Challenging 'The Bell Curve'

College education halves black, white IQ score gap

Compare the average intelligence test scores of blacks and whites during their senior years in high school and whites tend to outscore blacks by as many as 15 IQ points. But send those students to college and the IQ scores of black students who graduate increase more than four times as much as those of their white college classmates, scores for a black student going to a white college will be in half by graduation.

This is one of the key findings of Washington University research that holds important implications for the current debate over federal and state attempts to roll back affirmative action programs.

"Our study shows that differences in IQ test scores among blacks and whites may have little to do with genetics, and much to do with the relative quality of the educational opportunities afforded to blacks and whites," said Mark R. Rank, Ph.D., associate professor at the George Wurron Brown School of Social Work.

Director of research for the research team are Fredric Q. Raines, Ph.D., associate professor of economics in Arts and Sciences; Mark A. Schnitzler, Ph.D., research instructor in the School of Medicine's Health Administration Program; and Joel Myerson, Ph.D., research professor of psychology in Arts and Sciences.

The journal Psychological Science has accepted for publication an article based on their research, tentatively scheduled to run in March 1998.

The study blasts holes in several controversial theories put forth by "The Bell Curve," a 1994 book by conservative social theorists Charles Murray and the late Richard Herrnstein. The book and its theories on race-based intelligence are credited by some with fueling the attack on affirmative action.

"The message for the affirmative action debate is that black students who finish college appear to make dramatic gains in cognitive abilities. The result is that at the college level, but to a lesser extent, the level of ability black college students exhibit at the end of college appear to make dramatic improvements in cognitive abilities. The result is that at the college level, but to a lesser extent, the level of ability black college students exhibit at the end of college appear to make dramatic gains in cognitive abilities.

"The more important point," Myerson added, "is that the level of ability black students exhibit at the end of college may have been greatly underestimated based on how they tested when they took college entrance exams in high school. For at least some black high school students, the SAT and other college entrance exams may provide an accurate picture of their potential."

The study began as a response to the title of a 1992 book, "The Bell Curve," which contends that blacks are genetically less intelligent than whites and that this intelligence gap cannot be greatly changed by education. Murray and Herrnstein and reached dramatically different conclusions.

Rank and his colleagues investigated into intelligence test score gains, and test scores set forth in "The Bell Curve," but then refined the analysis to account for differences in educational experiences. Their findings suggest "The Bell Curve" substantially overestimates the case for race-based intellectual differences because it ignores the important influence of education in closing the IQ score gap between blacks and whites.

"We hope to make a unique contribution to the understanding of the catalytic intermingling of art and language," explained Gass, an award-winning author who is himself an accomplished photographer and poet; Victor Hugo produced drawings; Blake pictorialized his writing; Gertrude Stein adopted a cubist style; Michelangelo put down his chisel to pick up his pen; and Derek Walcott, Nobel laureate poet and watercolorist from the West Indies — each of whom has written an essay for the exhibition, which opens Friday, Nov. 7, in the Gallery of Art and runs through Dec. 21, is curated by William H. Gass, Ph.D., the David May Distinguished University Professor in the Humanities and director of the International Writers Center, and features approximately 65 artworks by modern and contemporary writers and artists who have made significant contributions to both literary and visual arts.

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New drug could ease shortage of crucial blood platelets

S
chool of Medicine researchers announced recently that a new drug may dramatically increase the nation's supply of platelets, a chronically scarce blood product needed by many cancer patients.

A simple injection of the drug, a synthetic human hormone called PEG-rHuMGDF, can triple the number of platelets received from each donor, said Lawrence T. Goodnough, M.D., professor of medicine and of pathology. "Platelets are precious, and this drug could help ease the problem," he said. Goodnough, a lead researcher in a multicenter study of the drug, announced the findings at the annual American Association of Blood Banks meeting in Denver.

