurology and professor of molecular biology and pharmacology, won the predoctoral prize with a project titled "The Role of BAX in the Control of Trophic Factor Dependence." Chiesa garnered the

postdoctoral fellows' prize. His study, "A Transgenic Mouse Model of a Familial Prion Disease with an Insertional Mutation," was carried out in the laboratory of David A. Harris, M.D., Ph.D., associate professor of cell biology and physiology. James L. O'Leary, Ph.D., was at the School of Medicine from 1928 to 1975 and headed the Department of

Neurology from 1963 to 1970. ... Hitomi Sasaki, M.D., Ph.D.,

research associate in surgery, received the Upjohn Young Investigator Award from the American Society of Transplant Physicians (ASTP) at the society's annual meeting in Chicago. Sasaki received the award for having the best abstract submission. Xiao-Chun Xu, a graduate student in

the Division of Biology and Biomedical Sciences, and Kroviddi SivaSai, Ph.D., a research associate in surgery, also were recognized for their abstracts by receiving Young Investigator Awards from the ASTP. All three are in the laboratory of Thalachallour Mohanakumar, Ph.D., professor of surgery, of medicine and of pathology.

#### Sixteen faculty members attain emeritus rank

S ixteen members of the Washington University faculty attained emeritus rank at the end of the 1997-98 academic year.

James H. Burgess

Professor of physics in Arts and Sciences At Washington University since 1962

Robert C. Drews

Professor of clinical ophthalmology and visual At Washington University since 1956

Ernst R. Friedrich

Professor of obstetrics and gynecology At Washington University since 1958

Gene R. Hoefel

Professor of art At Washington University since 1974

David E. Kennell

Professor of molecular microbiology At Washington University since 1961

**James Maniotis** 

Associate professor of biology in Arts and Sciences At Washington University since 1965

Robert H. McDowell

Professor of mathematics in Arts and Sciences At Washington University since 1960

John N. Middelkamp

Professor of pediatrics At Washington University since 1950 and the other by the other by the bound and bound and control of the bound and contro

Benjamin Milder

Professor of clinical ophthalmology and visual At Washington University since 1942

Seymour V. Pollack

Professor of computer science At Washington University from 1966-1995

Donald C. Royse Professor of architecture At Washington University since 1968

John H. Scandrett

Professor of physics in Arts and Sciences At Washington University since 1966

Owen J. Sexton

Professor of biology in Arts and Sciences At Washington University since 1955

Teresa J. Vietti

Professor of pediatrics and of radiology At Washington University since 1953

Robert L. Virgil

Professor of accounting and dean of the John M. Olin School of Business At Washington University from 1961-1993

Merle T. Welshans

Professor of finance At Washington University from 1957-1969

#### Sherri Zeller appointed as regional director of development

Sherri Zeller has been appointed as a regional director of development, according to David T. Blasingame, vice chancellor for alumni and development programs. In this position, Zeller will work with alumni, parents and

University

"Sherri Zeller has

career that

friends of the throughout the Northeast. had an active

Sherri Zeller

has combined her impressive skills in development with her dedication to community support," Blasingame said. "I am

pleased that she will continue this

career with us at Washington

Prior to joining the University, Zeller worked as director of development and alumnae affairs for Cabrini High School and as a

research analyst in the department of institutional advancement at Loyola University, both in her native city of New Orleans. She also served as a volunteer for organizations such as the New Orleans Young Leadership Council, Archbishop's Community Appeal, Associated Catholic Charities, Leadership Board for the National Multiple Sclerosis Society's Louisiana Chapter and Girl Scouts of America.

Zeller holds a bachelor's degree from Loyola University, where she majored in communications and advertising. She has served in organizations such as the National Society of Fund Raising Executives, the Greater New Orleans Catholic School Development Association and the East Jefferson Business Association. She also has participated in a number of workshops and conferences on fundraising and development.

#### **Kevin Bergquist promoted to** sports information director

Kevin Bergquist, who has served as assistant sports information director the past two years, has been promoted to director of sports information as of July 1. He replaces Mike Wolf, who resigned to accept the sports information director position at Miami University in Oxford, Ohio.

A native of Peoria, Ill., Bergquist will oversee the promotion and publicity for the University's 15 varsity athletic programs. His 1997 and 1998 women's basketball media guides were voted best in the nation by the College Sports Information Directors of America (CoSIDA) and his 1997 volleyball media guide garnered similar honors.

