WUSTL key contributor to finished human genome sequence

**By MICHAEL C. PURDUE**

University researchers and their colleagues in the International Human Genome Sequencing Project have published their scientific description of the finished human genome — reducing the estimated number of genes from 35,000 to only 20,000-25,000, a surprisingly low number for our species.

"Not very long ago, we thought a reasonable estimate for the total number of human genes might be around 100,000," said Richard E. Wilson, Ph.D., director of the Genome Sequencing Center (GSC). "Our first analysis of the working draft of the genome three years ago lowered that estimate to 30,000 to 35,000 genes, and now our clearest look yet has brought the estimate even lower."

GSC scientists were significant contributors to the finished product, helping expedite, automate and conduct efforts to sequence human DNA and the DNA of several other species, including the mouse, chicken and chimpanzee; microscopic organisms like the roundworm C. elegans; and plants such as the weed Arabidopsis thaliana and rice.

To rapidly and effectively harness human genome information and other basic research for the improvement of patient treatment and diagnosis, in 2003 the University launched a new initiative known as BioMed 21. The effort promotes general interdisciplinary collaboration and puts a special emphasis on collaborations that.

Related medical news

School of Medicine researchers lead other critical studies involving genetics. Page 3

Washington People: Surgeon Keith Brandt brings his compassion to difficult procedures

Lewin & Clark data shows a different Missouri River

**By TONY FITZPATRICK**

The oldest data available on the Missouri River — from the logs of Lewis and Clark — shows that water flow on the river today is far more variable than it was 200 years ago.

The data also shows that the river today, at 500 yards across, is 220 yards narrower at St. Charles, Mo., than it was in 1804. These changes are due to modifications of the river by the Army Corps of Engineers, said Robert E. Criss, Ph.D., professor of history and of political science in Arts & Sciences, and recent University graduate Bethany Ehmann, who majored in earth and planetary sciences in Arts & Sciences and is now studying at Oxford University as a Rhodes Scholar.

Ehmann recently presented her and Criss' findings at the 30th annual meeting of the North Central Section of the Geological Society of America, held in St. Louis.

The placement of wing dikes and levees, mostly after World War I, and the building of six main-flow reservoirs between 1937-1963 have created a river that Lewis and Clark would not recognize if they were here today. The structure is responsible for a deeper river that is flooding more often in recent years, the researchers said.

Lewin and Clark's Missouri River data reveals a broader, healthier stream.

"Flood stages are getting higher over time because of restrictions that have made the river narrower," Criss said. "If you make the river narrower to accommodate any given amount of flow, the river's got to get deeper."

This restriction, Criss said, can be blamed on a 4- to 9-foot increase in flood stages along the lower Missouri River. Wing dams, or wing dikes, are found approximately every 1,500 feet along the Missouri River, from outside St. Louis to Sioux City, Iowa, ostensibly for controlling the river for the barge industry.

"The ironic thing is that the Missouri River hardly has any barge traffic most of that is on the Mississippi," Criss said. See River. Page 6
Minimally invasive cure for heart abnormality proven effective

By Gila Z. Reckess

A minimally invasive approach to curing the most common heart rhythm abnormality, atrial fibrillation, takes half the time of the traditional surgical procedure but is equally effective, according to School of Medicine findings.

From the results of the first reported clinical trial testing the procedure appearing in the April issue of The Journal of Thoracic and Cardiovacular Surgery.

“Our findings show that this technique is equally effective but works just as well as the more invasive approach. This is very good news because it means more surgeons can perform the procedure, and it will be applicable to virtually all patients with this irregular rhythm.”

Ralph J. Damiano, M.D.

“Shorter operative times are important for patient safety and outcomes,” Damiano said. “If we were able to make a procedure quicker it reduces the time we need to keep patients on the heart-lung machine.”

“We are working in the laboratory on an approach that someday allows for a minimally invasive surgical intervention on the beating heart.”

Eberlein elected to the Institute of Medicine

By Gwen Erickson

S t. Louis, Mo.

Timothy J. Eberlein, M.D., has been elected to the National Academy of Sciences’ Institute of Medicine, one of the highest honors medical scientists in the United States can receive.

