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University libraries dean appointed; begins post Aug. 1

Shirley K. Baker, associate director for public services for the Massachusetts Institute of Technology (MIT) Libraries in Cambridge, has been appointed dean of University Libraries at Washington University effective Aug. 1, according to Chancellor William H. Danforth. Danforth said Burton Wheeler, Ph.D., who has served as interim head of university libraries at Washington, will continue in his role as professor of English and religious studies. Wheeler also chairs the University's Committee on Religious Studies.

"I am delighted that Shirley K. Baker is joining our institution," said Danforth. "Her extensive experience and credentials will be valuable in our continuing efforts to build and strengthen our library program. I should like to express appreciation to the professor Wheeler and to Professor Bernard Reznik for the workable leadership during the interim period."

Shabnam M., Ph.D., professor of law and director of the law library at Washington, served as acting dean of the law school from March 3 through October 1988.

Baker has been associate director for public services at MIT's libraries since 1985 and assistant director from 1982 to 1985. She also worked as a librarian at Johns Hopkins (1976-82) and Northwestern (1974-70) universities.

"I am delighted to come to Washington," says dean Baker, "and as dean of university libraries, I believe our expectations of the University and the library can be realized."

As associate director for public services of MIT's libraries, she oversees five libraries, their branches and the University's Special Literature Search Service, which consists of more than 2 million volumes, 57 libraries, 75 periodicals, 75,000 maps, 4,119 films, filmstrips and slides; and 88,113 maps; and hundreds of electronic databases.

Baker has been active in national and local professional associations. Baker has a bachelor's degree in economics from Muhlenberg College in Allentown, Penn., and two master's degrees (library science, South Asian languages and civilizations) from the University of Chicago.

Philo's Selected shelfes of effectiveness for library serv-
ices.

Continued on p. 3

Philosophies of M. L. King Jr., Malcolm X highlight symposium

A forum on progress and unity for African-Americans and a lecture by African-American psychologist Na'im Akbar are among the events scheduled for the University's 19th annual Martin Luther King Jr. Symposium, to be held on campus April 3-7. All events are free and open to the public.

The Martin Luther King Jr. Symposium, traditionally held to commemorate the anniversary of King's assassination on April 4, 1968, focuses on the political, economic and cultural concerns of African-American students at Washington. This year's symposium highlights the philosophies of King and Malcolm X and explores how their beliefs can expedite African-American progress. Malcolm X, a major 20th-century spokesperson for African-American nationalism, was killed on Feb. 21, 1965.

On Monday, April 3, a student rally to kick off the symposium will be held at 11 a.m. in Bowles Plaza. Speaking briefly at the rally will be representatives from the Association of Black Students (ABS), including, Michael Carter, ABS president, and Michael Johnson, an ABS member. Also on April 3, from 11 a.m. to 1 p.m. on the lower level of Mallincrodt Center, an art show chronicling the life of Malcolm X will be on display. The show will feature various pictures of Malcolm X published in the media as well as original drawings and sketches.

Continued on p. 3

Shirley K. Baker
Polish prints to make American debut

An exhibit of Polish prints never before seen outside of that country will be displayed April 2-23 in Bixby Gallery, Betsy Hall. An opening reception will be held from 3 to 5 p.m. Sunday, April 2, in the gallery.

The exhibit will feature 75 works by 44 artists in intaglio, etching, aquatint, drypoint, mezzotint, woodcut, linocut, lithography and screenprint. The majority of the works are in black and white.

Most of the artists have been exhibited abroad, and many have works in museum collections around the world, including the Museum of Modern Art in New York City and the Portland (Ore.) Museum of Art. Many are graduates of or teachers at one of Poland's two major art institutes: the Academy of Fine Arts in Krakow or the Academy of Fine Arts in Warsaw.

A catalog accompanying the exhibition will include essays on a variety of related topics by Franczek Bunsch, artist and professor at the Art Academy of Krakow; Piotr Dziedzic, a University of Nebraska-Lincoln (UNL) historian; Barbara Galkowska Parsons, an American printmaker; Tadeusz Nucowski, a Polish printmaker whose work is included in the exhibit; Derek Kunc, an independent curator and former director of the World Press Council.

