Missing link

Jawbone may show evolutionary split in southern Africa

A coconut-sized piece of limestone containing the jawbone of an unknown animal found amid the debris of an ancient cave in Namibia may provide the best evidence yet that the evolutionary split between humans and apes may have occurred in southern Africa, says a School of Medicine scientist.

Glenn C. Conroy, Ph.D., professor of anatomy and neurobiology and anthropology, holds a piece of limestone containing the recently discovered jawbone that may answer many questions about human evolution.

The find was made within 10 minutes of starting a search in the Otavi Mountains region of Namibia, formerly part of South Africa. Martin Pickford, Ph.D., a British paleontologist with the College de France in Paris, found the fossil amid a landscape strewn with similar pieces of rock. The find was partly sheer luck, Conroy says, commenting that a scientist could search the region for a lifetime and never find a similar fossil.

What was not luck was the manner in which the Otavi region was chosen for study. Conroy convinced the National Geographic Society to fund the expedition based on data he had gathered from geological and mining reports and a brief reconnaissance of the region several years ago, when he unearthed several interesting fossils. "We knew from reports that this area was similar to areas in South Africa where famous human fossils were recovered," he says.

The site of the search was especially rich in limestone mountains, a key geographical feature when searching for fossils, Conroy says. In the millions of years since the mountains were formed, water rushing underground hollowed out underground cavities. As the cavities were gently pushed to the surface, some eventually broke through, creating a natural trap for animals. "If you're lucky enough to come across one of these caves where the roof has been eroded, you may be lucky enough to find the remains of a fossil animal that died millions of years ago," Conroy explains.

In the same area the group also found fossils of bats, birds, snakes and rodents — "animals you might expect to find in caves," he says. But the jawbone of a hominoid is an unexpected find. "How this animal got into the cave we don't know. It might have been the meal of a leopard or a hyena, but we can't say. We hope to find more specimens when we go back next year.

Finding the rodent fossils alongside the fossilized jaw proved to be fortuitous because it provided a way of estimating the age of the bone. An expert in Paris who studies rodent fossils, estimated that the jawbone was 10-15 million years old because the fossilized rodents resembled the same sort of species that existed in Africa at that time period.

Conroy expects it will at least a year or two before he knows the true age of the bone.

New telephone system to be installed

Washington University's Hilltop Campus will convert to a new telephone system that will meet its voice communications needs "for the remainder of this decade," says Bill Orrick, the University's director of telecommunications services.

"The current system, which is opening at capacity, is 14 years old and was discontinued by the manufacturer six years ago," Orrick notes. "Most telephone systems have a life cycle of 10 years. It has become increasingly difficult to service the system we have now and it can't be expanded. In order to position the University for growth and provide quality telephone service to faculty, staff and students, the new system will increase their mathematical abilities of young people the world over."

Infectious diseases research funded

The Kumon Institute of Education grant and the Washington University Medical Center have both their own telephone service and are not part of the Hilltop Campus system.

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Inside: MEDICAL RECORD

• Polystyrene-filled cushions may cause infant death. Page 4
• Drug treatment prevents strokes, JAMA article reports.
Page 5
• Minimally invasive surgery technique proves successful for kidney removal. Page 6

Continued on p. 2
some 3,000 students living in the resi- dence halls, fraternities and Millbrook Apartments, a new system had to be installed. Students living on campus currently subscribe to Southwestern Bell Telephone's residential service. Orrick says the new Custom Plain telecommunications system from Southwestern Bell, which runs off a newly installed Northern Telecom digital switch, is designed to provide a smooth transition. Each department head has chosen staff members to serve as telephone counselors. Just prior to switching to the new system, the counselors will explain and distribute information to members of their departments.

The counselors will attend training sessions, which will begin the last week of July and continue throughout the fall, to learn details about system capabilities, optional services and voice mail. They will then be able to advise department heads on how calls can be handled most effectively in their departments. Additionally, individuals who currently operate multiline telephone sets will participate in a training session just prior to switching to the new system. Everyone else should be able to learn the system's basic functions in 5 to 10 minutes, Orrick says. Among the new telephone features will be last number redial, plus the four-digits of the extension will only need to be dialed. Long-distance callers who dial the old prefixes will hear a long-distance caller will require dialing five digits (beginning with the “5” button) instead of the current four. No outside line will be called to dial the medical school and vice versa. Hilltop Campus telephone users will only need to push the “2” button plus the four-digits of the extension they are calling.

