Champions!

Bears win NCAA Division III volleyball crown

Picking themselves up from the proverbial canvas, the Washington University volleyball team rallied in dramatic fashion Nov. 23 to capture their second NCAA Division III title in three years.

Starting off, the Bears were down two-games-to-one to the University of California-San Diego Tritons. The Tritons are six-time champions. Despite that fact, the Bears clawed back from deficits of 11-4 and 12-7 in game four en route to a thrilling 14-16, 15-9, 9-15, 15-13, 15-8 victory in front of a Division III record crowd of 3,423. The championship was held in Washington's Field House for the third consecutive year.

The context had all the makings of a classic from the outset.

• UCSD had lost the regular season atop the polls. Washington University was ranked second.
• The pairing was a rematch of last year's loss to UCSD.
• UCSD had not lost a Division III game in three years.

But UCSD's momentum carried over to game two as the Tritons gained a quick 3-1 advantage. Washington counter-punched with eight straight points on the strength of three kills by sophomore Leslie Catlin and four kills and the 16th jump serve ace of the season by senior All-American Joanie Subar.

UCSD put a temporary halt to the Bear rally with a pair of kills, but the Bears closed out the 15-6 win with two kills each from sophomore Amy Sullivan and junior All-American Lisa Becker.

Again, momentum carried over into game three as the Bears charged to an 8-4 lead behind Becker. At this point, UCSD's Elizabeth Tan, the Division III Player of the Year, asserted herself. Two Tan blocks and one kill set off a 9-4 Triton run. The Bear managed a point on a Quenette kill, but Tan added another block and one more kill to polish off a 15-9 victory.

Game four began with a seemingly endless tie-breaker. Eleven of the first 12 serves resulted in side-outs, with nine different playersung nailing kills. The two teams slowly sawsawed their way to 13-13 before the Tritons appeared to floor the Bears with seven straight points for the 1-3 lead. That's when Washington University's head coach Teri Clemens summoned a seventh player. Actually, 3,423 of them.

"The crowd wouldn't let us die," said a jubilant Clemens, who was named Division III National Coach of the Year by her peers earlier in the week. "They pulled us out of the hole. And those holes don't get much deeper."

Quenette started the comeback with a block of All-American setter Julie Fabian. Two UCSD misfires were followed by a pair of aces by Becker. All of a sudden, the Tritons' lead had shrunk to 12-11. Three kills by Subar helped the Bears pull ahead 15-12 and a Sullivan ace brought the Bears to game point. UCSD All-American Diana Simonou doused the crowd for an instant with a kill and the Tritons pulled within one point when Becker's attack found the net. Becker quickly atoned with two more kills on quick sets from All-American setter Kelley Meier and the Bears had knotted the match.

With the crowd in hysterics, the fifth game was a battle of Quenette and Subar kills. Washington darted to a 4-0 lead and never trailed by less than three points. Two blocks by Becker gave the Bears an 11-3 lead. Tan led the Tritons back to 13-7, but Quenette drilled her 23rd kill of the match and Subar capped the championship by crushing her 22nd kill.

Four Bears — Meier (69 assists, 19 digs), Subar (32 kills, .347 hitting percentage), Quenette (23 kills, 27 digs, .323 hitting percentage) — were named to the all-tournament team.

The volleyball Bears are: freshman outside hitter Emily Albrecht (Edmond, Okla.); middle blocker Becker (Dallas, Texas); outside hitter Catlin (Lawrence, Kan.); freshman middle blocker Nicki Hagan (St. Louis, Mo.); freshman outside hitter Liz Jokicen (Farmington, Mo.); freshman outside hitter Hoover (Anchorage, Alaska); junior outside hitter Michelle Kiewen (Tampa, Fla.); sophomore middle blocker Christine Masel (Raytown, Mo.); senior setter Meier (St. Louis, Mo.); freshman middle blocker Enri Nissen (St. Paul, Minn.); outside hitter Quenette (Springfield, Ill.); setter Angela Suarez (St. Louis, Mo.); outside hitter Subar (Edmond, Okla.); and sophomore middle blocker Sullivan (St. Louis, Mo.).