In the foreword to the catalog, Kunc, exhibit organizer and gallery director at UNL, says economic and historic factors influence Polish printmaking in ways their American counterparts may find surprising. Supplies, for example, are limited, and Polish prints are consequently smaller in scale and use fewer colors, Kunc says.

Bunsch, whose work is represented in the exhibit, writes about Poland's long history of printmaking in the introductory essay of the catalog. Artists in Poland have always built on their native traditions, including folk art, and have been recognized internationally for their distinctive works, he says.

A complete list of participating artists and their works, as well as some reproductions, are included in the catalog, which is available for $5 at the gallery.

Funding for the exhibit is provided by the University of Nebraska-Lincoln Research Council. The exhibit will travel to seven other cities following its showing at Washington University.

Bixby Gallery hours are 10 a.m.-4 p.m. weekdays and 1-5 p.m. weekends. The exhibit is free and open to the public.

For information, call 889-6500.

Creative in ‘Age of Slaeze’ is topic of composer Donald Erb’s lecture

Donald Erb, composer-in-residence for the St. Louis Symphony, will speak in the Assembly series at 4 p.m. Thursday, April 6, in the Annie Whitney Olin Women's Building lounge. The lecture, which is free and open to the public, will be on the topic of music in the United States and Europe.

Erb, a professor of composition at Indiana University in Bloomington, is a leading innovator in the field of electronic music. His music often combines seemingly disparate elements, such as electronic sounds with an orchestra and rock band, or mixed recorded sounds with live instrumental music.

Savor St. Louis fund-raiser offers food samples from area restaurants

A fund-raising food festival featuring the specialties of 10 area restaurants will be held from 11 a.m. to 4 p.m. Friday, March 31, on the field between Simon Hall and Mudl Law Building.

Chimes, the Junior Women's Honorary Society, is sponsoring the festival, which is co-sponsored by the Coca-Cola Co., will benefit the Women's Self-Help Center in St. Louis. The featured restaurants are Emparadas United; The Commune; El Venezolano; Giovanni's Caffe; Gino Colletto; Harold's Deli and Bakery; Ruma's The Place For Ribes; Schmeising's Millbrook Cafe; Scoops in the Loop, Shalimar Gardens; Yen Chiang Restaurant; and Zorba The Greek Restaurant.

Food can be purchased from the vendors using 50-cent tickets that will be on sale at the festival.

In addition to the food, beverages for prizes of meals at other area restaurants will be held in the field. Among other items are tickets for a dinner at Burrello Brothers; a dinner at Hacienda Mexican Restaurant; lunch at Mark's of France Inn; and Talayna's Italian Restaurant. The 25-cent tickets will be sold at the food festival.

Live entertainment will be provided by the Pikes and the Greenleafs, two campus vocal groups. The Soulard Restaurant; Hunan Wok; Sunshine Inn; Gino Colletto; Harold's Deli and Bakery; Ruma's The Place For Ribes; Schmeising's Millbrook Cafe; Scoops in the Loop, Shalimar Gardens; Yen Chiang Restaurant; and Zorba The Greek Restaurant.

Blues Band also will perform.

For more information, call 889-7005.
King symposium

By Washington students. The show will be on display at the World Center Lobby from 5 to 7 p.m. on April 3.

On Tuesday, April 4, a book fair offering works by winners of the John K. and Dorothy R. Moog Professor of Psychology will be held from 11 a.m. to 1 p.m. in the John K. and Dorothy R. Moog Graduate Center Lobby. At 7 p.m. in Room 190, Busch Hall, a documentary on Malcolm X will be shown. Following the documentary, Robert Watson, a part-time visiting instructor in African and Afro-American Studies, will lead an audience discussion. Watson is head of the School of Culture, History, and Politics at St. Louis.

Na'im Akbar, a clinical psychologist, graduated from Florida State University in Tallahassee, Fla., will present the keynote address for the symposium at 11 a.m. Wednesday, April 5, in Room 200, the Spring Chapel. His lecture, part of the Assembly Series, is titled "Malcolm from Martin and Malcolm to Realizing the Afro-American Self." A reception will be held at 1 p.m. in the Women's Building Lounge.