Platelets are blood cells that strengthen blood vessel walls and help seal cuts. Healthy people have hundreds of thousands of platelets in each cubic millimeter of blood. But chemotherapy and radiation therapy can quickly destroy the cells, leaving many cancer patients with a dangerously low platelet count. When platelets are low, microscopic vessels become weak and rupture easily. Patients can have repeat infections. "We have attracted enough platelet donors to meet the current demand," Goodnough said. "Even people who donate regularly don't realize the critical need for platelet donations."

Platelet donations spend about 90 minutes hooked up to a machine that draws blood, spins it to separate platelets from other cells and then returns the rest of the blood back into the body. The procedure, called pheresis, is expensive. According to Goodnough, it costs about $400 to harvest enough platelets for a single transfusion. Some patients need as many as 10 transfusions.

Realizing that increasing the platelet supply from donation would be a boon to cancer patients, researchers began a multicenter trial of PEG-rHuMGDF on volunteer donors. "Previous studies had shown that the drug improved the mortality of patients in undergoing chemotherapy," Goodnough said. "We wanted to see if we could boost platelets in healthy people before they donated."

The drug was developed by Amgen Inc., a biotechnology company located in Thousand Oaks, Calif., that also funded the study. Researchers at the University of Minnesota in Minneapolis and one of four recipients of this award.

Richard Chole appointed head of otolaryngology

R
ichard A. Chole, M.D., Ph.D., has been named head of the Department of Otolaryngology.

His new appointment as the Lindberg Professor and head of otolaryngology was announced by William A. Peck, M.D., executive vice chancellor for medical affairs and dean of the School of Medicine, and will become effective Feb. 1, 1998. Pending approval by the appropriate hospital governing boards, Chole also will serve as otolaryngology-in-chief at St. Louis Children's and Barnes-Jewish hospitals.

"In Dr. Chole, we have found both a pre-eminent research physician and an able, talented administrator," said Dr. Peck. "This experience in managing a comprehensive otolaryngology department at U.C. [University of California at] Davis adds tremendously to his credentials, and we are extremely fortunate to have him to Washington University and to St. Louis Children's and Barnes-Jewish hospitals."

Chole succeeds John M. Fredrickson, M.D., professor of otolaryngology, who has served as the head of otolaryngology since 1982 and is stepping down to focus on his research interests.

Chole was chair of the Department of Otolaryngology-Head and Neck Surgery at the medical school of the University of California, Davis. He also served as clinical director for outpatient services and chair of the Council of Department Chairs.

Chole is known for developing the otoscope-camera and a prosthesis device that functions as a replacement for middle ear bones damaged by injury or infection. In addition, he is co-developer of a tympanostomy tube used to ventilate the ear in patients suffering from repeated ear infections. Silver oxide embedded in the tympanostomy tube halves the rate of repeat infections.

An author or co-author of more than 100 scientific articles, Chole studies the cell biology of osteoclasts, which are bone cells. In addition, he researches experimental models of middle ear conditions that occur as a result of inappropriate osteoclast cell activity.

He is interested in the collaborative interactions between the medical school's Department of Otolaryngology and Central Institute for the Deaf, which he said have led to beneficial advances in the field of otolaryngology. He plans to maintain this collaboration and further strengthen departmental research efforts in the area of bone cell biology.

Chole serves on the executive editorial board of the journal Otolaryngology-Head and Neck Surgery. He also serves as a reviewer for several other journals and is a member of numerous professional societies. He serves as one of 20 U.S. members of an international otolaryngology research organization, called the Collegium Otolaryngologicum Amicitiae Sacrum, and as one of 200 members of the American Otological Society. In addition, he has been included in the Facts Book of Leading North American physicians called "The Best Doctors in America."

Chole earned an undergraduate degree from the University of California at Berkeley and a medical degree from the University of Southern California in 1969.