Eberlein was selected in recognition of his professional achievements in medical science and health care and leadership in issues affecting public health.

The Institute of Medicine is a private organization that promotes and disseminates scientific knowledge to improve human health. It was established in 1970 as part of the National Academy of Sciences, which advises the federal government on science and technology issues.

Eberlein also is the Bethesda-based philanthropist and endowed chair of the Department of Surgery and the Spencer T. and Ann W. Olin Department of Surgery.

Eberlein is one of 65 people elected to the Institute of Medicine this year, raising the total active membership to 1,416. As a member, Eberlein will serve on an 18-member committee focusing on the development of Congress’s new health care reform legislation.

Eberlein’s research focuses on cancer immunology and immune therapies, tumor/lymphocyte interactions and their role in tumor resistance and identification of tumor-associated antigens for use as targets for cancer treatment.

The National Academy of Sciences’ Institute of Medicine is a nonprofit, nonpartisan organization that studies science and technology issues and makes recommendations to government to improve the health and well-being of the U.S. population.

NIH funds center for interdisciplinary research

By Gila Z. Reckess

University researchers recently received a three-year, $1.8 million planning grant as part of the National Institutes of Health’s new Roadmap for Medical Research initiative.

The project will bring together researchers from 13 departments at the University and from elsewhere in Missouri to develop a plan for an Exploratory Cardiovascular Research Center.

“Washington University is very strong in fundamental research on cardiovascular biology and provides one of the best environments for science,” said John A. Spertus, M.D., director of the Cardiovascular Outcomes Research Consortium.

Developing a plan to accelerate basic discovery research and the clinical implementation of findings from these studies are the two cornerstones of the center that will be planned in the next three years.

After the planning phase is complete, the group will submit a follow-up proposal for the center.

Kelly said the ultimate goal is to develop a panel of tests that can be used to diagnose and predict clinical outcomes in people with diabetes and help determine the best course of treatment.

“With these new exploratory centers, we hope to remove roadblocks to collaboration so that a true meeting of minds can take place that will broaden the scope of investigation, yield fresh and possibly unexpected insights, and create solutions to biomedical problems that have not been solved using traditional, disciplinary approaches,” said Eli A. Zerhouni, M.D., NIH director.

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Leuthardt named ‘Top Young Innovator’

BY GHAZI Z. RECKESS

University neurosurgeon Eric C. Leuthardt, M.D., has been named one of this year’s “Top Young Innovators” by Technology Review, Massachusetts Institute of Technology’s magazine of innovation.

The distinction is awarded each year to 100 individuals under age 35 whose innovative work in technology has a profound impact on the world.

The awardees were honored at the magazine’s conference last month and are listed in the October issue.

In several types of human cancer, such as breast and colon cancer, a key cell-signaling pathway that regulates cell growth and development is overactive because a gene coding for a pathway component has mutated. Increased signal activity from this pathway can lead to abnormal cell proliferation and ultimately to cancer, but researchers have been unable to identify the pathway component responsible for certain types of cancer such as breast cancer. Bu added that they believe LRPs may be the missing link, the long-sought component that turns up the activity of this signaling pathway.

“Increased signal activity from this pathway can lead to abnormal cell proliferation and ultimately to cancer, but researchers have been unable to identify the pathway component responsible for certain types of cancer such as breast cancer,” Bu said. “Bu added that they believe LRPs may be the missing link, the long-sought component that turns up the activity of this signaling pathway. To uncover LRPs’ role in cancer, Bu’s team took slow growing cancer cells and altered the LRPs gene so that it made more of the protein. They found that the cancer cells began proliferating much more rapidly as a result. When the researchers introduced these aggressive cells into mice, the animals developed tumors twice as large as those caused by the original, slow-growing cancer cells. Having seen the effect of high-levels of LRPs in laboratory experiments, Bu and his team looked for higher than normal LRPs gene activity in human tumor samples. “We used patient-matched tumor specimens from the Siteman Cancer Center,” Bu said. “We found both breast and breast cancer samples with increased LRPs gene activity.”