A specialist in the psychology of the African-American, Akbar is author of several books and papers. His most recent book, *Chains and Images of Psychosocial Scandal*, published in 1984, examines the impacts of slavery as a continuing influence on the psychology of African Americans.

Akbar has served several terms on the board of the National Association of Black Psychologists and is national president of that organization from 1985-87. He is on the editorial board of the Journal of Black Studies and is associate editor of the Journal of Black Studies, Politics, and Anti-Politics in the Christian Community: Aspects of Political and Social Science, 1870-1970.

Because the Jivaro are illiterate, Akbar has served as an instructor in African American studies, was awarded a $22,000 research fellowship for the 1989-90 academic year.

During the award period, he will conduct research leading to a book on macro-poetic structures in African American culture.

**NOTABLES**

**TWO NEW MICE ON NATIONAL SCENE**

Queen of the University’s College of Business, James A. Greer, Ph.D., was named the assistant coach for the East Team in the annual Senior Bowl to be held March 15-17 in Mobile, Ala.

The Washington University Record will help support a project titled "The Effects of Auditor Independence on the Demand for and Supply of Auditing Services: An Experimental Market Setting." The research seeks to determine the potential effects from increased regulations and legal exposure on the auditing industry using experimental market models.

A specialist in the psychology of Ego Development, Na'im Akbar, a clinical psychologist, graduated from Florida State University in Tallahassee, Fla., will present the keynote address for the symposium at 11 a.m. Wednesday, April 5, in Room 200, the Spring Chapel. His lecture, part of the Assembly Series, is titled "Malcolm from Martin and Malcolm to Realizing the Afro-American Self." A reception will be held at 1 p.m. in the Women's Building Lounge.

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Putting a finger on fear

Researchers locate anxiety area of the brain

If you could have looked into your brain on your way to the principal's office, just before the dentist drilled into your tooth, or right before your first job interview, what would you have seen?

Researchers at the School of Medicine and Mallinckrodt Institute of Radiology now know. They have, in fact, located what may very well be the seat of anxiety and fear, marking the first time ever that scientists have established involvement of specific parts of the human brain in a normal emotion.

As reported in the February 24, 1989 issue of SCIENCE, the production of anticipatory anxiety was associated with increased activity in the temporal poles - the tips of the temporal lobes, located in both hemispheres of the brain, inside the temples and behind the eyes.

The researchers — Eric Reiman, M.D., Marcus Raichle, M.D., Peter Fox, M.D., and registered nurse Maureen Fusselman, — used positron emission tomography (PET) to study normal volunteers with and without the production of anticipatory anxiety. PET produces images of regional blood flow in the brain. Blood flow directly reflects the activity of brain cells in different parts of the brain, the PET images were used to identify which parts of the brain are involved in this form of anxiety.

**Inducing anxiety**

In order to investigate the neuroanatomy of anxiety, the research team had to design a situation that would make normal volunteers anxious and keep them anxious throughout a 40-second PET scan. They chose a time-tested method for inducing anxiety in a laboratory setting: the expectation of a painful electrical shock. "We were confident that this strategy would be effective in producing a well-defined and robust state of anxiety," says Reiman, an assistant professor of psychiatry and the study's principal investigator.

In order to investigate the neuroanatomy of anxiety, the research team had to design a situation that would make normal volunteers anxious and keep them anxious throughout a 40-second PET scan.

The eight research subjects were healthy volunteers before and during the infusion of sodium lactate. This technique precipitates an anxiety attack in many patients with panic disorder, but rarely does so in normal volunteers.

Initially, Reiman and his colleagues analyzed PET images obtained in the nonpanic state prior to lactate infusion. They found that predisposition to a lactate-induced anxiety attack was associated with an abnormal asymmetry of blood flow and oxygen metabolism in the vicinity of the parahippocampal gyrus, another part of the temporal lobe closer to the back of the brain on your way to the principal’s office, just before the dentist drilled into your tooth, or right before your first job interview, what would you have seen?