Three University professors selected as bibliographers editors

Washington University is the only university in the nation to have three faculty members serve as section editors for the American Historical Association's upcoming bibliography, The Guide to Historical Literature. The faculty members are Derek M. Hirst, Ph.D., professor of history; Richard J. Walter, Ph.D., professor of history; and Paty J. Wang, Ph.D., professor of anthropology. In all, 46 faculty editors from across the country will contribute to the project.

Nearly all U.S. historians belong to the American Historical Association (AHA), which has a membership of 10,000. The association is considered the main professional society for historians.

Several guides have been published in the past, one in 1931 and the other in 1951. The current project aims to produce a new guide by 1994-95. The two-volume edition, which will be published by Oxford University Press, will include an updated bibliography of 27,000 major historical works in various fields. There are 46 sections and extensive cross-indexing. The section editors were selected out of the AHA membership pool of 10,000 historians. It's very unusual for one campus to have such breadth of expertise," said David Konig, Ph.D., president of history and chair of the department. "To have three faculty editors is a recognition of high professional regard by the most important learned society in the discipline."

Besides writing themselves, most of the section editors have contributing writers to help assemble the extensive amount of material. Hirst will oversee the section on the British Isles from 1500 to the American Revolution. He has nine contributing writers.

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Walter will edit a section on Latin American professional and 1800. For the Latin American section, writers are researching literature on Mexico, Central America, the Andean Repub, and the Caribbean. He will write the introductory essay.

Watson's section will focus on pre-Columbian history. She is working on Advanced Study in Behavioral Sciences in Stanford, Calif.

The faculty members are Derek M. Hirst, Ph.D., professor of history; Kristin E. S. Zapalski, Ph.D., assistant professor of history; and John F. Yang, fourth member of the faculty.

The Guide to Historical Literature. "It's quite a challenge to extrapolate the state of scholarship over a wide span of time," said David Konig, Ph.D., professor of history and chair of the department. "To have three faculty editors is a recognition of high professional regard by the most important learned society in the discipline."

A fourth member of the faculty, Kristin E. S. Zapalski, Ph.D., assistant professor of history, will work with the faculty in their capacity as section editors for the American Historical Association's upcoming bibliography, The Guide to Historical Literature.
Earthquake expert: Douglas Wins, Ph.D., associate professor of earth and planetary sciences, and Michael Wysession, Ph.D., assistant professor of earth and planetary sciences, view the University's seismometer in Wilson Hall last fall. The seismograph already has recorded a minor earthquake in eastern Illinois in November and a much bigger event off the California coast earlier in the year. One year ago this week, many Midwesterners wondered if an earthquake predicted by the late Iben Browning, a New Mexico scientist, would strike the United States.

The seismograph, which was installed in Wilson Hall last summer, is available for public viewing weekdays during working hours. The seismograph is a one-piece solid black case with a long jack in orange, royal blue and magenta zigzag stripes outlined in black.

Jeff Singleton, head of the fashion design program, is justifiably proud. "I'm so proud of Kerri I could burst. I am really excited that the program has begun to gain national recognition through our students."

"The minute I saw 'rocket ship' I knew that's what I would design for," Stecher recounted. "But, as I tried to think of how to represent America, the thought I kept coming back to was that there is no one American ethnicity. Finally, I found fabrics I liked and those colors pointed me in the direction of Native American. The colors I chose are a little bolder, but are definitely reminiscent of earth tones I have seen in Native American art. Also, the large zigzag patterns in Navajo blankets reminded me of the flames of a rocket. The two images, one of high-tech space travel and the other of Native American culture tied to the earth and to nature, seemed like a perfect match to represent America."

"I was always doodling and sketching clothes, but I was never really interested in actually making them," Stecher said. "Then I came here and Jeigh pointed it out to me that you need to sew, so I did a bunch. I just had to go for it. The seams were the hardest to line up. I spent hours ripping out and resewing those seams."