He undertook a one-year medical fellowship in surgery at the University of Minnesota in 1977. (Under Dr. Schröder's leadership, the otolaryngology department opened Minnesota's first adult middle ear surgery center in 1991. He also recruited outstanding, fully trained residents to the department.) He received a Ph.D. in medical sciences from the University of Minnesota in 1977.

Chole is a reviewer for several other medical journals and is a member of the American Rhinologic Society, the American Society for Surgery of the Skull Base and the American Rhinologic Society, both of which he has served as an officer. Chole is the editor of the American Rhinologic Society's journal. He is the author of many scientific articles and has given many invited presentations at scientific meetings.
For Sussman, anthropology is a way of life

lew can, in fact, have overlapping habitats by surviving primarily on different diets. The driving question for Sussman has been how much of their differing survival strategies relates to physiology and how much to social behavior.

In addition to Madagascar, Sussman has conducted field work in Guyana, Costa Rica, Mauritius and Peru. His work in Costa Rica has resulted in his serving as a medical anthropologist and research associate in the anthropology department, has accompanied him on numerous expeditions to conduct parallel studies in her field. In his early years, the couple's oldest daughter, Katya, also went with them. Their family expeditions became more formal after the early years, the couple's oldest daughter, Katya, also went with them. Their family expeditions became more formal after 1978, when Sussman and his wife, Dina, established a government-protected reserve in Madagascar.

Sussman was named to a four-year term as editor-in-chief of the American Anthropological Association's flagship journal, which represents a departure from his recent bias toward post-modernism, Sussman said. "Anthropology itself is at a crossroads. It can continue along the path of becoming an esoteric discipline, or it can again be central to the public debate on such issues as race and racism," he said.

Gleason said Sussman is known for his approachability, broad interests in anthropological questions and passion for his field. "He has an active social conscience to issues in the everyday world. "Many of the problems humans currently face, both globally and nationally, are the subject matter of anthropology," said Sussman, a professor of anthropology at the University of Illinois at Urbana-Champaign. "It's an important subject that is all encompassing. I can study anything I want to and still have it pertain to the field," Sussman said, a professor of anthropology in Arts and Sciences. "Anthropology for me is a hobby, a lifestyle and a profession." Sussman believes anthropology provides a wider view and a deeper understanding of issues in the everyday world. "Many of the problems humans currently face, both globally and nationally, are the subject matter of anthropology," said Sussman, a professor of anthropology at the University of Illinois at Urbana-Champaign. "It's an important subject that is all encompassing. I can study anything I want to and still have it pertain to the field," Sussman said, a professor of anthropology in Arts and Sciences. "Anthropology for me is a hobby, a lifestyle and a profession." Sussman believes anthropologists are like the entomologists of humans," he added. "They can have a holistic view as they study human evolution, behavior and morphology. No other discipline encompasses both the human species and where they are going."

"Bob is highly respected in the field," said Paul Garber, a former graduate student of Sussman's who is now a professor of anthropology at the University of Illinois at Urbana-Champaign. "He came in at an important time in primate studies. When others were studying anatomy, he addressed the ecological questions concerning where species exploit the environment and how ecology and anatomy are related. He was among the first to examine how closely related species living in the same forest could behave differently."

Sussman's field work involves recording and analyzing the behavior of primates. His groundbreaking studies on two lemur species were the subject of Perkins' "Lemurs of Madagascar" on the Wild Kingdom television series in 1980-81.

During ecological studies, Sussman will spend days at a time breaking down behavioral patterns of primates into short increments of time. When another team together, these snapshots give an overall picture of the animals' activity cycles. Sussman's research on the lemurs both among individual members of a group and between groups, as well as how the animals' behavior is influenced by their environment and social structure. During his long-term studies, this captures the animals to tag them and gain further data including age, size, dental patterns, general physical condition and reproductive state.