The study of normal anticipatory anxiety follows PET research on a pathological form of anxiety that affects about 1.2 million people - panic disorder, a syndrome characterized by recurrent anxiety attacks that occur suddenly and subside at unexpected times.

PET was used to study patients with panic disorder and normal volunteers before and during the infusion of sodium lactate. This technique precipitates an anxiety attack in many patients with panic disorder, but rarely does so in normal volunteers.

In order to investigate the phenomenon of anxiety, the research team had to design a situation that would make normal volunteers anxious and keep them anxious throughout a 40-second PET scan.

In addition, we need to establish the link between the brain and the mind. PET research is presenting us an exciting new arena in the study of mind and brain."

"We need to extend this line of work to the study of other emotions and emotional disorders. Clearly, PET research is presenting us an exciting new arena in the study of mind and brain."

— Eric Reiman

"We need to extend this line of work to the study of other emotions and emotional disorders. Today it's anxiety. Tomorrow, it may be sadness, anger, joy. "Clearly, PET research is presenting us an exciting new arena in the study of mind and brain."

Reiman says.

Kathy Hirnas
Cloninger to head psychiatry

C. Robert Cloninger, M.D., a scientist who is recognized worldwide for his work on personality and several family and adoption studies. Also he is working on research in molecular epidemiology and genetics.

Cloninger's appointment is effective July 1. He replaces Samuel B. Guze, M.D., who has served as Spencer T. Olin Professor of Psychiatry and head of the department since 1973. Guze is retiring as department head but will continue as Olin Professor, concentrating full-time on research and care activities.

"The Washington University psychiatry department is recognized worldwide for its research and for its care of patients," Chancellor William F. Sessions Cole, M.D., said. "Dr. Cloninger is an excellent choice to follow his distinguished predecessors, Dr. Guze and Dr. Eli Robins. Like them, he is a scientist who is making contributions to our understanding of and improved care of psychiatric patients."

Cloninger is professor of psychiatry and genetics at the School of Medicine, and director of outpatient and inpatient care at Jewish Hospital at the medical center. He is also a consulting psychiatrist at Malcolm Bliss Mental Health Center.

Cloninger is perhaps best known for his work on the clinical assessment of personality and his research on the genetic-inheritance studies in Sweden. This work allowed him in 1981 to identify two types of alcohol abuse, with type 1, the more prevalent, drinking begins in the mid-20s to 30s, causes medical problems in later years, and is the result of both genetics and environment; with type 2, which usually occurs in men and often in criminals, inherited tendencies are the primary cause and there are rarely medical problems.

Cloninger also has studied the classification of psychiatric disorders, including schizophrenia, anxiety disorders, mood disorders and personality disorders. He is currently continuing his work on personality and several family and adoption studies. Also he is working on research in molecular epidemiology and genetics.

Cloninger has received an honoray doctor of medicine from the University of Umea for distinguished contributions to genetic epidemiology of psychiatric disorders, and the 1988 Svedberg Award from the Institute of Genetic Epidemiology and an editorial board member of the Archives of General Psychiatry.

Cloninger also has studied the classification of psychiatric disorders, including schizophrenia, anxiety disorders, mood disorders and personality disorders. He is currently continuing his work on personality and several family and adoption studies. Also he is working on research in molecular epidemiology and genetics.

Muir awarded diabetes fellowship

Andrew B.S. Muir, M.D., a research fellow in the Department of Pediatrics at the School of Medicine, has been awarded a fellowship to support his research in diabetes.

The fellowship, one of only three awarded each year by the Institute of Pediatric Service of the Johnson & Johnson Baby Products Co., will begin July 1. Muir is a靖able to study the role of prostaglandins and diet-induced essential fatty acid deficiency in preventing the destruction of hormone-producing tissues of the pancreas. The goals of this research are to find ways to prevent the development of childhood diabetes and to develop methods to safely transplant insulin-producing cells in people with diabetes.