The most interesting was breast cancer,” he said. “We found the LRPs gene had higher than normal expression in 20% of the eight breast tumors we tested. So, it appears that an increase of LRPs alone may lead to breast cancer in these cases.”

Next, Bu and his colleagues plan to screen a larger group of breast cancer samples to see how frequently the LRPs gene is overexpressed in tumor tissue.

Because LRPs is an essential component of a key signaling pathway and located in an exposed position on the surface of cells, Bu believes the protein may be a good target for drugs that decrease its function to slow down or prevent the progression of some cancers.

Genetic advances

New gene may be link in cancer-causing chain

“Several new results may help us better direct the immune response toward long-term vaccination.”

STEPHEN BEVERLEY

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Genetic depression study needs family volunteers

“Unipolar depression is a major clinical problem with an estimated prevalence in Western countries of between 5 and 12 percent,” said John P. Rice, Ph.D., professor of psychiatry and principal investigator at the St. Louis site.

“Although approximately 70 percent of patients respond to treatment with antidepressants, up to 27 percent fail to respond and 20 percent have a recurrence within 10 years, and a very high proportion of sufferers remain untreated,” Beverley said.

Armed with new information from the Human Genome Project, researchers hope to uncover the genetic differences that may lead to depression in certain people. For the new study, investigators will seek out people who have recurrent depression and recruit an additional 40.

All examinations and evaluations related to the study are free, and participants will receive compensation for their time and travel.

The study is sponsored by GlaxoSmithKline. For more information, call program manager Caroline Drain at 286-1345 or (800) 292-1210, or go online to wustl.edu/depression/index.html.
Author Balakian to give Holocaust Lecture

PETER BALAKIAN, Ph.D., will give the Holocaust Lecture for the Assembly Series at 4 p.m. in Graham Chapel. His talk is titled "The Armenian Genocide and America's International Human Rights Movements.

Balakian is the Donald M. and Constance H. Reber Professor of Humanities and professor of English at Colgate University and a human-rights activist who has been involved in the national and international struggle for Armenian recognition.


The Burning Tigris followed a 1997 memoir, Black Dog of Fate, which won the 1998 PEN/Martha Albrand Prize for the Memoir of the Year and was included in the "best of the books for the year list" for The New York Times, Los Angeles Times and Publisher's Weekly.


Most notable among Balakian's many prises and civic citations is a Guggenheim Fellowship, a National Endowment for the Arts Fellowship, an Eliza Island Medal of Honor and the Alumni Literary Prize.

He received his undergraduate degree from Bucknell University and a doctorate from Brown University.

Assembly Lectures are free and open to the public. For more information, go online to assembly.wustl.edu and click on 4520.

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**University Events**

**The Cosby Factor • Brownian Motion • Genetically Modified Food**

**Seminars**
- Sengue N. Johnson, Norman J. Sturkie, and residents. McDonnell Sciences Bldg., Cori Aud. 8 a.m.-4:30 p.m. (6 p.m. reception, Arts & Sciences Library, Rm. 601 A. 747-0294.
- Raymond C. Stansbery, dir. of Laboratories for Tissue Engineering and Regenerative Medicine, Brigham and Women's Hospital. Duesberg Auditorium, Rm. 400. 935-4841.
- Ralph C. Brusatin, asst. prof, of philosophy, Brookings Hall. 935-5040.

**Lectures**
- Friday, Nov. 5 4:30-5:30 p.m. in Center for the Study of Ethics & Human Values Forum. "The Nature of Science in the Age of Correction: The Science of Correction." Simon Hall, Rm. 241. 935-9108.

**Workshops**
- Thursday, Oct. 30 10 a.m.-noon. Seth Carlin Piano Master Class. "Brownian Motion." Amber Carteron. prof of piano, Olin Library, Hall, Rm. 301. 935-6276.

**Music**
- Thursday, Oct. 30 10 a.m.-noon. Donald C. Logan Piano Master Class. "Brownian Motion." Amber Carteron. prof of piano, Olin Library, Hall, Rm. 301. 935-6276.