Under Wolf's direction, the University's sports information office earned more than 90 national awards for excellence in publications the past 14 years, including seven citations — four Best in the Nation, two secondplace and one third-place — at the 1998 CoSIDA convention in Spokane, Wash.

Bergquist, who earned a bachelor's degree in communications (journalism) in 1992 from Illinois State University, served as editor-in-chief of that school's student newspaper, the Daily



**Kevin Bergquist** 

Vidette. He previously worked for the athletic

media relations office at the University of Michigan from 1994 to 1996 and the sports information

office at Southern Illinois University in Carbondale, Ill., in 1994.

A member of CoSIDA since 1996, Bergquist is a member of the United States Basketball Writers Association, the Football Writers Association of America and the American Volleyball Coaches Association. He also works with the National Football Foundation and College Hall of Fame's St. Louis chapter.

# **Obituaries**

### Paul Hagemann, professor emeritus of clinical medicine

aul O. Hagemann, M.D., professor emeritus of clinical medicine and a generous supporter of the University, died of lung disease Thursday, July 2, 1998, at St. Luke's Hospital. He was 88.

A memorial service was held Saturday, July 4, at St. Peter's Episcopal Church in Ladue.

Hagemann supported the School of Medicine's Alzheimer's



recently endowed the Charlotte and Paul Hagemann Professorship in Neurology to support basic research on

Alzheimer's disease.

Previously, he and his first wife had established the Paul O. Hagemann and Nancy P. Hagemann Scholarship Fund at the medical school. He also was instrumental in encouraging his family to create a professorship in the John M. Olin School of Business in honor of his brother, H. Frederick Hagemann Jr., who graduated from the business school in 1926.

Hagemann obtained a bachelor's degree in liberal arts from Washington University in 1930 and received a medical degree from the University in

After two years in the Northeast, Hagemann returned to St. Louis with Nancy Powell,

whom he married in 1935. The couple had a son, Robert, and a daughter, Betsy. Nancy Hagemann died in 1983. After a year as chief resident in

medicine at Barnes Hospital and two years as instructor in medicine at the medical school, Hagemann focused on private practice. But in the middle of World War II, he spent a couple of years at Los Alamos, N.M., providing medical

care to Manhattan Project person

Following the war, Hagemann returned to St. Louis, expanding his practice and taking a staff appointment at the medical school, where he was chief of the Arthritis Clinic from 1947 to 1970. He also was a consultant in arthritis at Barnes Hospital from 1947 to 1970 and chief of medicine at St. Luke's Hospital from 1952 to 1962. At St. Luke's, he established a program that became the University's Postdoctoral Primary Care Training Program in Internal

Hagemann chaired the 15-, 20and 25-year reunions of the medical school's Class of 1934, was president of the Washington University Medical Alumni Association

and was a member of the Alumni Council. He also was president of the Medical Century Club and chairman of the Annual Fund and the Development Committee. In addition, he chaired the Planned Giving Committee for many years.

His awards from the University include a Distinguished Alumni Citation on Founder's Day in 1983 and an Alumni/Faculty Award from the Medical Center Alumni Association in 1984. He received the annual William Greenleaf Eliot Society Award in 1986 and the medical school named a Distinguished Alumni Scholarship in his honor in 1990. In 1995, it presented him with a Second Century Award. He was to have received the Robert S. Brookings Award this fall.

Among the survivors are Charlotte Hagemann of St. Louis; Robert P. Hagemann of Northridge, Calif.; a stepson, Michael C. Flachmann of Bakersfield, Calif.; a stepdaughter, Ann F. Babington of Frontenac; eight grandchildren and three great-grandchildren.

Memorial contributions may be made to the Washington University School of Medicine Memory and Aging Project or to St. Peter's Episcopal Church.

#### Michael Matlof, former orthodontist

Michael Matlof, who taught in the School of Dental Medicine for 19 years, died of cancer Thursday, June 18, 1998, at St. Luke's Hospital in Chesterfield. He was 54.

An alumnus of the University, Matlof was hired as instructor of

clinical orthodontics in 1972 and promoted to professor of orthodontics in 1986. He left the University when the dental school closed in 1991 as part-time professor of orthodontics. In both 1983 and 1991, he was chosen as departmental teacher of the year.