Muir, a second-year fellow in the division of endocrinology and metabolism, came to the School of Medicine in 1987. He received his medical degree in 1984 from the University of Toronto School of Medicine, and served an internship and residency at the Hospital for Sick Children in Toronto. He is a diplomate of both the Royal College of Physicians and Surgeons of Canada and the American Academy of Pediatrics.

Cholesterol study needs volunteers

The Lipid Research Clinic at the School of Medicine is seeking people to participate in a study testing an investigational drug to lower cholesterol.

Participants will receive complete physical examinations, a blood test, and an EKG. There will be 15 visits over a period of six months. Most visits will involve blood drawn and consultation with a registered dietician. Principal investigator for the study is Anne Goldberg, M.D., assistant professor of internal medicine and director of the Lipid Research Clinic. The project is funded by Parke Davis, manufacturers of the drug.

To be eligible for the study, participants need to be 18-70 years old with elevated cholesterol levels. Women who are menstruating, pregnant, or breast feeding are not eligible.

For more information, call Keely Glock at the Lipid Research Clinic, X41 8841.

Operation ChildSave: Reducing infant mortality is program aim

The future lies within the hearts and minds of our children. But St. Louis has one of the worst rates of infant mortality in the United States. In some parts of the city and county, children under the age of one die at rates up to three times the U.S. average.

To combat this tragic waste of human potential, the School of Medicine has joined forces with other area health care and social service agencies to create Operation ChildSave, a community-based effort to reduce infant mortality by providing good prenatal and infant care.

Coordinated by the St. Louis city and county health departments, Operation ChildSave encourages women to identify their pregnancy as early as possible and to seek immediate, appropriate medical care that they will use throughout their pregnancy.

"Operation ChildSave is an action-oriented system that emphasizes the vital role of preventive health care in solving the problem of infant mortality," says F. Sessions Cole, M.D., associate professor of pediatrics at the School of Medicine, director of new-born medicine at Children's Hospital, and co-chairman of Operation ChildSave. "We already know that infant mortality is one of the most significant problems facing St. Louis, and the system is to bridge the gaps in the existing health care system, other Operation ChildSave programs, and the health care system, other Operation ChildSave programs."

"The problem of infant mortality is biggest than any individual provider or agency," says Gurule, a member of Operation ChildSave's health nursing committee. "Operation ChildSave is based on the premise that this problem, and any effort to reduce it, will require the coordinated talents and resources of many participants."

Operation ChildSave offers an initiative to bridge the gaps in the existing health care system, other Operation ChildSave programs, and the health care system, other Operation ChildSave programs. To combat this tragic waste of human potential, the School of Medicine has joined forces with other area health care and social service agencies to create Operation ChildSave, a community-based effort to reduce infant mortality by providing good prenatal and infant care.

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Ludmerer to write book sequel on medical education

Kenneth M. Ludmerer, M.D., associate professor of medicine at the School of Medicine, has received a grant to continue his study of medical education in the United States.


In the sequel, Ludmerer will trace the development of medical education from 1925 to the present, focusing on such topics as the rise of basic science in medical education; the special problems of minority medical education; the relation between medical education and research; and the erosion of medical education's traditional patient base. He hopes to examine not only how our system of medical education has evolved, but also how the missions of American schools and teaching hospitals have changed over time.

In addition, he will investigate how well the system has served the students, patients and public it was created to serve.

The sequel will be Ludmerer's third book. His first, "Genetics and American Society," was published in 1972 and selected for the 1973 National Book Review as one of the year's 10 outstanding books of the year. His second book, "Learning to Heal," was reviewed by one critic as "a stunning achievement" and is considered the definitive history of the progression of medical education in the U.S. It was awarded the 1988 Pulitzer Prize in History and the Bancroft Prize.

Ludmerer was also recently elected to the American Academy of Arts and Sciences, where he is one of the first recipients of a five-year, $50,000 scholar's grant established by the Henry J. Kaiser Foundation.

Ludmerer serves on the editorial boards of the American Journal of Medicine, the Journal of the History of Medicine and Allied Sciences, and The Pharos. He has been a visiting professor at many distinguished universities and is a keynote speaker on numerous occasions, including the bicentennial celebration at Harvard Medical School in 1982, and the sesquicentennial celebration at Albany Medical College in 1988. He delivered a commencement address at the University of Arizona School of Medicine in May, and will be a keynote speaker at the centennial celebration at the Johns Hopkins School of Medicine next year.