The competition, which is held Dec. 18 in Paris, will be judged by designers such as Christian Lacroix, Jean-Louis Scherrer, Angelo Tarluzzi and Sonia Rykiel. Air France has held the competition for nine years, and Washington University has participated for five years - as long as Singleton has been here.

The U.S. qualifying round was held in New York, and the winners were announced Nov. 14. The 10 contestants were selected from 55 entries. This year, instead of having a New York fashion show as in previous years, the entrants submitted two photographs and one drawing of their design.

In order to select two Washington University representatives, Singleton held a contest among all 12 fashion design seniors. The students submitted their design ideas in unmarked manilla folders and three professors, Singleton, Mary Cobb Martin and Cathy Rodgers, judged the submissions. In addition to Stecher, they chose a design by Kyle McGill.

Singleton arranged for local fashion photography professionals and several local professional models to donate their time to the project so Stecher and McGill could submit top-quality photographs. The two are allowed to place in the competition.

"Stecher, who has studied French since sixth grade, is thrilled about going to Paris. "I never thought what happens at the fashion show," she says. "It's such a honor just to be chosen to represent the United States. I can't get over going to Paris for free. I've never won anything in my life."

The Air France prize provides a $50,000 award and a one week of hotel accommodations at Hotel Menton Montmartre.

Stecher attended the competition last year as a spectator by taking advantage of a special Air France travel package offered to fashion design students. She and two other students in the fashion design program were there to see fellow Washington University student Nancy Freund win the Prix d'Encouragement — the only American to place in the competition.

"My parents are both really proud of me," says Stecher. "But my mom never doubted I would get picked. When she first saw my design she said, 'You're going to Paris.'"

--- Emily Aronson
Karen L. Brock, Ph.D., assistant professor of art history and archaeology, delivered a paper titled “Sanctuary and the Making of a Japanese Picture Scroll” at an international symposium. The symposium was held in conjunction with the exhibition “The Triumph of Japanese Style: 10th-16th Century Art in Japan” at the Cleveland Museum of Art.

Don Conway-Long, instructor in the Women’s Studies Program, was the keynote speaker at the Ontario Campus Men’s Conference: Strategies for Change held at Victoria University.

Terry McNeary, M.D., instructor in the Department of Medicine, received the Clinical Research Trainee Award at the Midwestern American Federation for Clinical Research meeting in Chicago. Her presentation was titled “Heterogeneity of the V3 Loop of HIV-1: Heterogeneity of the V3 Loop of HIV-1” at an international symposium.

Laura Poppo, Ph.D., assistant professor of education, delivered a paper titled “Recent Developments in Business Policy,” at the ORSA/TIMS conference.

Gene M. Zaff, J.D., LLM, adjunct professor of law in the Graduate Tax Program and current chair of the Missouri Housing Finance Board, was elected to the board of directors and the executive committeee of the National Council of State Housing Financing Boards at its 21st annual meeting in Seattle. Zaff was appointed to the Missouri Housing Development Commission by Gov. John Ashcroft in 1998.

Have you done something noteworthy? Have you presented a paper? Won an award? Been named to a committee or elected an officer of a professional organization? The Washington University Record will help spread the good news. Contributions regarding faculty and students must include your name, department, title and any other pertinent information. Please send a brief note with your full name, highest degree and department to Dr. Laura Poppo, 330 College Ave. 502OEP at WUVMC. Please include a phone number.

NOTABLES

Three years later Podolski co-authored a book — “Heterogeneity of the V3 Loop of HIV-1: Heterogeneity of the V3 Loop of HIV-1” — which has been established to provide support for the dance advisory board of the Missouri Arts Council and on the dance advisory board of the Missouri Arts Council and the Edison Theatre Advisory Committee.