#### L. David Sibley, Ph.D., to associate The following School of Medi-I cine faculty members were

Medical school faculty receive tenure

promoted with tenure or granted tenure, effective July 1, 1998 (unless otherwise indicated), following a meeting of the Board of Trustees on May 1.

#### Promotion with tenure

Usha P. Andley, Ph.D., to associate professor of ophthalmology and visual sciences (effective May 1, 1998)

professor of molecular microbiology (effective May 1, 1998)

Dwight A. Towler, M.D., Ph.D., to associate professor of medicine (effective May 1, 1998)

#### **Granting of tenure**

Janet M. Duchek Balota, Ph.D., as associate professor of occupational therapy

# Opportunities & personnel news

## Hilltop Campus

The following is a partial list of positions available on the Hilltop Campus. Information regarding these and other positions may be obtained in the Office of Human Resources, Room 130 West Campus, or by calling 935-5906. Job openings also may be accessed via the World Wide Web at cf6000.wustl.edu/hr/home.

Capital Projects Administrative Assistant 980338. Facilities Planning and Management. Requirements: associate's degree; college business training; PC experience; proficiency with word processing (WordPerfect, MS Word, 40-45 wpm) and spreadsheet programs (Excel, Lotus) preferred; five years experience in construction, architectural and/or engineering field; familiarity with architectural, engineering and contractor drawings and specifications and procedures related to contracting methods; ability to work and communicate effectively with University community, architects, engineers, contractors and the public; letterand document-writing skills; ability to work independently under pressure with and for multiple supervisors; dependable: professional: detail-oriented. Responsibilities include administrative functions with legal and construction

Support Services Assistant (part time) 980339. School of Law. Requirements: high school diploma; experience with photocopiers, mailing equipment and cash registers; attention to detail; ability to handle money; excellent interpersonal skills; ability to learn basic computer skills; good organizational skills; able and willing to assist with furniture arrangement and moving and other general handyperson duties. Normal hours 12:30 to 5:30 p.m.

Director of Information Technology 980340. Business School. Requirements: master's degree in business, computer science, related field or equivalent; five to seven years experience working in information systems

#### WU volunteers help out during Days of Caring

For the third year, Washington University will participate in the United Way Days of Caring Program in August. Through the annual program, staff members receive time off from work to volunteer at local United Waysupported agencies and see first-hand the difference their contributions make.

The Office of Human Resources is coordinating the effort on the Hilltop and West campuses and thanks the employees who have signed up to participate in the program, which will run Aug. 3-14.

For more information, contact Blanche Johnson, employee relations specialist, at 935-6126 or at BlancheJohnson@seas.wustl.edu.

management; ability to manage people and processes; interpersonal and communication skills. Responsibilities include performing information technology planning and supervising an IT organization responsible for day-to-day computer training and support operations

#### Director of Development 980342.

School of Law. Alumni & Development Programs. Requirements: bachelor's or graduate degree with a minimum of five years development or closely related experience; familiarity with legal and corporate community; excellent verbal and written communication skills; excellent program and process management skills; ability to meet deadlines and manage multiple and constantly shifting priorities; ability to work effectively within a complex organization and among diverse constituents; ability to think strategically to plan and implement effective development programs; willingness to travel.

Editorial/Computer Assistant 980344. Romance Languages and Literatures. Requirements: certificate or associate's degree, bachelor's degree preferred; expertise in Windows 95, including experience with Word 97, WordPerfect 5.1 and 6.1, Pagemaker 6.5, Excel and Paradox; willingness to learn new and updated versions of programs; highly motivated; ability to work effectively and pleasantly with faculty, staff and students; time management and organizational skills; effective verbal and written skills: mastery of Spanish and/or French preferred Responsibilities include preparing camera-ready copies of international journals; managing editorial office; providing support services for departmental

Accounting/Stockroom Assistant (part time) 980345. Biology. Requirements: high school diploma; experience in filing and photocopying; service-oriented; organized; flexible; dependable; good judgment; ability to maintain confidentiality when working with accounting records; physical strength to lift up to 40 pounds. Preferred qualifications include computer experience (PC or MAC); FIS knowledge; WU space system experience; familiarity with biology lab materials and equipment. Responsibilities include providing clerical support to the department's accounting office and performing delivery and data collection functions. Hours are Monday-Friday

University Communications Secretary 980346. Public Affairs. Requirements:

#### Check pay stubs

The Office of Human
Resources reminds employees
to check their pay stubs for July to
ensure that wages and deductions
are correct. Changes that take
place as of the beginning of the
University's fiscal year are first
reflected in July paychecks.
Examples of items to check for
accuracy include pay increases,
retirement contributions, health
and life insurance premiums and
parking fees. If you discover an
error on your pay stub, please
contact the human resources
office on your campus immediately.