A seven-digit authorization code will be required to make long-distance calls from any phone on the new system. This process will enable the University to directly bill departments, grants, contracts and funds. For departments that share fax machines, the codes will result in automatic billing to the proper account. Members of the University community may have more than one code: one for University business and a separate one for personal long-distance calls. Each code will be billed separately. For security purposes, all codes should be kept confidential.

AIDS education backfires

Attempts to stem the spread of AIDS in America by providing only education about the disease have failed, according to young people. Stiffman, a graduate of the University of Chicago, is president of Ralston Purina Co., St. Louis; Stephen F. Brauer, president, Transurban Corp., St. Louis. She also is co-chair of the William H. Danforth has announced.

Fielding says that young people were more likely to continue and increase their risk behaviors if they experienced abuse or other ongoing trauma, were suicidal, abused alcohol and drugs, or had other mental health problems, and if they lacked protective influences such as supportive social relationships. And the more they realized their potential, the more likely they were to continue and increase their risk behavior. “If you see much point in changing the way you do things,” says Stiffman.

Appointment of six trustees announced

Washington University’s Board of Trustees has named six prominent business and professional leaders as members of the Board, Chancellor William H. Danforth has announced. Three new members were elected for the first time. They are: William A. Anders, chairman and chief executive officer, General Dynamics Corp., St. Louis; Stephen F. Brauer, president, Transurban Corp., St. Louis; and Mary Ann Krey, owner and president, Krey Distributing Co., St. Louis. Danforth also announced the reappointment of three former trustees: Charles Litton, chairman of the board of Ruder-Finn Inc., New York; William P. Stitta, chairman and chief executive officer of Ralston Purina Co., St. Louis; and Raymond H. Wittcoff, president, Transurban Corp., St. Louis.

Anders, a graduate of the U.S. Naval Academy, is president of Technology, Wright Air Force Base, was one of the first astronauts to participate in the Mercury program. He has held numerous posts with the government, including ambassador to Norway. He is a retired major general in the Air Force Reserve and has been awarded many medals and decorations. He serves on the board of the Exxon Corp., is a trustee of the Southern Methodist University, and is a member of the board of directors of the National Geographic Society. Wittcoff, a graduate of the University of Chicago, is president and founder of the Transurban Corp., a property management firm. Transurban Corp. has been a developer and owner of many shopping centers and a leader in the redevelopment of downtown St. Louis. He also is director and chairman of the board of trustees of the St. Louis Life Assurance Society of the United States, and is a member of the board of directors of Jewish Hospital. He served on the Board from 1974 to 1990.
Young investigator award goes to chemist Buhro

William E. Buhro, Ph.D., assistant professor in the Department of Chemistry, has been named a 1991 Presidential Young Investigator. This award is given to young investigators whose research on high-priority projects, which is selected by the National Science Foundation, has considerable potential for producing scientific breakthroughs and other electronic devices, such as optical switches and optical transistors.

Buhro received his bachelor's degree from Hope College in 1980 and his doctorate in chemistry from UCLA in 1985. Before joining Washington University in 1987, he did postdoctoral research at Indiana University. In 1990, Buhro received a Faculty Award from the University Council of Students of Arts and Sciences in recognition of his excellence in teaching and genuine concern for the welfare of students.

Buhro and his colleagues are discovering precursor materials for fabricating ceramic superconductors into fibers (wires) and films. The ability of superconductors to transmit electricity without losing power makes them ideal for transporting large amounts of electric power. In addition to developing new chemical compounds, Buhro is searching for ways to increase the current density and decrease the magnetic fields generated during electric power transmission. He is also interested in developing new chemical compounds that have considerable potential for producing scientific breakthroughs.