In addition, Ludmerer is active in many national professional organizations, including the national advisory board of the Robert Wood Johnson Foundation's Clinical Scholars Program, the publication policy committee of the American College of Physicians, and the Association of American Medical College's committee to evaluate the New Physician Program, an experimental curriculum at Harvard Medical School. Locally, he is a member of the board of trustees of the Missouri Historical Society-St. Louis History Museum.

Sobel addresses evolution and future of cardiac research

Speaking to more than 7,500 of his colleagues, Burton E. Sobel, M.D., traced the evolution of coronary thrombolytic and discussed future developments in the field during the opening address of the American College of Cardiology's annual meeting, held March 20-24 in Anaheim, Calif.

Coronary thrombolysis — the breaking up of blood clots that cause heart attacks — is a fitting topic for Sobel, the Tobias and Horace Lewin Professor of Cardiological Diseases and director of the cardiovascular division at the School of Medicine. He is recognized worldwide as a leader in thrombolytic research, and is often cited for the critical inclusion of t-PA, a genetically engineered drug with clot-dissolving properties that enable it to literally stop heart attacks in progress.

Sobel's talk focused on improvements in the initial clinical result of genetic engineering, which has made it possible to produce large quantities of t-PA, a protein that is found in very small amounts in the body. He also spoke of future modifications to genetically derived agents that could further enhance therapy.

Some 1.2 million people in the United States have heart attacks each year. Conventional treatment, Sobel told the audience, fails to prevent death in eight to twelve percent of those hospitalized. Coronary thrombolysis has reduced early mortality to as low as five percent in selected patients, he noted.

However, further improvements in thrombolytic agents may be hindered, Sobel commented, because escalating costs have wrought profound changes in the climate of medical practice.

"The high development costs of second-generation thrombolytics have intensified cries for rationing of medical care," Sobel said. "Decisions previously predicated on considerations of risk/benefit ratios are now being made increasingly by third party carriers guided too exclusively by economic considerations."

Unfortunately, the personal physician's view is often denigrated or at best disregarded. Risk/benefit criteria are often displayed entirely by cost/benefit concerns. In this climate, it is particularly important for us to reassert our role as our patients' advocates in identifying therapeutic regimens best suited for optimal treatment of their life-threatening disorders."

Sobel has conducted extensive research with clot-dissolving drugs and is involved in numerous ongoing projects to improve their effectiveness. Using positron emission tomography and bioluminescence scanning, he and his colleagues determined that early administration of thrombolytic drugs is essential in saving heart muscle. He also obtained the first definitive evidence in human subjects that t-PA can dissolve coronary clots, and with less chance for systemic bleeding than the traditional agents streptokinase and urokinase.

Recent findings, Sobel said, have led him to believe that thrombolytic drugs can be improved even further through ongoing research. One possibility is to modify the half-life of the genetically engineered drugs, a short half-life in the circulation may minimize patients' susceptibility to hemorrhage if surgery is required, while a prolonged half-life would induce a therapeutic blood level more quickly and maintain it longer.

Sobel is investigating an agent that may one day make it possible for certain patients at risk for heart attacks to give themselves intramuscular injections, using syringes similar to those diabetics use. (Currently t-PA is administered intravenously.) There is also potential for making molecular variants of t-PA that could be useful in treating other clot-related conditions.

Three decades ago, Sobel pointed out, death among hospitalized patients with acute myocardial infarction was as high as 50 percent. Defibrillators introduced in the 1960s lowered mortality substantially. There was further progress in the 1970s, a decline of mortality to approximately 12 percent, due to a reduction of myocardial oxygen requirements. Coronary thrombolysis has had an additional salutary impact, he said, with the TIMI II and European Cooperative Study Group trials proving that early mortality achieved during the past few decades reflects remarkable progress by numerous investigators in diverse disciplines," Sobel concluded. "With the increasing impact of molecular biology on cardiovascular therapeutics, our patients can anticipate even further reductions in the toll from coronary artery disease."