When Sussman began studying diurnal lemurs in 1969, few researchers had conducted long-term work, and it was widely believed that no two closely related lemurs could have overlapping habitats. In 1975, Sussman began to study diurnal lemurs in a protected national park in western Madagascar, and it was widely believed that no two closely related lemurs could have overlapping habitats. In 1975, Sussman began to study diurnal lemurs in a protected national park in western Madagascar, and it was widely believed that no two closely related lemurs could have overlapping habitats.

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Music

Thursday, Nov. 6
3 p.m. Graham Chapel. Friedmann, assoc. prof, of composition, Yale U. Room 102 Music Classroom Bldg. 935-4941.

Friday, Nov. 7
6 p.m. Catholic Student Center event. Twilight retreat. "Spirituality in the 20th Century." Father Mike Demkovich. Catholic Student Center, 6352 Forsyth. 725-3358.

Saturday, Nov. 8

Performances

Thursday, Nov. 6
8 p.m. Jewish Theatre Group performance. "Beast," a play by Martin Sherman. Directed by Casey Levin. (Also Nov. 8, same time, and Nov. 9, 2 p.m.) Cost: $6; $4 for students. Holmes Lounge. 726-6177.

Friday, Nov. 7

Sunday, Nov. 8

Friday, Nov. 14

Miscellany

Registration open for the AIDS Clinical Trials Unit and MAATC-EC symposium, "NIN Principles and Guidelines for the Use of Antiretroviral Agents in HIV-Incubant Individuals" (Nov. 21), Eric P. Newman Education Center; the 23rd annual conference will take place Nov. 15, 21 and 22 same time, and Nov. 16 and 22. Cost: $10; $7 for senior citizens, faculty, staff and students. Eric P. Newman Education Center. 935-5576.

Registration open for the following Office of Continuing Medical Education seminars:
- Nov. 15 and 22 same time, and Nov. 16 and 22.
- Cost: $10; $7 for senior citizens, faculty, staff and students. Eric P. Newman Education Center. 935-5576.

Theatre. 935-6543.

Sports

Compiled by Mike Wolf. Asst. athletic director for media relations, and Kevin Bergquist, asst. director, sports information.

Bears beat Chicago

Current Record: 5-3 (1-AA)
This Week: 1 p.m. Saturday, Nov. 8, at Central College, Pella, Iowa.

Men's soccer wins two

Current Record: 11-5-3 (4-UAA)
This Week: 1 p.m. (EST) Saturday, Nov. 8, at Center College, Danville, Ky.; 1 p.m. Sunday, Nov. 9, at University of the South, Sewanee, Tenn.

Women's soccer tie record

Current Record: 14-3-1 (4-2-UAA)
This Week: TBA Friday, Nov. 7, at NCAA Division III Soccer Championships Great Lakes Regional vs. Kalamazoo College or Wilmington College, Grand Rapids, Mich.

Volleyball wins UAA

Current Record: 32-6 (12-0-UAA)
Next: TBA Thursday, Nov. 13, to Saturday, Nov. 15, at NCAA Division III Championships South Regional, via TBA.

Runners at NCAA

Next: 11 a.m. Saturday, Nov. 15, at NCAA Division III Midwest Regional Cross-country Championships, Oshkosh, Wis.

Swimmers open season

Current Record: Women 1-0, Men 0-2
This Week: 1 p.m. Saturday, Nov. 8, vs. Illinois Wesleyan University and Vincennes University, Millstone Pool.

Vienna Vienna 1997

Thursday, Nov. 6

Sunday, Nov. 8

Friday, Nov. 14

Conference seeks to broaden debate on equality

The School of Law and the Social Thought and Analysis Program in Arts and Sciences is hosting "Rethinking Equality in the Global Society," an international conference designed to broaden the American debate on the future of affirmative action.

