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Words to win by. St. Louis Cardinals shortstop Ozzie Smith gave a speech of encouragement during opening ceremonies of the Special Olympics Basketball Tournament held Feb. 16 in the Athletic Complex. The Special Olympics is one of Washington's largest student-run philanthropy events. (Above) Smith signs an autograph for 12-year-old athlete Patrick Burke, while senior Scott Goldman, event chair, and junior volunteer Jodi Hinchfield look on.

Dean Robert Virgil named executive vice chancellor

Robert L. Virgil, D.B.A., who has been serving as dean of the John M. Olin School of Business since 1997, has been named Washington University's executive vice chancellor for University-wide planning accordini to Chancellor William H. Danforth. Virgil will continue as dean of the Olin School until a successor is found. He begins his duties as executive vice chancellor on March 1, 1992.

In his new role, Dean Virgil will be responsible for the development of textbook policies that with alumini and development programs, human resources, and public affairs. It is expected that a new dean for the School of Business will be named within 18 months, at which time Virgil will assume full-time responsibilities as executive vice chancellor.

"Bob Virgil continues to make a major impact on Washington University over the nearly three decades he has served as a teacher, scholar, manager, and academic officer. Since becoming dean of the John M. Olin School, he has seen it transformed into one of the top business education programs in America," Danforth said.

"During the last 15 years, the Olin School has significantly strengthened its faculty and student quality and has energized its alumni. The school also...

Fire strikes local shelter, students lead women to safety

Two Washington University students sheltered 17 women to safety when a fire broke out at a local shelter Feb. 6. Julia Evans, one of the students, had treated for burns at the Student Health Service. No one else required medical attention. The fire caused extensive damage to the building.

Sarah Fowler, a junior student in the George Warren Brown School of Social Work, and Natalie Fowler, a senior majoring in psychology, were spending the night in the Grace and Peace All-Women Shelter on Delmar Boulevard and Clun Avenue in the University City loop.

Evans was the staff person in charge that evening. The staff person is responsible for monitoring the shelter and making sure rules are followed.

"I don't sleep during my night at the shelter," said Evans. "Since I'm in charge, I don't want anything to happen."

Evans said she had patroled the entrance area at 10 minutes to two and everything seemed fine. And then the fire broke out at 2:10 a.m.

"During the last 15 years, the Olin School has significantly strengthened its faculty and student quality and has energized its alumni. The school also...

Changing the Textbooks

Sussman's theory is not the first to modify the textbook explanation of primate origin. In the 1970s, Matt Cartmill, Ph.D., of Duke University, challenged the arboreal theory, concluded with the arboreal species due to its development in the early Eocene. Cartmill raised questions about non-primates with successful adaptations for living in the trees. Squamata utilizing climbing with the reason that they look like primates? He also pointed out that stereoscopic vision is an important adaptation for hawks, cats and other predators that rely on vision to locate and capture prey.

Cartmill proposed an alternative to the arboreal theory. He said that primate characteristics developed not to accommodate life in the trees, but to enable detection and capture of insects in the lower forest canopy. His hypothesis was known as the visual predation theory, and textbooks changed accordingly.

Anthropology textbooks are changing once again as Sussman's theory becomes known. He argues that modern primates are fruit eaters, and that the real impetus for developing primate-like traits was to eat plants, not insects.

Sussman's ideas appear in one of the most recently published anthropological textbooks, Frisell's explanation of primate evolution, written by Glenn Conroy, Ph.D., professor of anatomy and neurobiology and anthropologist at Washington University, who most recently discovered a skull that may be the "missing link" in human evolution. The book is expected to become the most widely used text on the country in paleoanthropology. While there are many textbooks on human evolution, this book uniquely extends the scope of study from the origins of primate ancestors to the emergence of the Homo genus.

"The idea behind writing this book," says Conroy, "was to show students that humans didn't just sprout out of nowhere. There's a whole evolutionary process of 70 million years of primate history that we come from, and this book concentrates on that. It brings the reader up to the emergence of Homo, our own genus."

In the text, Conroy describes the classic "arboreal theory," followed by Cartmill's "visual predation theory," and now Sussman's theory, which Conroy calls the "angiosperm radiation theory." Sussman has tried to look at the whole thing from an ecologist's point of view," says Conroy. "Maybe the development of keen sight and hand-eye coordination was for recognizing and reaching fruit."