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He is currently working on developing new chemical compounds for the construction of ceramic superconductors. These materials have the potential to revolutionize the field of electronics, as they can be used to create faster and more efficient computers and other electronic devices. Buhro's research is focused on the development of new chemical compounds that can be used to create superconductors with improved properties. He is currently working on developing new chemical compounds that can be used to create superconductors with improved properties. Buhro is also interested in developing new chemical compounds that can be used to create superconductors with improved properties.
Lacy elected to science academy

Paul E. Lacy, M.D., Ph.D., Robert L. Kroc Professor of Pathology at the School of Medicine, has been elected a fellow of the American Academy of Arts and Sciences. The academy is one of the nation's oldest learned societies and is devoted to the leaders in science, scholarship, the arts and public affairs.

"This is a richly deserved honor for Paul Lacy, one of Washington University's true pioneers and a most distinguished depart- ment head," says William A. Peck, vice chancellor for medical affairs at Washington University and dean of the School of Medicine. "The research offers great promise for the successful treatment of diabetes mellitus, a major public health prob- lem."

Lacy, one of 195 new fellows elected to the 211-year-old academy, is recognized worldwide as a leader in the study of insulin-dependent diabetes mellitus. One of his most significant contributions has been the transplantation of islets — cells in the pancreas that produce insulin — for the treatment of diabetes. Lacy devised many of the techniques used to isolate and purify human islets. Islet transplantation has temporarily eradicated the need for insulin injections in several patients with juvenile-onset diabetes. His current studies are also focused on developing novel approaches to forestall the rejection of transplanted islets and to isolate the initial animal islet cells as a source of tissue for human transplantation.

Lacy joined the School of Medi- cine faculty in 1956 and for more than 20 years was Edward Mallinckrodt Professor and Head of the Department of Pathology. During that time, he served also as pathologist-in-chief at Barnes, Jewish and Children's hospi- tals, all sponsors of the Transplantation of the Washington University Medical Center. Lacy received his medical degree in 1948 from Ohio State University School of Medicine, and his Ph.D. in 1959 from the Mayo Foundation of the Graduate School of the University of Minnesota.

The American Academy of Arts and Sciences conducts studies that reflect society's interests and respond to societal needs. There are currently 20 faculty members at Washington University who are academy fellows.

Prostate cancer runs in families

Men who have relatives with prostate cancer are at an increased risk of developing the disease and should consider screening early in life in order to treat it at its earliest stages, report researchers at the School of Medicine.

"In a case-control study that further establishes the role of genetics as a predisposing factor for prostate cancer, urologists William J. Catalona, M.D., and David W. Ketcher, M.D., found that family history may increase an individual's risk of pros- tate cancer as much as eight-fold. The findings were presented last month at the annual meeting of the American Urological Association in Toronto."

"The disease has a strong familial tendency among certain cases of prostate cancer and men who have relatives with known prostate cancer should undergo early and regular screening,"  Keetch says.

Three hundred fifty-five prostate cancer patients and 339 controls were interviewed for the study. Among the prostate patients, 76 had one or more affected family members and 24 had two or more affected family members. "The incidence of affected first-degree relatives was 29.1 percent, second-degree relatives among controls, 31 and 7, respectively."

According to the study, the overall risk of developing prostate cancer for men with one affected first-degree relative (father) is 3.6 times that of the general population. If a first- and a second-degree relative (uncle/grandfather) is affected, the risk increases to 6.1 times. Having three or more affected relatives increases the chance eight-fold. One affected relative only slightly increases the chance of developing the cancer.

This study follows others at Johns Hopkins University and the University of Utah that also report a genetic component to prostate cancer. The disease is the most common malignancy among men in the United States and results in 30,000 deaths each year.

Csernansky's schizophrenia research receives award from national alliance

John G. Csernansky, M.D., Gregory B. Couch Associate Professor of Psychia- try at the School of Medicine, recently received the 1991 Judith Silver Memo- rial Young Scientist Award from the National Alliance for the Mentally Ill (NAMI).

Csernansky is the eighth scientist to receive the award, which is pre- sented annually to an early career scientist and encourage young researchers in the study of unraveling the complexities of mental illnesses. Established in 1985, the award includes a $1,000 stipend.