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**De-stressing (from left) Andrew Share and Do Gyun Kim make their own stress squeeze balls at the Health and Wellness Fair's stress and sleep table manned by Eric Ratinoff and Ryan Schlueter recently in Multnomah Student Center. Sponsoroed by the Office of Health Promotion and Wellness, the fair featured tips and information on nutrition, sleep, stress management, personal safety and more.**

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Introduction

To ensure broad communication, certain key University policies have traditionally been published on an annual basis in various issues of the Record. These policies will appear together annually in a special pullout policy section of the Record. These policies are also available in a number of other places, including the human resources Web site at "https://hr.wustl.edu." All members of the University community are essential to the continued endeavor for excellence in our teaching, research, service and patient-care missions. Establishing and sustaining an open, positive working and learning environment for faculty, staff and students is a shared responsibility. These policies consistently extend to promote and support such an environment. Please become familiar with the content of these policies and the resources available to you.

Washington University is committed to the maximum use of all human resources and the goal of equal opportunity. Every effort shall be made to ensure that all employment decisions, University programs and personnel actions are administered in conformance with the principles of equal employment opportunity. I want to take this opportunity to reaffirm the University's commitment to the objectives of equal opportunity in all aspects of our daily operations, including recruitment, hiring, training and promotion in all job titles without regard to race, color, religion, national origin, gender, sexual orientation, age, disability, or disabled veteran or Vietnam-era veteran status.

If you have questions regarding any of these policies, please feel free to contact me or any of the individuals identified in the specific policies.
Policy on Sexual Harassment

I. Introduction and Policy Statement
Washington University is committed to having a positive learning and working environment for its students, faculty, and staff and will not tolerate sexual harassment. Sexual harassment is an attack on the dignity of individuals and the integrity of the University as an institution of learning. Academic freedom can exist only when every person is free to pursue ideas in a non-threatening, non-coercive atmosphere of mutual respect. Sexual harassment is reprehensible and threatening to the experience and well being of all members of our community.

Sexual harassment is a form of discrimination that violates University policy. It is also illegal under state and federal law.

This policy applies to all members of the Washington University community. It allocates responsibilities for helping to ensure that University policy is fairly applied, explains the process by which complaints of sexual harassment may be brought forward and provides sanctions for sexual harassment, which may range from reprimands to termination, depending upon the severity of the offense. If you believe you have been sexually harassed, Section IV and V describe options about what you can do and where you can get help. If you believe you have been falsely accused, the procedures described below are also available to you. Those charged with implementation of this Policy will, whenever appropriate, encourage and assist those who believe they have been sexually harassed to pursue the asserted informal means outlined in Section IV below for securing the cessation of unwelcome and offensive conduct.

II. What is Sexual Harassment?

For the purposes of this statement, Washington University has adapted the Equal Employment Opportunity Commission (EEOC) definition of sexual harassment for an academic community: Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature, whether committed on or off campus, whenever appropriate, encourage and assist those who believe they have been sexually harassed to pursue the asserted informal means outlined in Section IV below for securing the cessation of unwelcome and offensive conduct.

1. submission to such conduct is made, either explicitly or implicitly, as a term or condition of an individual’s employment or academic advancement;
2. submission or rejection of such conduct by an individual is used as the basis or threatened to be used as the basis for employment or academic decisions or assessments affecting an individual;
3. such conduct has the purpose or effect of unreasonably interfering with an individual’s work or educational performance or creating an intimidating, hostile, or offensive environment for work or learning.

Such conduct will typically be directed against a particular individual or individuals and will either be abusive or severely humiliating or will persist despite the objection of the person targeted by the speech or conduct.

Sexual harassment includes but is not limited to situations where one person has authority over another. In such situations, sexual harassment is particularly serious because it may unfairly exploit the power inherent in a faculty member’s or supervisor’s position.

Sexual harassment can be verbal, visual, or physical or communicated in writing or electronically. Some conduct obviously constitutes sexual harassment—such as a threat that a grade or promotion will depend on submission to a sexual advance. But whether particular conduct constitutes sexual harassment will often depend upon the specific context of the situation, including the participants’ reasonable understanding of the situation, their past dealings with each other, the nature of their professional relationship (e.g., supervisor-subordinate, faculty-colleague, etc.) and the specific setting.