# It's time to renew parking permits

People who have University parking permits with a number beginning with 98 must contact the Department of Transportation at 935-5601 by the end of July to renew their permits. Those permits expire at the end of the month.

Employees who use payroll deduction to pay parking fees for red or yellow hang tags with a number beginning with 99 need do nothing. Those permits are valid through June 1999.

Those with window stickers who use payroll deduction will have their new stickers mailed to their homes.

Discounted green permits for the Hilltop Campus are available throughout July at the transportation department at 6930 Millbrook Blvd. Green permits allow parking at the extreme edges of campus. Green permits for West Campus also are available at the transportation office until the end of July.

Anyone switching to a green permit from a permit number beginning with 99 must return the 99 numbered permit when the green permit is issued.

As always, employees with changes in vehicle or license information should notify the transportation department.

high school diploma; secretarial training; excellent verbal and written skills; ability to handle multiple tasks; ability to work for four people; ability to meet deadlines set by editor to ensure timely publication of Washington University Record; ability to prioritize tasks to ensure timely distribution of new releases. Responsibilities include public service announcements, advisories, calendars of events and other public information communications to the media; documenting incoming notices of events from Hilltop and Medical campuses for the Washington University Record and calendars.

Software Specialist 980349. The Software Library (TSL). Requirements: bachelor's degree, business background preferred; experience in customer relations and/or service organization; demonstrated ability to use office automation tools and Internet tools; ability to manage technical information and provide services in a multi-platform and multivendor computing environment; ability to evaluate software programs; excellent interpersonal, communication and organizational skills; attention to detail. Responsibilities include support of TSL software programs and TSL members. including problem resolution, software distribution and product research.

Sponsored Projects Specialist 980350. Research Office. Requirements: bachelor's degree, master's preferred; knowledge of federal and private organizations' programs and policies; experience in research administration and background at an educational institution: knowledge of funding programs; personal computing background (especially spreadsheet, word processing and database packages); experience in Internet, Web and electronic communications; initiative; public contact skills; ability to work effectively with faculty, administrators and funding agency staff; advanced verbal and writing skills; knowledge of statistics preferred. Responsibilities include grant development activities for both the Hilltop and Medical campuses

Admissions Officer 980352. Undergraduate Admissions. Requirements: bachelor's degree; previous work experience, preferably in admissions; ability to relate enthusiasm for his/her undergraduate experience effectively to prospective students and parents; demonstrated leadership ability; flexibility; willingness to work hard; strong organizational skills; self motivation; ability to perform effectively in team and individual work settings with get-it-done attitude. Position involves heavy travel and presentations to large groups.

Data Coordinator 980353. Social Work. Requirements: bachelor's degree; experience in relational database development and support, project management, data collection and analysis; Microsoft Access 95/97 proficiency; highly motivated self-starter; familiarity with statistical analysis software preferred. Responsibilities include managing nationwide data collection; providing ongoing end user support; making enhancements to management information system

designed for individual development accounts (IDAs).

Genetics Research Technician 980374. Biology. Requirements: bachelor's degree, master's preferred; experience with calculation and computers; skill in using PCR confocal microscope preferred; demonstrated ability to work independently and interpret results. Responsibilities include maintaining culture facility and culture collection and performing genetic analysis.

# **Medical Campus**

The following is a partial list of positions available at the School of Medicine. Employees interested in submitting transfer requests should contact the Human Resources Department of the medical school at 362-7196 to request applications. External candidates may call 362-7195 for information regarding application procedures or may submit résumés to the human resources office at 4480 Clayton Ave., Campus Box 8002, St. Louis, MO, 63110. The medical school does not disclose salary information for vacancies, and the office strongly discourages inquiries to departments other than human resources. Job openings also may be accessed via the World Wide Web at http:// medicine.wustl.edu/wumshr.