The conference, which runs from Saturday, Nov. 8, through Monday, Nov. 10, will bring together leading scholars from the United States and abroad to discuss the future of affirmative action from cross-national and interdisciplinary perspectives, said Clark D. Cunningham, J.D., professor of law, who is co-chairing the conference with N.R. Madhava Menon, former dean of the National Law School of India, and Marc Galanter, director of the Institute for Legal Studies at the University of Wisconsin. The conference will culminate with a series of concurrent panel discussions open to the University community at 9, 10 and 11 a.m. Nov. 10 at the law school.

"La Ronde" comes to Edison

F in-de-siecle Vienna comes to the Edison Theatre stage when Washington University presents Arthur Schnitzler's masterpiece "La Ronde" as part of Vienna Fest 1997. The Performing Arts Department in Arts and Sciences will present the 1900 and distributed by Schnitzler to public. For information, call 935-5858.

"La Ronde" is subject of Nov. 6 symposium

In conjunction with the performance of "La Ronde," University College and the Performing Arts Department, both in Arts and Sciences, will sponsor a symposium on Arthur Schnitzler's work titled "Staging the Erotic in Turn-of-the-Century Vienna" at 4 p.m. Thursday, Nov. 6, in Edison Theatre. The symposium is free and open to the public. For information, call 935-5858.

"La Ronde" was praised by many of Schnitzler's contemporaries. Sigmund Freud in particular found the work to parallel "the very interests and conclusions which I know to be my own." 4151-5111.

Tickets are $10 for the general public and $7 for students, senior citizens and Washington University faculty and staff. They are available at the Edison Theatre Box Office (935-6543) and all Metrotix outlets (534-1111). For more information, call 935-5858.
Project: programming nature into robots

Bijoy K. Ghosh, Ph.D., professor of systems science and mathematics in the School of Engineering and Applied Science, has received a three-year, $706,400 grant from the National Science Foundation (NSF) for a new initiative in Learning and Intelligient Systems (LIS) that seeks to integrate characteristics of biological processes into machines, to program nature into robots.

Ghosh and his Washington University collaborator Alberto Isidion, Ph.D., professor of systems science and mathematics, and partners from Texas Tech University and the University of Chicago will explore biological systems and seek ways of integrating them into machines or robots, making them more flexible in adapting to situations, much as humans and animals are able to use experience and reasoning.

They will model such systems as the visual cortex of the turtle; patterns recognition and visual attention in the primate visual system; and motor dynamics and head-eye coordination in primates. They then plan to come up with algorithms — mathematical rules for a prescribed purpose — that would aid machines in learning from visual clues and predicting the motion of a target in "cluttered" background and would coordinate the motion of the head and eye for "gaze control" and tracking. Gaze control refers to the ability of a system to enter an environment, direct attention, and generate a control strategy it must function in that environment.

Humans and animals have the innate capability for learning and adjusting to unstructured environments because of their ability to observe and move on their own, Ghosh explained. Machines, however, do not.

"The goal is to derive algorithms that would visually estimate the motion parameters in a dynamically changing scene using biologically inspired models of the retina and information-coding processes," said Ghosh. "Engineers would learn from biological systems how robots of the future could integrate visual knowledge, build an internal representation of the knowledge based on neural coding in animals, and be guided by information feedback toward a better machine-human interaction."

Currently, robots are designed and manufactured based on a specific task objective with little emphasis on a feedback control system, which would enable the robot to adjust to changing scenes and environments.

"Our team proposes to introduce and investigate a new feedback paradigm for improved perception, learning, action-planning and control," said Ghosh. "This is an important research problem with a tremendous potential for education."

The LIS umbrella covers a broad range of studies that could lead to rapid advances in how humans perceive the environment through their sensory organs and how they learn to reason and create. Ghosh’s grant is one of 28 LIS contracts worth more than $22.8 million issued this fall by NSF.

Interdisciplinary research teams nationwide will undertake projects to help develop a deeper understanding of how learning occurs in humans and animals and in artificial systems — a robot, for example.