The inquiry can be particularly complex in an academic community, where the free and open exchange of ideas and viewpoints preserved by the concept of academic freedom may sometimes prove difficult, disturbing or offensive to some.

Examples of conduct which may constitute sexual harassment include but are not limited to:

• requests for sexual favors
• hugging, rubbing, brushing, petting, pinching or brushing another’s body

III. Confidentiality

The University will strive to protect, to the greatest extent possible, the confidentiality of persons reporting harassment and of those accused of harassment. Because the University has an obligation to address sexual harassment, however, the University cannot guarantee complete confidentiality where it would conflict with the University’s obligation to investigate meaningfully or, where warranted, take corrective action. Even when some disclosure of the University’s information or sources is necessary, it will be limited to the extent possible. The University will, to the extent permitted by law, keep confidential all records of complaints, responses and investigations. The records maintained by the Sexual Harassment Response Coordinator will be available only to the Coordinator and, to the extent necessary, to administrators and other supervisors charged with responding to allegations of harassment. Allegations of sexual harassment shall not be placed in student records or personnel files unless, after appropriate investigation, such allegations have been sustained. Records of allegations maintained by the Coordinator which do not lead to formal hearings or personnel actions will be discarded after five years unless there are additional, more recent complaints against the same person. Any records maintained by the Coordinator concerning an allegation about which an accused person was not given reasonably timely notice and an opportunity to respond shall not be used to justify or enhance a sanction, other than an oral or written warning, imposed for a different instance of harassment.

If you want to discuss possible harassment in a more confidential setting or clarify your feelings about whether and how you wish to proceed, you may want to consult a social worker, therapist or member of the clergy who is permitted, by law, to assure greater confidentiality. Clergy and counseling resources on campus are listed in Bearings, Ternion and Safety and Security on the Hilltop Campus.

In addition, any member of the University community may report to the Student Counseling Services at 935-5980 for a confidential discussion and, if desired, referral to off-campus resources.

IV. Seeking Advice; Making a Complaint

If you believe that you have been sexually harassed, you have a number of response options, both formal and informal. Some people may wish to pursue informal means instead of or before making a formal complaint; others will not. If an informal procedure is ineffective, the formal procedures will remain open to you. You should select the route you feel most appropriate for your circumstances. However you wish to proceed, you may want to consult a social worker, therapist or member of the clergy who is permitted, by law, to assure greater confidentiality. Clergy and counseling resources on campus are listed in Bearings, Ternion and Safety and Security on the Hilltop Campus.

Center Sexual Harassment Response Coordinator (listed...
of the Coordinator, can be filed with the following
Committees, with a copy to the Coordinator for your
campus:
Complaints against faculty
- Faculty and Administrative
Affirmative Action Committee
- Title IX Grievance
- Human Resources Advisory
Committee
All of these committees
can be contacted,
c/o Office of Human
Resources,
North Brookings Hall,
Room 126
Campus Box 1184
935-5900
Hearing procedures are set forth in the Washington
University Discrimination and Sexual Harassment
Hearing Procedures. These procedures may also be
obtained from the
Office of Human Resources or
any Sexual Harassment
Response Coordinator or
Advisor:
Complaints against students or student groups:
Office of the Judicial Administrator
Residential Life Center
Lien House, South 40
Campus Box 1250
935-4174
975-7776 (fax)
Hearing procedures are set forth in the Washington
University Judicial Code, found in
Bearings and Washington
University Faculty Information.
These procedures may also be obtained from the
University Judicial Administrator or from the
Sexual Harassment
Response Coordinator or Advisors.
Whether or not you choose to file a complaint, the
University may be required, or may otherwise deem it
necessary and protective of the academic community,
to commence its own investigation.