Plants Adapted to Entice

Evidence suggests that modern primates evolved 30 million years ago during the Eocene epoch of geologic history. Flowering plants evolved some 20 million years earlier during the Paleocene epoch. "During this time, a lot of changes in the angiosperms occurred," Sussman says. "Some changes indicate interaction between the angiosperms with the animals making use of their products. There's almost a parallel between this evolving angiosperm complex. Birds move in to eat the fruits and flowers; bats move in, and the only non-flying animal that's really taking advantage of this new niche is the primate."

Wind dispersed the first seeds of the angiosperms, but as animals started eating the most scrumptious seeds, plants produced bigger and bigger fruits. "By the Eocene," says Sussman, "you have modern fruit that's animal-dispersed.

Stereoscopic vision and hand-eye coordination enabled coordination of the angiosperms food products, and movement among fine branches of the plant. The whole thing from an ecologist's point of view," says Conroy. "Maybe the development of keen sight and hand-eye coordination was for recognizing and reaching fruit."

Understanding our origins

Anthropologist's theory links flowering plants to primate evolution

An opposable thumb and forward-facing eyes come in handy for a creature that dwells in the trees. And for most of the 20th century, the traits that define primates have been credited to the arboreal (living in trees) way of life. The classic arboreal theory of primate origin depicts land-dwelling mammals moving into the trees, where survival depended on depth perception and climbing ability.

But Robert Sussman, Ph.D., professor of anthropology at Washington University, says there's more to it than that. Why were these creatures climbing through trees in the first place? In a new theory, he suggests that they were feeding on the tasty monds of flowering plants, or angiosperms, which in turn developed more attractive flowers, seeds and fruits for animals to disperse as tropical forests evolved. He describes a process in which plant and animal interactions led to the characteristics of today's primates and tropical forests.

"It was a co-evolution," says Sussman, "a development of animals better able to disperse seeds and seeds better able to grow forests. They both needed each other to evolve.

Sussman presented his new theory of primate origin in a review article published in the June 1991 issue of the American Journal of Primatology. He proposes that characteristics such as grasping extremities, stereoscopic vision and hand-eye coordination evolved as successful adaptations for exploiting fruits and seeds located on fine end branches of the angiosperms. And while this happened millions of years before the emergence of our own genus, Homo sapiens, we too may have

Inside Medical Record

• Surgeon offers alternative to silicone breast implants, Page 4
• Best Doctors of America are at the medical school, Page 5
• Physician/colleague to speak at medical school, Page 6

Continued on p. 3
After hearing about Sussman's theory...Robert Sussman, Ph.D., professor of anthropology, has a new theory...Sussman describes this period as the "threshold for a modern forest to develop."

"You can't have large canopy rain forest trees without large seeds. And you can't spread a large seed with wind," Sussman explains. "So there's a whole process of getting larger seeds that can hold more nutrients for larger trees, evolving with animal dispersal. By the time you have animals able to eat these seeds and disperse them, you also had modern trees evolve."

Primates continue to be important seed-dispersal agents in tropical forests. Birds and bats evolved adaptations to reach the fruit through the air, while primates moved through the trees.

Testing the Theories
After hearing about Sussman's theory while a graduate student at Duke University, D. Tahab Rasmussen, Ph.D., now assistant professor of anthropology at Washington University, designed a modern-day test for all three theories of primate origin. He decided to apply the hypotheses, "to a real flesh and blood animal." Rasmussen collected data on the primate-like wooly opossum and the non-primate-like southern opossum, in a tropical forest of Costa Rica. The wooly opossum has a large brain, large eyes, small litter, and is very agile in trees. The southern opossum looks and behaves much like the opossum familiar to North Americans. "I chose marsupials to try to represent most closely the ancestral primates," says Rasmussen. "What I wanted was one primate-like representaive in a diverse group that did not include primate-like forms. The idea here is that selection is operating on that one to make it more primate-like. The rest remain non-primate-like. This presumably corresponds to what was happening back in the Paleocene. There must have been a group of non-primate-like animals; one of them became more primate-like and eventually became the ancestor primates."

Rasmussen compared behavior and diet information of the two opossums and related the data to the three theories of primate origin. He published the findings of his opossum study in the American Journal of Primatology. "We found that they were conforming to what both Cartmill and Sussman said," reports Rasmussen. "We saw both terminal branching and insect capture by visual predation, which suggests the theories are not mutually exclusive, but compatible to some degree. But the real cause is probably as Sussman says, primates tracking these angiosperm products and insect-foraging as a correlate to that."