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Researchers present at neuroscience meeting

Writer's cramp caused by abnormal brain function

Deform new images of the brain show that writer's cramp is not what it was thought to be a psychiatric condition — it shows to be caused to abnormal brain function, scientists at the School of Medicine reported at the recent annual meeting of the Society for Neuroscience.

"This is the first evidence of physiological changes in the brain of patients with this mysterious disorder," says Lee W. Tempel, M.D., research instructor in neurology, who, with Joel E. Posner, M.D., assistant professor of neuroscience, presented the findings.

People with writer's cramp suffer involuntary muscle cramps in the hand or forearm when performing specific actions such as writing or typing. In severe cases the condition can impair use of the hand, forcing those affected to learn to write with their other hand.

People with a less severe form of the disorder merely experience uncomfortable cramps while writing.

Tempel and Posner used positron emission tomography (PET) to track blood flow in the brain of people suffering from the disorder. PET measures blood flow, which doctors interpret as a sign of brain activity. These abnormalities tell doctors that there may be abnormal brain function even though the structure of the brain as seen with a CT or MRI scan is normal.

While in the PET scanner, six patients from 24-72 years of age with right-handed writer's cramp and eight age-matched normal subjects had a vibrator touched to their hand. The group with writer's cramp showed 30 percent less of an increase in blood flow to the area of the brain responsible for hand movement (primary sensorimotor area) and the area that prepares for hand movement (supplementary motor area).

Responses were diminished on both sides of the brain, with the right side showing only one side showed symptoms of writer's cramp. "This was a surprise," Tempel says. "We had assumed that writer's cramp involves more of the brain than we might otherwise have thought based on clinical observations."

Scientist clones substance P receptor

The receptor for substance P, a small peptide that modulates biological activities ranging from smooth muscle contraction to inflammation, has been cloned by scientists at the School of Medicine.

The highly sought human substance P receptor should prove a good target for new drugs for a variety of diseases, most notably inflammatory bowel disease and certain pain disorders, says James E. Krause, Ph.D., associate professor of anatomy and neurobiology. Krause presented his results at the annual meeting of the Society for Neuroscience.

The ability to express large amounts of substance P receptor in cells will give scientists a better screening test for drugs that either block or mimic the actions of substance P, Krause adds.

Receptors for the substance P receptor are found throughout the brain and along the spinal cord, as well as on smooth muscle tissues in the gastrointestinal tract and urinary bladder, and on certain immune cells and tissues.

The wide range of receptor distribution accounts for the diverse biological activities attributed to substance P, among them: excitatory neurotransmission, gastrointestinal and smooth muscle contraction, peripheral vasodilation, endocrine or exocrine gland stimulation, and regulation of immunologic and inflammatory responses. Sub- stances which act on the two distinct classes of perception of pain is well chronicled, Krause says. Many of these substances have yet to pinpoint its exact mechanism of action.

In addition to the receptor DNA and protein sequence should allow scientists to further define substance P's many functions. Also, knowledge of the receptor's DNA sequence will permit researchers to explore the possibility that faulty substance P receptor activity contributes to a variety of diseases, Krause says.
Aspirin, hirudin may improve treatments at sites of atherosclerotic plaque.

They typically form attack-inducing obstructions that can induce formation of the thread-like protein fibrin — which entangles platelets in masses to form clots. Antiplatelet agents, such as aspirin and heparin, sometimes give heart attack patients a stimulus for new clot formation, even as these drugs clear away clots. Hirudin, a protein from the saliva of leeches, prevents blood clots from forming by blocking the clotting process. Hirudin can be used in two ways: either alone or in combination with a clot-dissolving drug, such as tissue plasminogen activator, t-PA, which is used to dissolve clots in arteries quickly and keep them open. Hirudin and aspirin given together are more effective than these conventional treatments at sites of atherosclerotic plaque. They also promote clot formation. In animals, Hirudin reduces the risk of heart attacks, even when heart attacks are prevented. But when both were given together, a study found that blacks tending to have older, more atherosclerotic arteries than the general population, or those who were obese, were more likely to have a heart attack if they had aspirin and heparin. But neither drug alone was sufficient to prevent reblockage.