V. Protection of Rights
The University will not tolerate retaliation or dis-
 crimination against persons who report or charge sex-
 ual harassment or against those who testify, assist or
participate in any investigation, proceeding or hearing
involving a complaint of sexual harassment. In this
context, retaliation means speech or conduct that
adversely affects another's terms or conditions of
employment or education and is motivated by an
intention to harm the targeted person because of his or
her participation in the filing or investigation of an
allegation of sexual harassment. Any such retaliation
— or any encouragement of another to retaliate — is a
serious violation of University policy and law; inde-
dependent of whether the particular claim of sexual
harassment is substantiated. If you believe you have
been subjected to retaliation in violation of this rule,
you may use the procedures described above to com-
plain and seek redress.

The University seeks to protect the rights of all per-
sons, accusers and accused, to fair procedures.
Accusations of sexual harassment typically have seri-
ous far-reaching effects on the careers and lives of
accused individuals. Allegations of sexual harassment
must be made in good faith and not out of malice.
Knowing or reasonably suspecting a false or frivolous
allegation of sexual harassment, whether in a formal or
informal context, will be treated as a serious offense under
this policy and, where it applies, the University Judicial
Code. If you believe you have been falsely accused of
sexual harassment you may use the procedures of this
policy or the University Judicial Code, where applica-
table, to seek redress.

See Section IV.

VI. Obligations of Vigilance and Reporting
The University can respond to specific instances and
patterns of harassment if it is aware of them. The
University therefore encourages anyone who believes
that he or she has experienced sexual harassment to promptly come forward with inquiries, reports or complaints and to seek assistance from the
Sexual Harassment Response Coordinator or the appropriate campus
Officer. In addition, any University employee who
becomes aware of instances or allegations of sexual
harassment by or against a University employee under his or her
supervisory authority must report it to those charged
with responding to such allegations and reports: the
appropriate dean, director or department head or other
similar administrator or to the Sexual Harassment
Response Coordinator or one of the Advisors. It shall be
the responsibility of those individuals to respond to all
inquiries and reports of sexual harassment or refer them to
other University officials for such responses.

Any dean, director or department head or other similar
administrator who becomes aware of information
indicating a significant likelihood of sexual harassment
must report such information to the Sexual Harassment
Response Coordinator or the appropriate campus
Officer. These administrators must respond not only when
they receive a specific complaint or report alleging improper
activity, but also when such matters come to their atten-
tion informally. Unconfirmed or disputed allegations
should be clearly labeled as such and reports should indi-
cate any steps already taken to investigate or otherwise
respond. Administrators may wish to consult with the
Coordinator or any of the Advisors prior to investigating
or otherwise responding to any situation involving
alleged harassment.

VII. Possible Sanctions
Some possible sanctions for a person found guilty of behav-
or in violation of this policy include but are not limited to
the following:
- oral or written reprimand, placed in the personnel
file
- required attendance at a sexual harassment sensiti-
 vity program
- an apology to the victim
- oral or written warning
- loss of salary or benefits, such as sabbatical or
research or travel funding
- transfer or change of class, school or residential assign-
ment or location (i.e., removing the person from
being in a position to retaliate or further harass the
victim)
- fine
- demotion
- suspension, probation, termination, dismissal or expulsion
While counseling is not considered a sanction, it may be
offered or required in combination with sanctions.

Where alcohol is involved in the sexual harassment, such
counseling may include an alcohol abuse program.

While counseling or students or student groups
involved in any of these programs, whether sexual
harassment, any of the sanctions set forth in the
University Judicial Code may also be invoked.

VIII. Education
The best way to deal with sexual harassment is to pre-
vent it. Education is essential to eliminating sexual
harassment. To this end, Washington University has
developed an ongoing training program. Please call a
Sexual Harassment Response Coordinator or Advisor to
find out more about these programs, what sexual harass-
ment is, how to respond to it and what to do when someone asks for advice about sexual harassment.

Approved by the Washington University Senate Council, October 19, 1995.
Approved by the Washington University Senate, April 27, 1996.
Revision approved by the Washington University Senate, October 19, 1997.
(This policy supersedes prior University Policies on Sexual Harassment).