Based on his study, Rasmussen suggests that once they began munching on flowers and fruits, the primate-like mammals started noticing and grabbing associated insects. Both behaviors required skill in negotiating movement through trees.

Glen Conway agrees with Rasmussen that the theories of primate origin overlap. He prefers, "an amalgamation of ideas. I think it's fair to say that no one theory will explain everything." Conway says, "The truth lies somewhere among the different views."

Athol Fugard classic
Edison Theatre presents 'Blood Knot'

Athol Fugard's riveting classic "Blood Knot" will replace a previously scheduled production of "My Chil-
dren, My Africa" at 8 p.m. March 6 and 7 in Edison Theatre. "Blood Knot," a play about two "coloured" half brothers, one dark-skinned and the other so closely mixed, was written by Fugard in 1951. It was the first play ever performed in South Africa with a mixed-race cast. Edison Theatre presents "Blood Knot" as part of its "OVATIONS" series, which offers a diverse selection of world-renowned performing arts events to the public.

The play spans two weeks in the lives of Zachariah, a black laborer, and Moons, his educated white brother and servant. Moons has returned to take care of Zach in an attempt to relieve his guilt for having passed as white. Though none of the scenes leaves the confines of the one-room shack, the play ranges widely from high comedy to deep tragedy. Zach and Moons explore together the dark and light territory of their pasts, the frustrations and deprivations of their lives, and their dreams for the future.

Town Topics paper said of the play, "Zach and Moors represent all brothers from biblical times to the present, and they are also black and white. South Africa in microcosm, and all peoples of the world bound together by 'the blood knot, the bond between brothers.'" Zachariah is South African set. Moons is a South African and Sussman has performed in many plays, including Harley Billion's "Puppets Nongena," for which he won an OBBE award. He was Zach in the critically acclaimed New York production of "Blood Knot" in 1990. In 1971 Sibanda founded an experimental theatre company in South Africa and co-authored the play.

Context is Key
Sussman seems to have broken new ground in paleoanthropology by approaching the question of primate origin from an ecological point of view. Rasmussen, who has examined previous approaches"—what both Cartmill and Sussman said," suggests the theories are not mutually exclusive, but compatible to some degree. But the real cause is probably as Sussman says, primates tracking these angiosperm products and insect-foraging as a correlate to that."

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"Survival," which toured South Africa. New York City's Riverside Church was the sight of its U.S. premiere in 1989. Moors is played by James Goode. Goode, a native of London, has appeared in productions of "One Flew Over the Cuckoo's Nest," "Blood Knot" and "The American Clock," as well as "Wind in the Wil- lows" and "The White Devil" at the Royal National Theatre. Goode also has a composer and recently had a musical, "Cafe'me," entered in the Edinburgh Festival.

Stephen Bayne, a white South African, will direct the production. Bayne directed the London production of "Blood Knot" and most recently an all-black production of "Macbeth" in New York. The director came to Britain in the 1960s and began working in the theatre as an actor. In the 1980s he began directing. Over the last several years he has directed many Royal Shakespeare Company productions, "Under Milk Wood," "Venus and Adonis" and "All God's Chillen Got Wings." The OVATIONS! events are made possible in part by grants from the Missouri Arts Council, the Arts and Education Council of Greater St. Louis and the National Endowment for the Arts. Tickets are $18 for the general public, $14 for seniors citizen and Washington University faculty and staff, and $9 for students. For more information, call 935-6453.
Paul A. Freund, a Washington University professor, was honored by the University with a portrait of his literary accomplishments. The first Washington University professor to be honored with a portrait for his literary accomplishments was the late poet Howard Nemerov.

Stanley Elkin, author of "The Revenge of Walt Whitman: Storyteller," was the recipient of the portrait. Elkin, Ph.D., the Merle Kling Professor of Modern Letters at Washington University, has written 15 works of fiction and essays. An exhibit of his work, "Stanley Elkin, Storyteller," is on display in the school's Special Collections unit until April 10.

The portrait of author Stanley Elkin, created by local artist Patrick Schuchard, now hangs on the fourth floor of Olin Library. Elkin is best known for his literary accomplishments and is the first Washington University professor to be honored with a portrait for his literary accomplishments. The first was the late poet Howard Nemerov.

Elkin's teaching experience spans both managerial and financial accounting. He has been named teacher of the year on nine different occasions by his own students. He received his bachelor's degree from Beloit College in 1939 and his master's degree in business administration and doctorate in business administration from Washington University in 1960 and 1967, respectively. Prior to joining the University faculty, he had a.gray residency with Arthur Andersen & Co.