"The symposium will focus on what the computer can do in the design process, its limitations and how computer technology should be placed within the framework of the architecture and artificial systems learn? What kind of knowledge do they produce?" — Tony Fitzpatrick

Andrew Sullivan, author and editor, lectures on "Friendship: The Forgotten Relationship"

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Andrew Sullivan will deliver an Assembly Series lecture titled "Friendship: The Forgotten Relationship" at 11 a.m. Wednesday, Nov. 12, in Graham Chapel. The lecture is free and open to the public. While still a student at Harvard, Sullivan worked as a summer intern at the New Republic magazine. In 1987, he returned to Harvard as a full-time associate editor and, in 1991, became the magazine’s editor-in-chief — the youngest in its history.

His writing covers a wide range of social and political issues. He is the author of "Virtually Normal: An Argument About Homosexuality" and the editor of "Same Sex Marriage: Pro and Con. A Reader." His new book on the history of friendship will be published soon. He writes a column on American politics for The Times of London.

Sullivan received National Magazine Award for reporting, general excellence and public interest in 1992 and 1995. In 1996, he was named Editor of the Year by Adweek.


Most recently, he worked to expose support for middle-class citizens who work in the Los Angeles-based Simon Weisenthal Center, Svoray went undercover as "Ron Furey," a Nazi sympathizer and supporter, and uncovered a vast network of middle-class citizens who subscribed to the Nazi platform of racial hatred. His undercover experience is recounted in his book "In Hitler’s Shadow: My Journey in the HBO original film "The Infiltrator." That film will be presented at 8 p.m. Thursday, Nov. 13, at Re’s Place on the South 40.

For more information, call 935-5285.
The following are among the new faculty members on the Medical College faculty who were introduced periodically in this space.

Amir A. Amini, Ph.D., assistant professor of bioengineering, received a bachelor's degree in computer engineering and a master's degree in electrical engineering from the University of Michigan. His research interests include the analysis of computer simulations and virtual reality in teaching emergency medicine.

Clarification

In regard to a Hilltop new faculty profile in the Sept. 18 issue, one of the facts cited was that Dr. Robert J. Myerson was appointed to associate professor of psychiatry. He is actually appointed as professor of psychiatry (child psychiatry). The same fact is also contained in the profile printed in the Sept. 25 issue.

For The Record

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

On assignment

Ron K. Cytron, Ph.D., associate professor of computer science, was chair of both the Local Arrangements and the Compiler Subcommittee for the National Science Foundation Workshops on New Challenges and Directions for Systems Research. The workshop was held last summer at the Washington University campus.

Kimberly Jared Northwood, J.D., professor of law, was named as a member of the American Law Review.

Speaking of

Erik Trinkaus, Ph.D., professor of anthropology in Arts and Sciences, was a guest speaker at the Presidents' Circle of the National Academy of Sciences, the National Academy of Engineering and the Institute of Medicine in Santa Fe, N.M., on Sept. 27. Trinkaus spoke on "Redefining Recent Human Evolution."

To press

Robert Milder, Ph.D., professor of English in Arts and Sciences, and John Bryan, Ph.D., associate professor of English, co-authored a book titled "Melville's Everlasting Damn," which was published by the Kent State University Press. The book contains essays that survey the past and present of Herman Melville's works and suggest directions for the future. Milder also contributed an introduction and edited a book titled "Selected Tales," which recently was published by Oxford's World Classics.

Obits

Arthur Mosey, civil engineering professor and researcher...
PC training and experience preferred using newer technology: Knowledge of IBM SSLs and PowerBuilder.

Program Coordinator 980408.

Requirements: bachelor's degree in business with a major in World, PageMaker, Filemaker Pro and Excel for Macintosh. Responsibilities include coordinating all programs and services of the Writer's Center with members of the campus community and the St. Louis community.

Assistant Communications Editor 980110.