Sexual Harassment Coordinators and Advisors
(As of June 2004)

Hilltop Campus
Coordinator: Ann B. Pennant - 935-7746
Advisors: Lorraine Codie-Bush - 935-8046
(complaints by faculty, staff and others)
Kathy Steiner-Lang - 935-5910
(complaints by students and others)
Richard Damer - 935-6237
(complaints by faculty and others)

Medical Campus
Coordinator: Legal Chandler - 362-4900
Advisors: Agnieszka Czoch - 362-7919
(complaints by faculty, staff and others)
Dr. Leslie Kahl - 362-7481
(complaints by students and others)
Sandra Sloge - 362-4972
(complaints by staff and others)
I. Introduction and Policy Statement

Washington University is committed to having a positive learning and working environment for its students, faculty, and staff. University policy prohibits discrimination on the basis of race, color, age, religion, gender, sexual orientation, national origin, veteran status or disability. Harassment based on any of these classifications violates University Policy. This Policy is published in many places, including the Student Handbook (Faculty Information booklet). It may also be found at http://www.wustl.edu/policies/sexualhar.html or obtained from the Human Resources office.

You are encouraged to challenge your own views of themselves and the world.

II. What Is Discriminatory Harassment?

Discriminatory harassment is unwelcome and objectively offensive conduct that (a) has the purpose or effect of unreasonably interfering with an individual's work or educational environment, (b) is directed at a particular individual or individuals because of the individual's/individuals' race, color, age, religion, gender, sexual orientation, national origin, veteran status or disability, and (c) is abusive or severely humiliating. Some conduct obviously constitutes harassment, such as a statement that all members of a designated group will be required to work in the basement because their supervisor does not, on the basis of racial stereotypes, want to be near them. Whether particular conduct constitutes harassment often depends on the specific context of the situation, including the participants' reasonable understanding of the situation, their past dealings with each other, the nature of their relationship (e.g., superior/subordinate, colleague), and the specific setting.

III. Confidentiality

The University will strive to protect, to the greatest extent possible, the confidentiality of persons reporting harassment and of those accused of harassment. Because the University has an obligation to address harassment, however, the University must sometimes breach confidentiality where it would conflict with the University's obligation to investigate meaningfully or, where warranted, take corrective action. Even when some disclosure of the University's information or sources is necessary, it will be limited to the extent possible. The University will, in the extent permitted by law, keep confidential all records of complaints, allegations, or investigations. The records maintained by the Harassment Response Coordinator shall be accessible only to the Coordinator, to the extent necessary, to administrators and other supervisors charged with responding to allegations of harassment. Allegations of harassment may not be placed in student records or personnel files unless, after appropriate investigation, such allegations have been sustained. Records of allegations maintained by the Coordinator which do not lead to formal or informal actions may be dis­carded after five years unless there are additional, more recent complaints against the same person. Any records maintained by the Coordinator concerning an allegation about which an accused person was not given reasonably timely notice and an opportunity to respond shall not be used to justify or enhance a sanction, other than an oral warning, imposed for a different instance of harassment.

If you wish to discuss possible harassment in a more confidential setting or clarify your feelings about whether and how you wish to proceed, you may want to consult a social worker, clergy person, or other counselor, who is permitted, by law, to assure greater confidentiality. Confidently counseling on campus is available at the Counseling Center, in Buildings, Ternion, and Safety and Security on the Hilltop Campus. In addition, any member of the University community may contact the Student Counseling Services at 935-3840 for a confidential discussion and, if desired, referral to off-campus resources.

IV. Seeking Advice; Making a Complaint

If you believe that you have been harassed, you have a number of response options, both formal and informal. Some people may wish to pursue informal means instead of or before making a formal complaint; others will not. If an informal procedure is effective, the formal procedures will remain open to you. You should select the route you feel most appropriate for your circumstances. However you wish to proceed, you may consult at any time with the Hilltop or Medical Center Harassment Response Coordinator (listed in the Appendix), whose responsibilities include assisting students, faculty and staff with harassment issues, but to the extent permitted by law, keep confidential all records of complaints and procedures for resolving complaints.