Freund wrote several books on law, including "On Law and Justice," "On Understanding the Supreme Court." Freund was a leading authority on U.S. constitutional law and the Supreme Court. A retired Harvard Law School professor, he was fired from Harvard Law School in October 1962. Freund was elected to Washington University's Board of Trustees in October 1962.

Robert Virgil — has started numerous new academic and research programs, including a new curriculum, raised the support to build Simon Hall, and established a healthy endowment. Bob demonstrates the kind of leadership Washington University needs to face the challenges of the 1990s,” Danforth added.

Dean Virgil joined the Washington University faculty as an assistant professor and became a full professor by 1972. He was named a full professor at Dartmouth’s Amos Tuck School of Business Administration in 1975, following a year as Washington’s vice chancellor of student affairs. After returning to Washington University, he became acting dean of the business school in 1977 and then dean in 1979.

He has taught on key university committees at the University over the past 26 years, including the Faculty Senate and the Committee on the Recruitment of Underrepresented Faculty. He serves as a member of the Committee to Prepare for the 21st Century and the faculty search committee for the law school and for undergraduate admissions.

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Karl's medical career continues to investigate how parent-child interactions might be improved for children with hearing impairments. In addition, she will appear to enhance communication abilities in young normal-hearing children. In this study, we hope to learn more about how those functions are developed in children who are born deaf.

The study will expand on Nicholas's previous research with deaf infants and their mothers, which indicates deaf children have a measurable communicative advantage over young hearing children with similar verbal skills. Nicholas will examine infants age eight months and older — younger than those in the previous study — and try to identify what aspects of parent-child interaction appear to enhance communication before children learn to use words. Both oral and signing children will be included in the study.

Through her work, Nicholas hopes to develop an instrument to assess early communicative functions that can be used with both normal and hearing impaired infants. In addition, she will continue to investigate how parent-child interactions may influence the way deaf children acquire and use communicative skills. Ultimately, she hopes the research will aid in setting achievable objectives and specific intervention strategies for children with hearing impairments.

**Book award honors Karl's medical career**

The American College of Physicians has established a book award at the School of Medicine honoring Michael M. Karl, M.D., assistant professor in the division of plastic and reconstructive surgery at the School of Medicine. "The tissue is far superior to current artificial implant methods because it is free of the complications commonly associated with artificial implants, such as scar tissue formation, loss of sensation in the breast, and leakage," says Karl.

"Using a patient's own tissue is far superior to current artificial implant procedures," says Roger K. Khouri, M.D., assistant professor in the division of plastic and reconstructive surgery at the School of Medicine. "The tissue is not rejected, sensation returns to the breast, which never occurs with implants, and you avoid the potential complication of leakage and disfiguring scar formation."

There are several types of autologous reconstruction, but Khouri believes the microvascular free flap technique is superior to the others. In this method, a flap of skin and muscle is removed from the abdomen and attached to the connecting artery and vein, then reconnected to those same blood vessels at a new location on the same body. Khouri says, "This way, the tissue survives, and you can shape it, sculpt it, fold it, and give it a new function." The size of the skin flap used depends on the excess tissue available. On a patient of normal size with some redundant lower abdominal fat and skin, an abdominal skin flap might be four to six inches from top to bottom, taken from the midsection of the abdomen across to the side. Khouri says the amount of tissue removed is similar to that taken for a tummy tuck, a cosmetic procedure to minimize a protruding stomach. "If the patient has no excess abdominal tissue, Khouri scours alternative sites, such as the thigh and buttock. That's the beauty of the microvascular free flap. If the patient is very, very slim, we have alternatives. And in the same process, the patient benefits from a tummy tuck, a butt lift or a thigh reconstructing." While some plastic surgeons around the country are doing free flap reconstruction, Khouri says most take flap tissue from the abdomen because the blood vessel dissection is easier to perform. "Direction from the thigh or buttock is more difficult.

Autologous reconstruction takes longer to complete than implant reconstruction — five-to-six hours for one breast, eight hours for both — but Khouri says it can be performed at the time of the mastectomy. Implant reconstructive surgery after breast removal is done in at least two phases, both requiring general anesthesia and two hospital stays.

**A procedure that may provide a safer alternative to silicone breast implants for women who have had mastectomy is being performed at the School of Medicine.**

The procedure, called autologous reconstruction, is also expected to have applications for women with faulty silicone breast implants, for those who are at high risk for breast cancer and those who want to enlarge their breasts, researchers say.