There were no differences in mortality when comparing all whites to all blacks in the study. There were differences between the two groups, with whites tending to be older and the blacks tending to have higher blood pressures. After correcting for these differences, their mortality rates were the same. By far, the largest observed difference in mortality was the 55 percent excess mortality in Southeastern blacks who were between 35 and 50 years old at the start of treatment when they were compared with comparable blacks from elsewhere in the United States. The Southeast United States is known as the Stroke Belt because it has a stroke rate at least 10 percent above the national average.

The findings showed that blacks in the Stroke Belt had a 43 percent mortality rate over the 14-year period, while blacks elsewhere had a rate of 35 percent. About 20 percent of patients in whom death occurred had a history of hypertension, and about 30 percent had a history of diabetes.

In the study, Abendshein and co-investigators lead by Perry said. "So the search is really on for patients, and later health care, Perry said.

Aspirin, hirudin may improve standard heart attack treatment

Adding two drugs to the standard early treatment for heart attacks may help prevent blockages that often occur after heart attacks. While blockages develop in the hours following an initial attack, researchers at the School of Medicine reported recently at a meeting of the American Heart Association.

In an animal preparation, the investigators demonstrated that the drug aspirin, given in the treated area, can prevent the damaging blockage of heart vessels that sometimes occurs after the initial attack-inducing blockages are cleared away. Hirudin is a protein from the saliva of leeches, produced by a recombinant DNA technology. Hirudin and aspirin prevent clots through two separate actions. Hirudin inhibits thrombin — an enzyme that induces formation of the thread-like protein fibrin — which entangles platelets in masses to form clots. Aspirin is an antplatelet agent that prevents blood platelets from sticking together and contributing to clotting. Our results support the idea that an antplatelet agent alone is not sufficient, but one will have to give an antplatelet agent as well," to open arteries quickly and keep them open, said Dana Abendshein, Ph.D., one of the investigators.

The use of clot-dissolving drugs such as streptokinase and tissue-type plasminogen activator, t-PA, has proven to be a major advancement in treating heart attacks, Abendshein said. Given in the early hours of a heart attack, they break up clots that typically form attack-inducing obstructions at sites of atherosclerotic plaque. By restoring blood flow, they often can prevent substantial irreversible damage to the heart muscle. Yet there are limitations to this treatment, Dr. Abendshein added. Hirudin, a research associate professor of medicine, Blood flow is not restored in about one third of patients. And in about 20 percent of patients in whom flow is restored, blockages return within about 24 hours. The reblockage rate even in these drugs clear away clots.

In addition, the drugs do not remove all of the original clot, which is a strong stimulus for new clot formation, Abendshein said.

To avoid reblockage, clinicians sometimes give heart attack patients aspirin and heparin. But neither drug so far has been effective enough, Abendshein said.

"So the search is really on for newer approaches that might be more effective than these conventional agents," he said.

In the study, Abendshein and co-authors Nelson Prager, M.D., clinical fellow in medicine, and Burton Sobel, M.D., professor of medicine, injected blood clots in the arteries of dog hearts and mechanically narrowed blood vessels, mimicking a site of atherosclerotic plaque. They found that hirudin — already shown in their lab to prevent reblockage, without the presence of an artificial vessel narrowing — and aspirin, given separately with the clot-dissolving drug t-PA, did not prevent reblockage. But when both were given together with t-PA, the drugs prevented reblockage.
Redefining pain: sick infants need extra TLC

To a small, sick infant, the routine act of changing a diaper may evoke as painful a response as a needle piercing its spine, says a pediatric researcher at the School of Medicine.

"Flexing the baby exposes the spine, says a pediatric researcher at the School of Medicine."

Fran L. Porter, Ph.D., assistant professor of pediatrics, who conducted the study at St. Louis Children's Hospital. Because this group of newborns is so developmentally different from older children and adults, Porter says experts may need to rethink their definitions of pain for this special group.