Children's Hospital to hold 5K run

The starter's gun for the sixth annual St. Louis Children's Hospital 5K Run will sound at 9 a.m. Saturday, April 8. The accompanying one-mile fun run and walk will begin at 9:15 a.m.

The course starts in front of the hospital, 400 South Kingshighway, and wind through Forest Park before ending at Steinberg Rink. Both events are sponsored by Harder's Restaurant, CPI Photo Finish and the St. Louis Children's Hospital Development Board.

In 1988, the event attracted 1,500 runners, making it the third consecutive year that more than 1,000 people participated.

Registration is $6 per person if postmarked by April 5. The late registration fee is $8. All entrants receive a T-shirt. Awards are given to overall winners and top finishers in male and female age groups in the 5K race. All fun run finishers receive ribbons.

Packet pickup and late registration will be held in the hospital lobby from 3 p.m. to 6:30 p.m. Thursday and Friday, April 6-7, and from 7 a.m. to 6:30 p.m. on race day. Registration forms are available in the lobby of the hospital, at CPI Photo Finish locations or office at 454-6262.
University committed to affirmative action policy

I. Purpose
Washington University is committed to providing equal opportunity to all qualified candidates in all employment and personnel practices, and to policies and practices that will assure that there shall be no discrimination against any person on the grounds of race, color, age, religion, sex, national origin, handicap, or veteran status. Action will be taken in the recruitment, hiring, training, and promotion of minorities, females, the handicapped and veterans.

To ensure effective implementation of and compliance with the University’s policies and its commitment under pertinent executive orders and laws, positive affirmative action is being undertaken concerning equal employment opportunity. Such action includes:

A. Recruitment of minority, female, veteran and handicapped personnel in all job categories with special emphasis being directed toward those categories where deficiencies exist;

B. Utilization of existing (federal or other) work incentive and training programs, where applicable, to qualify persons for employment at the affirmative action position;

C. Appointment of representatives to develop plans for the recruitment, training and promotion of minority, female, veteran and handicapped persons;

And

D. Continuation and development of programs and opportunities for minority residents in the University community aimed at better understanding and job opportunities.

II. Policy
Washington University is committed to a policy of equal employment opportunity without regard to race, color, religion, sex, national origin, veteran status or handicap. Employment decisions are made on the basis of the qualifications of the individual as related to the requirement of the position for which the applicant is being considered.

The University is also committed to affirmative action to increase the numbers and job levels of qualified members of various groups of women, of veterans, and of the handicapped in those areas in which women, veterans or handicapped persons may be, in relation to the available supply of qualified individuals. To this end, an affirmative action program has been established. No individual, because of sex, veteran status or handicap, shall be excluded from consideration for employment opportunities.

To be considered for employment opportunities, women, veterans and handicapped persons must:

Donoghue’s CREF

For the seven days ending March 7, 1989

Money Market Account

Net Annualized

Rate (Annualized)

1.68% 1.68%

Money Market Account

Net Annualized

Rate (Annualized)

1.62% 1.62%

At the end of 1988, TIAA assets totaled $36.6 billion, compared to $33.2 billion a year earlier, reflecting investment performance for the year. TIAA’s 1988 results also evidenced its second consecutive year that TIAA performance has exceeded 10 percent, well in excess of the inflation rate.

The average annual compound rate of total return for the five years ending December 31, 1988, was 15.88 percent, compared to 15.2 percent for the S&P 500 Stock Index. The past performance is not necessarily indicative of future rates of return for the CREF Stock Account.

TIAA investment performance has surpassed industry average

Teachers Insurance and Annuity Association recently announced that it posted strong results and asset growth for 1988. TIAA’s net investment return before capital gains and losses was 10.70 percent, compared to an estimated life insurance industry average return of 9.57 percent, according to the American Council of Life Insurers. With net capital gains included, TIAA’s net investment return increased to 11.12 percent for 1988.

According to J. Daniel Lee Jr., executive vice president of TIAA, “This represents the 1986 8th consecutive year that TIAA’s investment performance has surpassed that of the industry average. TIAA’s 1988 results also evidenced its second consecutive year that TIAA performance has exceeded 10 percent, well in excess of the inflation rate.”