Autologous reconstruction involves taking excess skin and fat from the areas of a woman's body where fat deposits frequently occur — the lower abdomen, buttock or thigh — and molding a breast or breasts from the patient's own tissue. The technique is considered an improvement over existing reconstructive methods because it is free of the complications commonly associated with artificial implants, such as scar tissue formation, loss of sensation in the breast, and leakage. "Using a patient's own tissue is far superior to current artificial implant procedures," says Roger K. Khouri, M.D., assistant professor in the division of plastic and reconstructive surgery at the School of Medicine. "The tissue is not rejected, sensation returns to the breast, which never occurs with implants, and you avoid the potential complication of leakage and disfiguring scar formation.

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**G.D. Searle funds inflammation research**

Four researchers at the School of Medicine have received two-year grants totaling more than $659,000 from G.D. Searle & Co. to fund inflammation research.

Sixty-one investigators in the U.S. and Canada were chosen by the pharmaceutical company to share a $10 million grant earmarked to support studies of inflammatory processes.

The researchers are: Barbara Jakusch, Ph.D., research associate professor of molecular biology and pharmacology; Audrey Morrison, M.B., professor of medicine and molecular biology and pharmacology; Charles Parker, M.D., professor of medicine and molecular microbiology; and Julian Ambrose, M.D., associate professor of medicine.
Researchers study controversial THA drug treatment

The School of Medicine is one of approximately 35 centers nationwide taking part in the clinical investigation of THA, a controversial drug that some believe helps reverse the mental deterioration caused by Alzheimer’s.

Alzheimer’s patients who are 50 or older and have no physical health problems are needed for the one-year clinical study, which will determine the effectiveness of higher doses of THA than have been previously tested. Volunteers will receive the drug, testing and medical supervision free of charge.

Physicians at the School of Medicine also have been selected to take part in an expanded access program, whereby several thousand Alzheimer’s patients nationwide who are ineligible to participate in the one-year clinical study will have the opportunity to receive the experimental drug THA. Patients in this program will be monitored for side effects, such as liver damage, and will be required to pay for the medication.

The Memory and Diagnostic Center at Jewish Hospital, Morris is currently studying another drug manufactured that may one day be used to treat Alzheimer’s. In addition, the School of Medicine is part of a national consortium of 30 Alzheimer’s disease programs that will evaluate new compounds for potential drug trials. One drug in this regard is Deprenyl, which has been suggested to retard brain cell degeneration in Parkinson’s patients. If this effect proves to be true, Stuntz says the drug may have similar applications with persons suffering from Alzheimer’s.

"This is an exciting time in Alzheimer’s disease research," Morris says. "New information is revealed virtually everyday. We try to use that information to identify compounds that may help treat the disease. This provides hope for patients and their families. For so long Alzheimer’s disease has been considered untreatable, but I think that is going to change."

The Memory and Aging Project, which is conducting the THA studies, also seeks volunteers age 65 or older, who are in good health, but are experiencing difficulty with memory. Participants receive a thorough assessment to determine the severity and source of memory difficulties as well as treatment recommendations. Persons over the age of 85, with or without forgetfulness, are particularly needed.

Also needed for comparison are Parkinson’s disease patients 60 years or older with mild to moderate motor difficulties, with or without memory difficulties. Alzheimer’s disease, the fourth leading cause of death in the United States, destroys the mind by crippling its victims’ ability to think, recognize relatives and care for themselves. Currently, there is no effective treatment or cure.

For more information about the studies or to volunteer, call the Memory and Aging Project at 562-2603.
Physician speaks on peer review
Lawrence K. Altman, M.D., science writer for The New York Times, will speak next month at the School of Medicine.

Altman, one of the few medical doctors working as a full-time newspaper reporter, will discuss "The Myth of Passing Peer Review," at 11:30 a.m., March 12, in Carl V. Moore Auditorium, 660 South Euclid. In addition to reporting, Altman also writes the "Doctor's World" column in Science Times.

A 1995 graduate of Harvard University, Altman received his medical degree in 1962 from Tufts University School of Medicine. As an unaided medical student in high school, Altman wrote sports and feature stories.

Altman held his medical internship at Mt. Zion Hospital, San Francisco, in 1962-63. For three years he was with the U.S. Public Health Service's Centers for Disease Control in Atlanta. In 1972 he became editor of Morbidity and Mortality Weekly Report, a journal dealing with reported cases of communicable diseases in the world. He then helped set up a meeting with the most prestigious doctors for eight Western African countries, which later formed the World Health Organization's program that eradicated smallpox from the world.