Csernansky's innovative work on alternative drugs for schizophrenic patients who do not respond to neuroleptics. Neuroleptics, antipsychotic medications discovered in the 1950s, are widely used to treat schizophrenia and hallucinations that are common with schizophrenia. He is also studying disease-related biochemical markers that are present in patients with severe schizophrenia and developing animal models that will enable direct mea- surement of specific elements of brain circuitry thought to be involved in schizophrenia. In addition, Csernansky is involved in developing a clinical research ward at St. Louis' Malcolm Bliss Hospital to provide care for the severely mentally ill. The 25-bed ward will provide a model for a general component to the Department of Psychiatry at the School of Medicine.

Csernansky was the first President of the School of Medicine faculty in 1990. He is an attending psychiatrist at Barnes and Jewish hospitals, sponsoring institu- tions of the Washington University Medical Center.

Based in Virginia, NAMI is a self-help, non-profit organization with more than 130,000 members and 1,000 affiliate groups nationwide working to improve the lives of persons with mental illness.

Cushions may cause infant death

Parents still using polystyrene-filled cushions, bambus stocks, and bassinet bumpers by the Consumer Product Safety Commission, are endangering their babies' lives, warn the authors of a report in the June 27 issue of the New England Journal of Medicine.

"The cushions may cause acciden- tal death by limiting infants' ability to move their heads, thus preventing them from obtaining fresh air, say researchers at the School of Medicine and St. Louis Children's Hospital."

James S. Kemp, M.D., and Bradley T. Thach, M.D., studied the deaths of 25 infants, most of whom had died face down on polystyrene bead-filled cushions. Autopsies had been con- ducted on 23 infants, and in 19, the death was attributed to Sudden Infant Death Syndrome (SIDS). However, Kemp and Thach's study concluded that the majority of the deaths were due instead to rebreathing, a form of accidental suffocation.

"These deaths from rebreathing appear to have occurred in a manner not previously reported in infants," they write. "Our findings challenge the basic assumptions used to distin- guish SIDS from accidental suffocation and emphasize the need for new safety regulations for infant bedding."

"That the deaths had been diag- nosed as SIDS on postmortem examina- tion is not surprising, Kemp and Thach say. Standard thinking is that on typical bedding, normal two to three-month- old babies are easily able to turn their heads when they need fresh air. Suffocation is not generally considered unless the baby's head has been entrapped or its nose and mouth are covered by impermeable material, such as plastic. Very often there are no marks, making it impossible to distin- guish between SIDS and suffocation."

This study provides new informa- tion that Kemp and Thach hope will help in making that distinction. "Medical examiners can now consider whether the baby's access to fresh air might have been limited in more subtle ways than having some- thing impermeable over its face or having its head entrapped," Kemp says.

"They can look in new ways about possible deaths due to low oxygen. That could benefit SIDS research by allowing us to focus on children whose deaths are for more obscure reasons."

Kemp and Thach's study was based on information about the 25 deaths made available by the U.S. Consumer Product Safety Commission, as well as their own laboratory studies. Using mechanical and animal models, they simulated infant breath- ing on two polystyrene-filled cushion- ing. Their tests enabled them to measure the effects of softness, malleability, airflow resistance and rebreathing of oxygen-poor air.

Their findings indicate that if an infant is lying face down with the nose and mouth resting on the cushion, the material can mold about the baby's head so closely that head movement is hindered. That forces the baby to rebreathe expired air, which contains low levels of oxygen. The amount of rebreathing they estimated to have occurred in the infants was lethal in an animal model.

"The Consumer Product Safety Commission had a very strong hunch that these cushions were a threat to babies and were in fact fatal to them," comments Kemp, an instructor in pediatric pulmonary medicine. "We've shown the mechanism by which these cushions can be fatal, namely rebreathing."

Polystyrene-filled cushions were marketed as a gentle restraint to keep babies from rolling. Kemp says. He adds that though no longer manufac- tured, the cushions are reportedly still available secondhand.

"Kemp and Thach, a professor of newborn medicine, are calling for new safety standards for infant bedding. "These polystyrene-filled cushions have been banned, but we need to make an effort to learn whatever lessons we can from these tragedies," says Kemp. "Until new safety standards have been developed, the lessons haven't been fully put into practice."
New radiation treatment safer for staff

Health care workers and patient visitors aren't being exposed to increased radiation because of a treatment for herpes zoster or shingles. The treatment is called brachytherapy — the placement of a radioactive source that is enclosed in a lead case. The source is removed when the dose is delivered or when the patient needs to be examined by radiation safety personnel. When the internal radiation treatment — called brachytherapy — was administered manually, the exposure to medical personnel was 152 millirems per year. Thirty percent of the limit to the general public.