Healthy infants were not included in the study, which evaluated babies receiving medically necessary lumbar punctures. Results of the two-year study — the first clinical trial to look at the handling and positioning may create pain in the lumbar area of the spine to withdraw cerebral spinal fluid. It usually takes from six to 20 minutes to complete.

Babies in the study ranged in weight from 1.5 pounds to more than eight pounds and suffered mild to severe illness. They were divided into two groups: 38 babies received the local anesthetic, lidocaine, before undergoing the lumbar puncture; 39 infants in the control group received no anesthesia. The groups were similar in both weight, study age, and at time of study, gender, race, therapy and neurological status.

Monitoring Physiological Responses

"We looked at a variety of measures to determine the infants' responses to the procedure, because in infants there is no single method to identify pain," Porter notes. "In older populations, pain is assessed primarily by self-report. We tell our patients that we have pain, how it feels, its intensity and duration. Babies cannot do that." This study reports physiological changes in heart rate and respiratory rate, which are known to show change in response to pain in older populations. The researchers also monitored oxygen and carbon dioxide levels in the blood, which can be affected by stress.

Prior to the procedure, the infants were monitored undisturbed in their nursery beds for 10 minutes. During the preparation phase, the babies were turned, their backs to the site of the lumbar puncture. The infants were then flexed and held firmly so the needle could be safely inserted into the back. They remained in the flexed position during the actual lumbar puncture, which took from 1 to 13 minutes. On removal of the needle, the infants were returned to their original position in their bed and observed for another five to six minutes during recovery.

Just prior to insertion of the lumbar puncture needle, 38 infants received an injection of lidocaine, which was expected to minimize their physiological response to the puncture, as it does in adults. But instead of making the pain more bearable, researchers learned lidocaine did little to stabilize the responses of such small infants.

"There were no differences between the control group and the anesthetized babies on any physiological measures while receiving the lumbar puncture," Porter notes. "We expected the anesthetized babies would show greater physiological stability during a lumbar puncture than those without the anesthesia. What we found with all of the babies in the study was that the change from baseline to the preparation period was very dramatic, with significant increases in heart rates and decreases in breathing rates. But during the lumbar puncture, which we considered to be the painful procedure, their heart rates actually slowed down from where they had been."

When the babies were flexed, their heart rates increased on average of 13 beats per minute. In addition, their respiration and oxygen levels decreased significantly. During the lumbar puncture, their heart rates dropped eight beats per minute, returning towards baseline and there was no further change in respiration. "If anything, it looked like they were calming down," she says. "With respect to heart rate and respiration, the lumbar puncture did not elicit a dramatic response. However, the blood oxygen levels continued to decrease during the lumbar puncture.""Preparation Period Stressful"

Porter believes stress, resulting from the flexed position the infants were in for the procedure, may explain the dramatic responses during preparation. "Flexing the baby exposes the spine so the spaces between vertebrae as wide as they can be," she says. "The baby is maintained in this position throughout the preparation period and the lumbar puncture. That necessary flexed position may cause changes in the baby's airflow, or if that's not the case, just being held firmly or being restrained may be stressful to the baby."

Research in animals shows that immobilizing and restraining them can blunt their response to subsequent pain. Porter suspects this theory may also apply to small infants, and that the restraint procedure may have caused a stress reaction that may have released natural beta endorphins, which mediate the baby's pain perception in the brain.

Porter's work continues and her ultimate goal, she says, is to develop a multi-dimensional index of pain that would provide both subjective and objective indications of changes that occur. In devising such a tool, Porter says it would be possible to detect the presence of pain, determine its impact on the baby and whether it calls for pain relief intervention. She currently is conducting research that incorporates crying, facial expressions and movement, along with physiological responses to painful procedures in infants.