Requirements: some college experience in writing, editing, design and layout; interest in and skill in producing quality materials. Responsibilities include managing multiple tasks, attention to detail. Responsibilities also include assisting the manager of admissions communications programs and the executive director of publications with creating, selecting and integrating recruitment communications into cataloging, advertising, and prospecting copy from brochures and other University administrative and academic units.

Resident Advisor 980129.

Undergraduate Admissions. Requirements: high school diploma, college experience in writing, educational skills, secretarial skills with experience preferred; ability to greet and direct visitors; working in University Office of Admissions and academic units.

Coordinator Corporate/Founda-

Requirements: bachelor's degree in business administration or other field that provides academic preparation for developing and operating communications programs for higher education or medical environments. Responsibilities include public relations and editorial skills; interest in and skill in working with the media; excellent written and verbal skills; good organizational skills; experience in working in a fast-paced environment.

Auditorium; 

Hilltop Campus: 1 p.m. Tuesday, November 12, Room 123, North County Campus, Anheuser-Busch Hall, and 9 a.m. Wednesday, November 12, Room 103 Simon Hall; and 

West Campus: 1 p.m. Wednesday, November 12, Room 123 Library Conference Center; and 9 a.m. Thursday, November 13, Room A/B Library Conference Center. For more information, call 935-4523. 

The Office of Human Resources will offer seven retirement seminar days, designed to help you prepare for retirement. The seminars are intended for all employees, whether you are planning to retire or not.

The meetings will be held as follows: 

Medical Campus: 2 to 5 p.m. Friday, November 15, Castelnuovo Auditorium; and 

Medical Campus: 9 a.m. Friday, November 15, Castelnuovo Auditorium; and 

Medical Campus: 2 to 5 p.m. Friday, November 15, Castelnuovo Auditorium.

The seminars are open to all faculty and staff. No registration is necessary. Light refreshments will be served.

The following is a partial list of the sessions and speakers:

• Medical Campus:

Information regarding those and other positions may be obtained in the Office of Human Resources, Room 123, at West Campus. Job openings may be accessed on the World Wide Web at http://www.wustl.washu.edu/hr. If you are seeking employment opportunities, please make sure that you are not currently a member of the Washington University system. More information may be accessed via our information hotline at 935-4500. 

Job applications will be accepted by: 

• Medical Campus: 9 a.m. to 5 p.m. Monday through Friday, Office of Human Resources, 660 South Euclid Avenue, St. Louis, MO 63110. 

• Hilltop Campus: 9 a.m. to 5 p.m. Monday through Friday, Office of Human Resources, 660 South Euclid Avenue, St. Louis, MO 63110. 

For more information, call 935-0066. 

The deadline for applications is November 30. 

Hilltop Campus:

Campus Information: 

Hiltop Campus: 980116.

Requirements: high school diploma or equivalent work experience; strong interpersonal and management skills; ability to manage multiple tasks; strong oral and written communication skills; ability to work hard; ability to work independently; ability to prioritize and manage time. Responsibilities include installing and maintaining Windows NT (version 4.0) and operating office and data base; strong interpersonal and telephone communication skills; technical skill to assist with computer problems; ability to manage limited resources; ability to balance work with personal responsibilities.

Accounting Manager 980116. 

Business: requirements include knowledge of accounting principles, including financial and accounting concepts and practices; spreadsheet and database software; ability to work successfully on teams with a high degree of independence; written and verbal communication skills; and an understanding of the technical, organizational, and ethical standards and constraints that impact on professional judgment. 

The challenge of "The Bell Curve" — from page 1

...the effect was virtually ignored in 'The Bell Curve.' 

The few findings have implications for debates raging over the use of racial, gender, and other affirmative action programs, including California's controversial Proposition 209, which makes it illegal to use race, gender, or national origin in public employment, education, and business contracts. 

Proposition 209 has been criticized for being overly broad in its language and offering little insight into what really does work. 

Myerson said: "The challenge of "The Bell Curve" ..."