The primary purpose of the remote method is to reduce total exposure to health care workers and to optimize the distribution of the radiation dose. As medical personnel prepare the patient, the radiation source is enclosed in a lead case. Nurses then leave the patient's room and administer the dose by using a remote device. Video monitoring and an intercom system allow constant communication between medical staff and patients. When the patient needs nursing care or assistance, nurses remove the radiation source by remote control. This will benefit the nurses most," says Perry Grigsby, M.D., associate professor of radiology. "It also will allow the patients to have more contact with visitors."

The annual exposure level for Mallinckrodt's radiation oncology program is projected to be less than one percent of the NCRP's limit for radiation workers (5,000 millirems). NCRP estimates that medical workers in the United States receive 76-150 millirems per year.

Radiation exposure levels are measured by a small plastic case that is worn on the lapel. Monitors are collected monthly for examination by radiation safety personnel.

In a related study, Grigsby and Carlos Perez, M.D., director of the school's Radiation Oncology Center, found the cost of a remote method to be equivalent to the manual method if the institution conducts 100 or more brachytherapy procedures per year. Mallinckrodt currently is the only health care provider in the St. Louis area that uses the remote method. The devices were installed in 1988.

Kass named ophthalmology journal editor

Michael A. Kass, M.D., professor of ophthalmology and visual sciences at the school of Medicine, was named editor-in-chief of the American Journal of Ophthalmology. He will assume his duties Jan. 1. Kass, who is on staff at Barnes and St. Louis Children's hospitals at Washington University Medical Center, has worked with the journal since 1985, when he became the associate editor. Last year he became the abstract editor of the journal and a director of its publishing company. The American Journal of Ophthalmology, which was first published in 1884, has had only six previous editors. Its current editor and publisher, Frank W. Newell, M.D., has held the position since 1965.

Volunteers needed for shingles study

Researchers at the School of Medicine are seeking volunteers to participate in a study of an antiviral drug for the treatment of herpes zoster or shingles. Researchers will evaluate an experimental drug to determine if it will halt the disease sooner than current medications and whether it can prevent the long-term pain often associated with shingles.

Fifty volunteers over 18 years of age are needed for the study. Patients are to be evaluated within 72 hours of development of the shingles eruption. The study, directed by Ann G. Martin, M.D., is being funded by Burroughs Wellcome Pharmaceutical Co.

Cancer research grants being accepted

Applications are being accepted now for research awards from the American Cancer Society, the National Cancer Institute, the National Institute of Mental Health and several other granting agencies. Applications must be submitted by Sept. 13.

Applications are scheduled to be reviewed by Oct. 15 and funds will be awarded by Nov. 15. Awards range from $15,000 to $50,000 per year. Renewals of funding are not permitted. For application forms and guidelines, contact Susan Starbuck or Lois Miller in the Department of Medicine, 454-6128. For information or clarification of guidelines, contact William M. Brodeur, M.D., chairman of the Washington University American Cancer Society Institutional Research Grant Committee, at the same number.

Hypertension study results

Drug treatment prevents strokes; finding will impact nation's elderly

Drug treatment can help prevent strokes in older persons with isolated systolic hypertension, according to a report in last week's Journal of the American Medical Association.

Results of a five-year multi-center study will have significant impact for persons age 60 and over, who suffer isolated systolic hypertension and cardiovascular disease in general more than any other age group, says H. Mitchell Perry, Jr., M.D., professor of medicine at the School of Medicine and principal investigator of the local study. Sixteen centers participated in the study, called Systolic Hypertension in the Elderly Program (SHEP) and funded by the National Heart, Lung and Blood Institute (NHLBI).

This is the first study testing the effectiveness of antihypertensive drug treatment for persons isolated systolic hypertension. Previous medical research has focused on the effects of reducing diastolic blood pressure, which is elevated in the more common type of hypertension seen in young people as well as in the elderly.