**Operations Manager - Patient Registra**tion Services 981528. Requirements: bachelor's degree in health care or related discipline and three to five years experience in customer-focused operations and/or health care; thorough understanding of patient registration; ability to communicate with all levels of staff; previous supervisory experience. Responsibilities include establishing and maintaining an effective and efficient patient registration process with guidance from the director and in accord with Faculty Practice Plan guidelines; communicating with ambulatory departmental offices and providing support and guidance to team leaders and registration

**Assistant Director-Continuing Medical** Education 981615. Requirements: bachelor's degree in marketing, education or related field; experience with PCbased software programs (MS Office), database management (Access) and spreadsheets; experience in CME, physician relations and project development preferred; excellent oral and written communication skills and customer service skills; highly organized; self-motivated; able to work with strict guidelines. Responsibilities include developing, planning and managing implementation of physician educational programs in compliance with ACCME standards; supervising staff; developing strong working relationship with physicians, administration and industry.

Research Statistician 981627. Requirements: master's in biostatistics, math-

ematics or statistics; minimum three years experience; fluency in Dbase or other relational system; ability to manage biomedical data. Responsibilities include data programming; management and analysis of federally funded research grants; performing life table and other survival analytical techniques, ancova and other multivariate techniques and multiple system checks for data verification; developing programs to enter and manage large computer data sets.

Insurance Billing and Collections Assistant II (part time) 981758 Requirements: high school diploma or equivalent; experience in medical billing and knowledge of IDX preferred; experience with coding and medical terminology; accuracy in handling protocol patients; flexibility; ability to exercise discretion and maintain confidentiality. Responsibilities include reviewing appointments to determine delinquent accounts; giving patients information; counseling patients about insurance: reviewing radiology appointments for patients and precertifications; reviewing all HMO/ PPO patients to obtain proper authorization; reviewing demographic information with patients.

Audiovisual Coordinator 981769. Requirements: associate's degree with minimum three years experience as an A/V Tech; bachelor's degree preferred; working knowledge of audiovisual equipment, computers and electronics; ability to use equipment under some time pressure from deadlines and requests; good people skills. Responsibilities include managing equipment inventory and function; coordinating A/V presentations with seminar leaders; suggesting alternative means of presentation; ordering and scheduling additional A/V equipment with outside vendors.

Technologist 981855. Requirements: bachelor's degree; one year experience preferred; understanding of basic biology, molecular biology and genetics de sirable; ability to work independently and use good judgment; ability to adap experimental methods as required; effective communication skills: experience with troubleshooting and scientific/math calculations. Responsibilities include planning and performing experiments on C. Elegans to screen for mutants conferring resistance to volatile anesthetics; maintaining strains; performing genetic crosses; isolating and purifying DNA for PCR reactions.

Data Assistant 981881. Requirements: some college; familiarity with spreadsheets such as Excel; word processing skills; good telephone interviewing skills. Responsibilities include collecting, recording and interpreting outcome data about patients admitted to the Neurology/ Neurosurgery ICU; assisting with data entry and analyzing data using computerized spreadsheets and statistical packages; contacting patients by phone; performing standardized telephone interviews.



Addressing employee questions concerning the Washington University community

• Recently, employees received a questionnaire from the Transportation
• Office. It asked questions about public transportation usage and ride sharing, but it did not mention telecommuting. Is the University investigating the option of encouraging departments to allow employees to work at home? Given the University's considerable computing resources, this seems an ideal option for certain people, at least on a limited basis.

• Our current policies include provisions
• for alternative work schedules. Department heads may adjust regularly scheduled work starting and ending times to accommodate the department's work demands and employees' personal situations. Telecommuting

might be a consideration for some work areas, like flextime; however, some work areas might lend themselves to telecommuting while others might not.

— John R. Loya, Vice Chancellor for Human Resources

Questions that have broad appeal to the University community should be submitted to Martha Everett, Campus Box 1070, or to Martha\_Everett@aismail.wustl.edu. Questions will be answered by the appropriate administrators. Although employee questions will appear anonymously in the Record, please submit your full name, department and telephone number with your typed question. For information, call 935-5235.