CREF stock, money market post strong returns for 1988

College Retirement Equities Fund, the variable annuity component of the CREF-TIAA pension system for higher education, recently reported dollar and percentage investment returns for 1988. Results include both the CREF Stock Account and the new CREF Money Market Account introduced in April 1988. For the CREF Stock Account, the net rate of total return for calendar year 1988 was 15.88 percent, compared to 15.2 percent for the S&P 500 Stock Index. The past performance is not necessarily indicative of future rates of return for the CREF Stock Account.

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College Retirement Equities Fund, the variable annuity component of the CREF-TIAA pension system for higher education, recently reported dollar and percentage investment returns for 1988. Results include both the CREF Stock Account and the new CREF Money Market Account introduced in April 1988. For the CREF Stock Account, the net rate of total return for calendar year 1988 was 15.88 percent, compared to 15.2 percent for the S&P 500 Stock Index. The past performance is not necessarily indicative of future rates of return for the CREF Stock Account.

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Teachers Insurance and Annuity Association recently announced that it posted strong results and asset growth for 1988. TIAA’s net investment return before capital gains and losses was 10.70 percent, compared to an estimated life insurance industry average return of 9.57 percent, according to the American Council of Life Insurers. With net capital gains included, TIAA’s net investment return increased to 11.12 percent for 1988.

According to J. Daniel Lee Jr., executive vice president of TIAA, “This represents the 1986 8th consecutive year that TIAA’s investment performance has surpassed that of the industry average. TIAA’s 1988 results also evidenced its second consecutive year that TIAA performance has exceeded 10 percent, well in excess of the inflation rate.”

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**March 30-April 8**

**LECTURES**

**Thursday, March 30**


**Friday, March 31**

11 a.m. School of Fine Arts Lecture. "Mona Lisa's Starry Night: Close-up Isolation," John King McElroy, calendar editor, Box 1070, or by phone, 726-6177.


**Monday, April 3**

4 p.m. Immunology Research Seminar. "Diverse Molecular Functions of the Ick-1 Kinase Homologs..." 4950 Audubon Ave.


4 p.m. Dept. of Psychology Colloquium. "The Role of Identification and Shame in..." For more info., call 889-5581.


**Thursday, April 5**

4 p.m. Assembly Series Lecture. "The Dilemmas of Student Divorce..." 5581.

4 p.m. Dept. of Cell Biology and Physiology Seminar. "Cellular and Molecular Models of..." 5581.


**Friday, April 6**

4:30 p.m. Sociogenetics of Honey Bees." Robert E. Page Jr., prof., Division of Biological Sciences, U. of Illinois, Urbana. 3:30 p.m. and 8 p.m. Campus Exhibit. "Whose Art?" 4:30 p.m. and 8 p.m. Campus Exhibit. "Whose Art?"

3:30 p.m. Dept. of Music and Sangeetha Present an Indian Flute Concert featuring V. Shankar. Brown Hall. For more info., call 889-6069.

3:30 p.m. and 8:30 p.m. W.U. Association Travel Lecture Series. "Around the World: The First Fifty Years." Thurtene, lecture theatre. Graham Chapel. For ticket info., call 889-5212.

**Saturday, April 7**

1:30 p.m. Dept. of Music Lecture Series. "Mama Cass," Tom James, lecturer with a retrospective trip across five decades. 7:30 p.m. Choral Concert, "Maud." Free. 210 Ridgley.

2:00 p.m. Undergraduate Business School Tournament. Open to students, faculty and staff. Athletic Complex. Mon. and Wed. at 5:45 p.m. and 7 p.m., respectively. Cost: $7 per person. For more info., call 725-4760 or 889-1599.

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**Tuesday, April 4**

6 p.m. George Warren Brown School of Architecture, main hall of Givens. 9 a.m.-5 p.m. March 30-April 8. Through June 30. Gallery of Art, Olin Library, Special Collections (fifth floor). Mon.-Sat. For more info., call 889-6265.

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