"There was doubt that available anti hypertensive drugs would control isolated systolic hypertension because it was considered the result of hardening of the large arteries, and there was fear that lowering blood flow to the brain would affect an elderly person's mental status," says Perry, who also served as chairman of the Morbidity and Mortality Committee for the study. "But now we know that treating isolated systolic hypertension decreases the number of strokes in patients of age 60 and it does so without adverse effects."
Stoker receives achievement award for work with the hearing impaired

Richard G. Stoker, Ph.D., professor of otolaryngology and director of Central Institute for the Deaf, has been named the recipient of the Individual Achievement Award from the National Council on Communication Disorders.

Stoker's work with the hearing impaired, especially with people who have a hearing impairment, has been recognized. His research in auditory-visual perception of speech and language development of hearing-impaired children has been instrumental in improving communication techniques and speech therapy for those with hearing impairments.

Stoker is a key figure in the field of audiology and has contributed significantly to the understanding of hearing impairments and the development of effective communication strategies. His work has had a profound impact on the lives of individuals with hearing impairments and continues to influence research and practices in the field.

New surgery technique

Keyhole kidney removal successful

Laparoscopy, the minimally invasive surgical technique that has become the gold standard for gall bladder removal, has now been used to remove solid organs such as kidneys, reports a surgeon from the School of Medicine.

A team of Washington University/Barnes Hospital surgeons has successfully performed nephrectomies — kidney removals — using the laparoscopic technique, says urologist Ralph V. Clayman, M.D., who presented results of laboratory and clinical experience in June at the annual meeting of the American Urological Association in Toronto. The St. Louis team is the first ever to remove a solid organ major through laparoscopy.

With laparoscopic surgeons insert a miniature camera into the abdomen and then operate through several tiny incisions instead of one large one. Patients suffer less pain, need less medicine and are left with barely noticeable scars. The recovery period for laparoscopic nephrectomy is only 13 days; patients frequently are able to return to work or recover from additional kidney removals.

"Until now, laparoscopy has been limited to the removal of small amounts of tissue or hollow organs, such as the gall bladder or appendix, Clayman says. "Our attempts to remove larger solid organs like the kidney have been made possible by the development of a tissue morcel- lator and an organ entrapment sack. Clayman reported successful laparoscopic nephrectomy in 10 patients, with an average operating time of 5 hours and 40 minutes. The patients stayed in the hospital an average of 4-5 days. These initial cases followed animal trials in which laparoscopic nephrectomy was performed successfully in six of seven female pigs.

The technique that performs the nephrectomy includes Clayman, urologist Louis Krauss, M.D., (Jewish Hospital), and general surgeon Nathaniel Seper, M.D. Their method is a variation of that used to remove gall bladder via laparoscopy. For better visibility, first they expand the abdomen with carbon dioxide. They then make five tiny incisions in which they place small metal tubes that serve as conduits for their instruments. Next they insert the laparoscope — a long metal tube outfitted with a miniature television camera — and attach it to a video monitor. They use the monitor to conduct the operation of the removal.

After they have severed the kidney from its surrounding tissue and vessels, they put a specially designed sack down one of the tubes, opening it inside the abdomen. They maneu- ver the kidney into the sack, pull the drawings tight to close the organ, and pull the drawstrings and neck of the sack out of the abdomen onto the skin. An instrument called a tissue morcel- lator and an organ entrapment sack. With the help of these devices, they remove the kidney.

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Policy protects against sexual harassment

In 1980 Washington University adopted and published its sexual harassment policy. The policy reads:

"The EEOC guidelines provide that harassment on the basis of sex is a violation of Title VII of the Civil Rights Act of 1964." The regulations also state that employers have an affirmative duty to prevent and eliminate sexual harassment that may be either physical or verbal in nature.

"Washington University is an employer within the meaning of the act and subject to the sexual discrimination guidelines. Sexual harassment discrimination in the University's work environment will not be tolerated."

In 1981 the sexual harassment policy was extended to students. The University's Committee to Prevent and Eliminate Sexual Harassment stated that "students are protected from sexual harassment under Title IX of the Education Amendment of 1972 and can receive redress for such acts through the University's Title IX grievance procedure established in 1977."