Unexpected Findings May Bring Changes

Meanwhile, results of this study indicate that the issue of handling and positioning in small, sick infants appears to have more dramatic effects than previously noted. Porter says clinicians, nurses and others who care for these babies can become more aware of the potential effects of what have been considered harmless procedures. "I'm not suggesting the preparation procedure the babies went through was necessarily painful, but it may elicit responses similar to those elicited by what we think of as painful," she says. "If this is the case, it may make more sense to give infants a sedative prior to preparing them for a lumbar puncture, or to position them as comfortably as possible before the procedure. There are many things we can do to minimize some of the effects that we found in this study."
Americans with disabilities act: questions and answers

The Office of Human Resources has supplied the following information about the American Disabilities Act (ADA) to help employees to understand their roles and responsibilities.

**Question:** What employers are covered by the ADA, and when is the coverage effective?

**Answer:** Employers and other employment provisions apply to private employers, state and local government, and any federal government employer. Employers with 25 or more employees will be covered starting July 26, 1992, when the employment provisions go into effect. Employers with 15 or more employees will be covered two years later, beginning July 26, 1994.

**Question:** What practices and activities are covered by the employer nondiscrimination requirements?

**Answer:** The ADA prohibits discrimination involving job application procedures, hiring, firing, advancement, compensation, training, and other terms, conditions, and privileges of employment. It also prohibits harassment, retaliation, and discrimination on the basis of tastes, layoff, leave, fringe benefits, and other employment-related activities.

**Question:** Who is protected against employment discrimination?

**Answer:** Employment discrimination is prohibited against "qualified individuals with disabilities." Persons discriminated against must have a disability and must have a known association or relationship with the employer or an employee who is protected. The ADA defines an "individual with a disability" as a person who has an impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment.

The first part of the definition makes clear that the ADA protects persons who have substantial, as distinct from minor, impairments, and that it must be impairing in a substantial way. Thus, it does not cover minor, nonchronic conditions of short duration, such as a sprain, infection, or broken limb, generally would not be covered.

The second part of the definition clearly states that the ADA protects persons who have substantial, as distinct from minor, impairments, and that it must be impairing in a substantial way. Thus, it does not cover minor, nonchronic conditions of short duration, such as a sprain, infection, or broken limb, generally would not be covered.

The third part of the definition protects individuals who are regarded as having a substantially limiting disability, even though they may not have such an impairment. For example, this provision could protect a severely disfigured qualified individual from being discriminated against because an employer feared the "negative reactions" of others.

**Question:** Who is a "qualified individual with a disability"?

**Answer:** A qualified individual with a disability is a person who meets legitimate skill, experience, education, or other requirements of an employment position of which the person is, or of an comparable facilities might be provided in a location that would enable the individual to take a break with co-workers.

**Question:** May an employer inquire as to whether a prospective employee is disabled?

**Answer:** An employer may not make a disability-related inquiry; is otherwise qualified; and is not regarded as having a disability? The employer may not discriminate against the individual unless the employer knows that the individual is disabled, and is able to do the job for which the individual is qualified. The employer may not make an employment decision on the basis of a misconception about the individual's ability to perform job duties.

**Question:** What are the limitations on what employers can require as evidence that an individual is qualified?

**Answer:** Limitations of the law are intended to prevent the employer from basing hiring and employment decisions on unfounded assumptions about the effects of a disability.

**Challenge issued for 100 neediest cases**

The Office of Human Resources issues a challenge to all departments on the Hilltop Campus, Medical Campus, and at the Administrative Service Center to participate in the Challenge project sponsored by the St. Louis Post-Dispatch. The Office of Human Resources will pool the amount normally spent for departmental gift giving and day care services.

**Day care information available**

Children's Hospital Day Care Center and the United Way provide information and referrals to help parents in the St. Louis area. The United Way has a number of programs designed to keep Washington University employees in the same job category and to make accommodations for the person with a disability who accurately types 50 words per minute if "typing speed is needed for successful performance of the job.

**Question:** What is a "reasonable accommodation"?

**Answer:** A reasonable accommodation is an adjustment to existing facilities used by employees, to job or the work environment that will enable a qualified employee with a disability to perform job, or to enable a qualified employee to perform job functions except for limitations caused by a disability.