Altman then named chief of the public health service's Division of Epidemiology and Immunization in Washington, D.C.

In 1982 and 1983, Altman won the Howard W. Blakeslee Award of the American Heart Association. He is the only science writer to win the award in two successive years. In 1986, he received the George Polk award for his article on the AIDS epidemic in Africa. His book, "Who Goes First? The Story of Schizophrenia and Medicine," is published by Random House.

Altman holds medical licenses in the states of Washington, California, and Nevada, and is a clinical associate professor at the New York University Medical School.

Altman's lecturing is sponsored by the School of Medicine and is open to the public.

Charles Reed dies
Charles Andrew Reed, research associate in pediatrics at the School of Medicine, died of congestive heart failure Feb. 5, at St. Joseph Hospital of Napolea, and four grandchildren. He was 66.

The investigators studied people with genetic mutations that cause cholesterol-carrying protein always have low cholesterol levels.

"What we found is that these shorter Apo-B forms are actually synthesized at a slower rate," Krul said. "Slow Apo-B synthesis would allow cholesterol to leave liver cells, Krul explained.

The virology award provides support for one physician per year from molecular and clinical rheumatology at Johns Hopkins University School of Medicine. The Arthritis Foundation requested nominations from researchers for this new award and the selection committee chose the winner.

Atkinson studies the structure, function and genetics of the complement system, a group of proteins of the immune system, and how these proteins lead to rheumatoid arthritis. Complement proteins can lead to rheumatoid arthritis and rheumatic diseases.

"It seems that you don't really need a full length of the protein to be effective, or an intact protein to be effective, like super Apo-B," Krul said. "That's one mechanism we can say partially in the blood for low cholesterol levels."

Researchers receive virology award
Herbert W. Virgin IV, M.D., Ph.D., assistant professor of medicine at the School of Medicine, has been selected to receive the 1992 Burroughs Wellcome Fund Young Investigator Award in Virology.

As a Burroughs Wellcome Fund Young Investigator, Virgin, who is also assistant professor of pathology and of molecular medicine, will receive $90,000 over the next three years to conduct research on how the immune system identifies and reacts to viruses.

Researchers have found in 1998 that people with short forms of Apo-B always had low cholesterol levels. "But researchers are only recently starting to look for mechanisms to explain why," Krul said. Krul and her co-investigators — Gustav Schonfeld, M.D., professor of medicine; Robert Wagner, Ph.D., assistant professor of pathology and of molecular medicine; and Barrett in foul's group tested a new possibility: that the low blood cholesterol levels in these people are due to a low Apo-B synthesis rate.

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Researchers have found in 1998 that people with short forms of Apo-B always had low cholesterol levels. "But researchers are only recently starting to look for mechanisms to explain why," Krul said. Krul and her co-investigators — Gustav Schonfeld, M.D., professor of medicine; Robert Wagner, Ph.D., assistant professor of pathology and of molecular medicine; and Barrett in foul's group tested a new possibility: that the low blood cholesterol levels in these people are due to a low Apo-B synthesis rate.

"We found that these shorter Apo-B forms are actually synthesized at a slower rate," Krul said. "Slow Apo-B synthesis would allow cholesterol to leave liver cells, Krul explained.

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University Commits to affirmative action policy

I. Purpose
Washington University is committed to providing equal opportunity to all qualified individuals in its employment and personnel policies, and to policies and practices that will assure that there shall be no discrimination against any individual in the same manner as the hiring or promotion of women, race, color, age, religion, sex, sexual orientation, national origin, or handicap. Affirmative action will be taken in the recruitment, hiring, and promotion of minorities, females, the handicapped, and veterans.

To ensure effective compliance with the University's policies and its commitment under pertinent executive orders and laws, positive affirmative action is being undertaken conscious of the special need for equal 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 entry-level positions.

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

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

II. Policy
Washington University is committed to a policy of equal employment opportunity without regard to race, color, religion, sex, sexual orientation, national origin, veteran status or handicap. These policies apply to all employees in all schools and departments of the University.

Washington University also is committed to affirmative action to increase the numbers and job levels of qualified minority, female, and handicapped persons, and to members of the faculty, administrative officers and staff dated Dec. 13, 1971, as follows:

"Other interests and problems may be given due attention, but the affirmative action program must be kept on the front burner by the administration and by every division, department and school. Affirmative action should come to mind every time we see a new person. What is right to do is what we must do because national and international goals coincide with federal regulations. Without considerable effort, however, all our good intentions will amount to nothing."