In 1987 an ad hoc committee was established to open the policies and procedures covering sexual harassment. The committee's report was published as outlined in a brochure. The brochure was distributed to students, faculty, staff and administrators.

From these efforts, the University's Affirmative Action Office, in consultation with the University's Affirmative Action Committee, developed the following description of the policy:

"Sexual harassment from the campus community directed at females and males in academic settings, use of risque jokes, or pinching, veiled suggestions of subtle actions: friendly hugs or arms around the shoulder, ogling and other gestures, requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature constitute sexual harassment."

The committee further defined sexual harassment as sexual advances, requests for sexual favors, rubbing, touching or other unwanted physical contact; offensive remarks; sexual advances, requests for sexual favors or other unwelcome verbal or physical conduct of a sexual nature that is unwelcome, unwarranted and interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Sexual harassment includes sexual harassment from the campus community directed at females and males in academic settings, use of risque jokes, or pinching, veiled suggestions of subtle actions: friendly hugs or arms around the shoulder, ogling and other gestures, requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature that is unwelcome, unwarranted and interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Sexual harassment includes sexual harassment from the campus community directed at females and males in academic settings, use of risque jokes, or pinching, veiled suggestions of subtle actions: friendly hugs or arms around the shoulder, ogling and other gestures, requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature that is unwelcome, unwarranted and interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Seeking advice

If you believe you have been subjected to harassing behavior, you are encouraged to discuss the matter with an adviser, counselor, director, chairperson or dean. If you prefer, contact Gloria W. White in the Affirmative Action Office, 889-5594, or Karen Goodrich in the Office of Student Affairs, 889-5940. The purpose of such a conversation is appraisal of the situation and exploring options for action.

Formal procedures

If informal resolution has been unsuccessful at the school, division or administrative level, or if you wish to bypass informal procedures, you may file a formal grievance or complaint through one of three procedures:

1. Students—Title IX Grievance Committee; 2. Faculty and administration—Affirmative Action Committee; 3. Staff—Nonacademic Personnel Advisory Committee.

The right of access to formal procedures will be protected. The names of witnesses will be kept closed with the permission of the complainant(s). The University does not discriminate against persons who initiate complaints.

Education

Education programs about sexual harassment are conducted regularly. If you would like to schedule a program for your group or department, contact the Office of Affirmative Action.

The Office of Affirmative Action will provide the training. The program is available in the Personnel Office, Room 120, North Brookings Hall.

Hilltop Campus

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<th>Holiday</th>
<th>Independence Day</th>
<th>Labor Day</th>
<th>Memorial Day</th>
<th>New Year's Day</th>
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<th>Martin Luther King Day</th>
<th>Thanksgiving Day</th>
<th>Labor Day</th>
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Professional job search under way

Washington University is conducting searches to fill professional positions on the Hilltop Campus:

Dean of Undergraduate Admissions

Applications and nominations are invited for the position of dean of undergraduate admissions. Responsible for undergraduate recruiting and admission, the dean reports to the provost and works closely with the academic deans, the financial aid office, the international office, the alumni office and other members of the university administration. The dean provides leadership in all aspects of the admission process for counseling and planning to final enrollment.

The dean must be able to articulate the varied personalities, values, skills and accomplishments of a major university. Candidates should demonstrate imagination, innovation, energy and creativity, as well as the ability to set priorities and to manage both strategic and operational issues with a broad and diverse student body.

The dean will lead in expanding an emerging program to involve the alumni in admission. The Office of Undergraduate Admission includes the dean, 16 professionals and 12 support staff. The office makes extensive use of direct mail programs and computer technology. The admission staff, including the dean, travels extensively. Interested applicants are urged to apply by July 15, 1991. Salary is negotiable. Applications and nominations should be sent to Robert L. Virgil, Dean, John M. Olin School of Business, Washington University, Campus Box 1359, One Brookings Drive, St. Louis, MO 63108-1399.

Personnel News

Personnel News appears monthly in the Record and is prepared by the director of personnel, the personnel chief, the personnel officer, the personnel specialist, the human resources manager and other members of the Personnel Office. Personnel News is designed to keep Washington University employees and their families informed of the benefits and opportunities available at the University.