Examples of reasonable accommodation include providing qualified readers or interpreters, and making reasonable efforts to provide existing facilities to make them accessible to a qualified individual with a disability.

**Question:** What kinds of actions are required to make a reasonable accommodation to a qualified employee?

**Answer:** Employers are required to provide a reasonable accommodation to an employee with a disability. The employer must provide a reasonable accommodation if it is necessary for the employee to perform job functions except for limitations caused by a disability.

If the employer has a policy of providing qualified readers or interpreters, the employer must provide that service for an employee with a disability. Employers must also make reasonable efforts to provide existing facilities to make them accessible.

**Question:** Are there any limitations on what employers can require as evidence that an individual is qualified?

**Answer:** Limitations of the law are intended to prevent the employer from basing hiring and employment decisions on unfounded assumptions about the effects of a disability.

**Day care information available**

Findling reliable and adequate care for children while parents are at work is sometimes difficult and often a concern. With this in mind, the Nonacademic Personnel Advisory Committee, with the assistance of the Office of Human Resources compiled information on a variety of resources available to Washington University employees.

One option is the Child Day Care Association of St. Louis, a United Way agency established for the purpose of planning, developing and coordinating day-care programs in the metropolitan St. Louis area. It provides information and referral services to parents who locate and select appropriate day care programs. For more information, call 535-4730.

Also available is a brochure that contains information about the 20 largest St. Louis day care centers. Updated annually by the St. Louis Business Journal, this chart is one of the most accurate references available on local day care centers.

Additional information on day care resources may be found in the Community Service Honor Roll.

**Personnel News**

Personnel News appears monthly in the Record and is prepared by Gloria W. White, vice chancellor for human resources and affirmative action officer, and other members of the Office of Human Resources.

The Personnel News box is designed to keep Washington University employees and their families informed of the benefits and opportunities available at the university.
Ave. Aud., 4950 Audubon Ave. with Andrei Suslin, U. of Chicago. Room 199

Transition Metal Chemistry," Lanny Liebeskind, Radiology, Cleveland Clinic Foundation, Ohio.

6 p.m. Mallinckrodt Institute of Radiology WU prof, of genetics. Room 322 Rebstock Hall. Seminar, "Evolution of the Transposable Element."

Tuesday, Dec. 10

4 p.m. Dept. of Computer Science Seminar, "Self-Assembling Drugs," Darryl Ridout, Research Scientist, BBE, McDonnell Medical Sciences Bldg.

4:30 p.m. Divisional Cell and Molecular Biology Seminar, "Organizing the Chromatin in Yeast and Animal Cells," Frank Solomon, Dept. of Biology, MIT. Room 322 Rebstock Hall. Seminar, "Research in Neurobiology and Development.

Wednesday, Dec. 11


2 p.m. Dept. of Biology Thesis Defense Seminar, "Genetic Analysis of Protein Phosphorylation."

2 p.m. Dept. of Plant Biology Seminar, "Regulation of Plant Growth."

2 p.m. Dept. of Biochemistry and Molecular Biology Seminar, "Mechanisms of Membrane Transport."

Thursday, Dec. 12


4:30 p.m. Dept. of Mathematics Colloquium, "Wavelets," Guido Weiss, WU prof, of mathematics. Room 310 Cupples I.


Friday, Dec. 13


10 a.m. Dept. of Neurological Surgery, "Cerebrovascular Disease," R. Allen Thrall, M.D., Department Chair, Missouri Baptist Medical Center. Room 309 Rebstock Hall.

2 p.m. Dept. of Hematology and Oncology Symposium, "Neurobiology of Stroke: Prospects for Recovery," Horace C. L. Jr. director, Neurology, St. Louis Children's Hospital. Room 409 Aud. Aud. 4900 Audu. Noon. Arts and Sciences Program and Physiology Seminar, "Cathleen Channel Gaining in E. coli,$kW$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*$, and $kW^*