III. Annual review
The affirmative action program is reviewed each year. The review covers a 12-month period beginning on Oct. 1 and ending on Sept. 30. Departments, department heads, and supervisory personnel participate in an annual review of school and departmental hiring and promotion practices, including salary analyses.

The purpose of the review is two-fold: first, to determine in what manner Washington University is making in providing equal opportunity; and to take corrective action, if it is appropriate.


Professional job searches under way

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

**Associate-Industrial Contracts and Licensing Specialization-Biotechnology**

Work with the director of industrial contracts and licensing on the Hilltop campus to evaluate invention disclosures, identify industrial sponsors, plan and conduct industrial research support, and carry out licensing activity. Knowledge of modern biology required, ability to work with M.A.T. level or higher in a field relevant to biotechnology. One or two years experience in technology transfer strongly preferred, including general understanding of patent law, licensing, contract writing and negotiation skills. Strong oral and written communication skills are required. Compensation based on training and experience. Applicants should send a resume and cover letter containing names, titles, addresses and phone numbers of three references to Susan E. Callon, Ph.D., Research Officer, Campus Box 8103, Washington University, One Brookings Drive, St. Louis, MO 63130-8039.

**Director, Medical Communications**

Qualifications: Should possess a bachelor's degree, preferably with a specialization in marketing, journalism or communications; at least five years experience in the media or public relations field, preferably in science or medicine; demonstrated skill in science writing and demonstrating knowledge of media operations and requirements; ability to plan, organize, implement and manage a national news media relations program and to supervise the work of others; and the ability to work with the faculty, researchers and administration.

**Duties** Will reside in developing the School of Medicine's external communications programs, especially those related to national media relations and maintain contacts with key writers and editors of local, regional and national importance; supervise arrangement of media coverage of medical faculty, events and accomplishments; maintain, through the medical communications staff, a "beat" system of regular contact with the departmental institutes, centers and other programs in medicine; direct the medical communications staff and evaluate its performance; coordinate the regular, monthly preparation of medical news releases; evaluate and supervise the writing, editing and faculty approvals of such stories.

**Position available immediately.**

**Deadline for resumes:** April 1. Send resume and samples of medical writing to Donald Clayton, associate vice chancellor/executive director of Medical Public Affairs, Washington University School of Medicine, Campus Box 8065, 600 S. Euclid Avenue, St. Louis, MO 63110.

**Director, Student Health Service**

Washington University seeks a physician/administrator with a strong clinical focus, coupled with interest and experience in the development and implementation of a health education program. This individual must provide innovative, creative leadership and establish Samuel B. Grant University Health Service. Special consideration will be given to candidates with experience in college health, particularly in college health education programs. The director must possess a master's degree or higher in a field relevant to college health. Applications should be sent to: Donald Clayton, associate vice chancellor/executive director of Medical Public Affairs, Washington University School of Medicine, Campus Box 8065, 600 S. Euclid Avenue, St. Louis, MO 63110.

**Responsibilities:**

- Chair the Division of Student Affairs management teams.
- Serve as a member of the Division of Student Affairs management council.
- Serve as a member of the University-wide committee and project assignments as directed.
- Serve as an active member of the Division of Student Affairs management council.
- Serve as sponsor and adviser to a highly successful Screen Team. Serve as an active member of the Division of Student Affairs management council.
- View the University-wide committee and project assignments as directed.
- Maintain involvement in professional associations related to college health.
- Qualifications: MD degree, five years of full-time clinical practice beyond medical residency, direct experience in professional staff supervision, strong interpersonal skills, board certification in family practice, internal medicine, or pediatric medicine, and experience in college health or community health education. Progressive, team-oriented leadership is essential, as well as strong interpersonal, communications, and leadership skills are essential.

**Application information:**

- The position is open until filled. Applicants are encouraged to submit a letter of application, resume, three current letters of recommendation, and a one page statement of personal philosophy on college health to: Justin X. Carroll, associate dean of students, Campus Box 1136, Washington University, One Brookings Drive, St. Louis, MO 63130-4899.

- In addition to the professional requirements, qualified candidates are sought to fill the following positions: clinical, two positions; assistant, one position; full time, four positions; secretary, two positions; and health counselor, two positions.

- Information about these and other positions available at: Hilltop Campus Office of Human Resources, Room 120, N. Brookings Hall, 935-5990 or the campus human resources offices: 8480 Clayton Ave., 362-7195.