Resource list for personal problems

As a service to University employees and their families, the University has compiled the following resource list for persons seeking advice:

- Crisis Intervention Resource and Referrals: 645-4577, 9 a.m.-9 p.m.
- Alcohol and Chemical Dependency Program: Jewish Hospital at Washington University Medical Center, 216 S. Kingshighway, St. Louis, 63110 or 645-8567.
- Alcohol and Drug Abuse Counseling: 1054 South Brentwood, St. Louis, 63144.
- Alcoholics Anonymous: 3357 West Big Bend, St. Louis, 63143.
- Mid-City Physicians: 11745 Olive Blvd., St. Louis, 63141, 503-7266.

Social service agencies

- American Red Cross, Community Services: 200 S. Euclid, St. Louis, 63112, 354-5942.
- Family Resource Center (Child or spouse abuse): 2930 South Euclid, Clayton, 63105, 390-5930.
- Jewish Family and Children's Services: 9705 Page Blvd., St. Louis, 63133, 683-0015, South Metrocenter, 1040 Big Bend, St. Louis, 63122, 821-0692.

Financial problems

- Consumer Credit Counseling Service: 1425 Hampton, St. Louis, 63139, 647-5900. No fee for service.
- Legal problems

- Lutheran Family and Children's Service: 4255 Lindell, St. Louis, 63108, 361-2121.
- Saint Louis Metropolitan Area Office: 9355 Page Blvd., St. Louis, 63133, 475-0880. For fee of $20 talk to lawyer on duty. 320-3302 for further services.

- Mental health

- Family and Children's Service of Mental Health: 1225 Graham Road, Florissant, 63050, 893-9800, ext. 360.
Athletic Complex, saw Melissa Amos, breathe and had sunk to the bottom of Christopher's lungs, he lost his ability to hit the water. As the water filled diving board and was stunned when he another lifeguard, beckon to him from lifeguard for the Washington University Monday, July 15 Free. For more info., call 727-6876.

Festival Orchestra Present a Concert 8 p.m. Dept. of Music and the Gateway cital Monday, July 8 8 p.m. Dept. of Music and the Gateway Monday, July 15 8 p.m. Dept. of Music and the Gateway Festival Orchestra Present a Concert, Violin Concert Orchestra by Mozart, with violinist Jeret Kurtzmann. Brookings-Quangle. (Rain location: Graham Chapel. Free.)

Monday, July 29 8 p.m. Dept. of Music and the Gateway Festival Orchestra Present a Chamber Music Concert with Robert Wykes' Sonata for Flute and Piano and Paul Reubens on clarinet. Graham Chapel. Cost: $5 for general admission; $3 for senior citizens and students. (Rain location: Graham Chapel. Free.)


Friday, July 26 11 a.m. Civil Engineering Seminar, "Recent Developments in Low-Cost Water and Sanitation and Human Health." Spirit of St. Louis, Room 216 Urbauer Hall.

Friday, July 19 11:45 a.m. Professor's Round Tables. Lecture and speaker to be announced. Call 214, Moore Aud. 660. Euskel Ave.


Friday, July 12 8 a.m. Dept. of Music and the Gateway Festival Orchestra Present a Chamber Music Concert with Minor Reflections by Katherine Wells and the Beethoven Overture for Wind Instruments. Graham Chapel. Cost: $5 for general admission; $3 for senior citizens and students.

Tuesday, July 23 8 a.m. Dept. of Music and the Gateway Festival Orchestra Present a Classic Summer Orchestra featuring the music of Von Suppe, Khachaturian and Schubert. Graham Chapel. Free. For more info., call 785-5591.


Sunday, July 21 8 p.m. Dept. of Music and the Gateway Festival Orchestra Present a Chamber Music Concert with Robert Wykes' Sonata for Flute and Piano and Paul Reubens on clarinet. Graham Chapel. Cost: $5 for general admission; $3 for senior citizens and students. (Rain location: Graham Chapel. Free.)


Thursday, July 21 8 a.m. Dept. of Music and the Gateway Festival Orchestra Present a Classic Summer Orchestra featuring the music of Von Suppe, Khachaturian and Schubert. Graham Chapel. Free. For more info., call 785-5591.