**Personnel News**

Personnel News appears monthly in the Record and is prepared by Gloria W. White, vice dean of the School of Medicine, and Jane M. Childs, administrative officer, and other members of the Office of Human Resources. Personnel News is designed to keep Washington University employees and their families informed of the benefits and opportunities available at the University.
Tuesday, Feb. 25
3:30 p.m. European Studies Program Lecture, "History and Portraits of a New Member of the European Community," by Steven E. Ramondt, consul general of Serbia, at St. Louis Art Museum, 1020 Lindell Blvd., Lounge B.
4 p.m. Microbiology Seminar, "Microorganisms in the "Assembly Line,"" by T. O. Joffe of the University of California, Irvine.
4 p.m. Chemistry Seminar, "Recent Research on Microbial Cellulose," by Robert C. Pardon, adj. prof. of Cellulose, U. of Iowa.
6 p.m. Anatomy and Neurobiology Seminar, with Donal Fox, Pacific and Asian Studies, U. of Victoria, Canada.

Wednesday, Feb. 26
8 a.m. Department of Biomedical and Biophysics Colloquium, "Protein-Mediated DNA Topoiso merases and Heterotropic Interactions," by Michael Bretonzt, depart. of Biochemistry and Northern Iowa.
8 p.m. Center for the Institute of the Arts and Sciences Lecture Series FEB. 26. "The Revenge of Style: Stanley Elkin, Storyteller." (Also Feb. 22, 7 and 9 p.m.) 100 Brown Hall.
8 p.m. Assemblies Lectures FEB. 26. "School of Fine Arts Council Exhibit" through April 26. Gallery of Art, upper gallery, Steinberg Hall. Hours: 10 a.m.-5 p.m. weekdays; 10 a.m.-5 p.m. weekends. For info., call 935-5980.

Thursday, Feb. 27
7 p.m. Student Social Workers Presents "The Bible," by Roger H. Walker, professor and director, Student Union, KWUR and Congress of the South.
7 p.m. Women's Basketball. St. Louis University. KLUE-AM 1141.
8 p.m. Filmboard Feature Series "Stars over the Empire." Presents "Live and Let Die." (Also Feb. 29, same time, and March 1 at 9:30 p.m.) Room 100 Brown Hall. For info., call 935-4444. (continued)

Friday, Feb. 28
9:15 a.m. Student Social Workers Presents "The Bible," by Roger H. Walker, professor and director, Student Union, KWUR and Congress of the South.
9:30 a.m. Filmboard Feature Series "Stars over the Empire." Presents "Live and Let Die." (Also Feb. 29, same time, and March 1 at 9:30 p.m.) Room 100 Brown Hall. For info., call 935-4444.
12:30 p.m. Men's Basketball. St. Louis University. KLUE-AM 1141.
3:30 p.m. Student Social Workers Presents "The Bible," by Roger H. Walker, professor and director, Student Union, KWUR and Congress of the South.

Saturday, Feb. 29
7 p.m. Student Social Workers Presents "The Bible," by Roger H. Walker, professor and director, Student Union, KWUR and Congress of the South.
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Wednesday, Feb. 26
8 a.m. Associated Black Students Presents a Musical Performance, "Ladysmith Black Mambazo." (Also Feb. 26, 9 a.m. and 5:30 p.m.) Mendelssohn Auditorium, UMKR and Congress of the South.
4 p.m. Filmboard Feature Series "Stars over the Empire." Presents "Live and Let Die." (Also Feb. 29, same time, and March 1 at 9:30 p.m.) Room 100 Brown Hall. For info., call 935-4444.

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Friday, Feb. 28
7 p.m. Gay and Lesbian Association of Student Workers Presents a Film, "Torch Song Trilogy." Brown Lounge. Free. For info., call 935-4444.
8 p.m. Filmboard Feature Series "Stars over the Empire." Presents "Live and Let Die." (Also Feb. 29, same time, and March 1 at 9:30 p.m.) Room 100 Brown Hall. For info., call 935-4444.

Saturday, Feb. 29
6 p.m. Student Social Workers Presents "The Bible," by Roger H. Walker, professor and director, Student Union, KWUR and Congress of the South.
7 p.m. Filmboard Feature Series "Stars over the Empire." Presents "Live and Let Die." (Also Feb. 29, same time, and March 1 at 9:30 p.m.) Room 100 Brown Hall. For info., call 935-4444.