A. Informal Procedures

1. If you feel comfortable dealing with the situation without assistance, you may communicate either orally or in writing with the person whose behavior is offensive. The most useful communication will be:
   a. A factual description of the incident(s) including date, time, place and specific action.
   b. A description of the writer's feelings, including any consequences of the incident.
   c. A request that the conduct cease. Frequently, such a communication will cause the offensive behavior to stop, particularly where the person may not be aware that the conduct is offensive.

2. If you would like to proceed informally, but with the assistance of someone else, you may:
   a. Ask the person's supervisor, e.g., department chair, dean, director, housing office represen­tative, academic advisor or resident advisor, to speak to the person whose behavior was offensive and discuss University policy on harassment.
   b. Consult with one of the Coordinators listed in the Appendix, who will typically contact the accused, as appropriate, to negotiate a workable solution. If the accused does not agree, you may choose to file a complaint with the University's Harassment Response Coordinator.

B. Formal Procedures

Whether or not you have attempted to resolve a harassment claim through informal means, you may initiate a formal harassment grievance proceeding by filing a written complaint. This process may lead to a formal hearing at which evidence will be considered and witness­es heard. If this is the course you wish to take, the Coordinator can assist you in filing a complaint. Complaints, prepared with or without the assistance of the Coordinator, can be filed with the following Coordinators, with a copy to the Coordinator for your campus:

Campus complaints against faculty or staff:
Faculty and Administrative Affirmative Action Committee
Title IX Grievance Committee
Human Resources Advisory Committee

All of these committees may be contacted:
c/o Office of Human Resources
North Brookings Hall, Room 126
Campus Box 1250
935-5990

All reports and procedures are set out in the Washington University Discrimination and Sexual Harassment Hearing Procedures. These procedures may be obtained from the Office of Human Resources or from any of the Harassment Response Coordinators or Advisors.

Whether or not you choose to file a complaint, the University may be required, or may otherwise deem it necessary and protective of the academic community, to commence its own investigation.

V. Protection of Rights

The University will not tolerate retaliation or discrimination against persons who report or charge harassment or against those who testify, assist or participate in any investigation, proceeding or hearing involving a complaint of harassment. In this context, retaliation means speech or conduct that affects adversely, or threatens to adversely, the participation of another in a complaint of harassment, those charged with harassment, witnesses and supervisors of parties to a complaint. The University will provide information about informal actions that might remedy the situation and discuss University policy on harassment and procedures for resolving complaints.

A. Ask the Coordinator to mediate or arrange for mediation. Mediation is discussion and negotiation, with the help of a third party, designed to permit the parties to reach a mutually agreeable resolution of a dispute. If a person complaining of harassment seeks mediation, the person accused of harassment agrees and the Coordinator concludes that the mediation would be consistent with the University's legal obligations in responding to and preventing harassment, the Coordinator may mediate or arrange for mediation.

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Discriminatory Harassment Coordinators/Advisors:

Hilltop Campus:
Professor Barbara Schaal, 935-6822 (complaints by students);
Leona Gofe-Bush, 935-8046 (complaints by faculty; staff and others).
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Approved by the Washington University Faculty Senate Council, November 25, 2002
Approved by the Washington University Faculty Senate, December 19, 2002

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From Florence to Givens Hall
A drawing of San Miniato al Monte in Florence, Italy, by Carl Schwarz, a senior in the School of Architecture. The building — constructed atop a pre-existing shrine to St. Miniato (249-251 A.D.), the first Christian martyr in Florence — is widely considered a shrine to the Christian faith. Florence, which was led by Assistant Professor Zeuler Lima and Professor Carl Safe. 

Givens Hall, a senior in the School of Architecture's Leet to discuss significant construction and explores it from beginning to end ...

Thursday, Nov. 11
8 p.m. Jazz at Holmes. The North End.

Friday, Oct. 29
8 a.m. Performing Arts Department Production. "The Awakening" by Kate Chopin. Henry I. Schvey, dir. Cost: $12, $10 for seniors' groups.

Student explore St. Louis cultural attractions
By NEIL SCHENKIER
Students looking for ways to explore St. Louis and discover its many cultural amenities will have plenty of opportunities in the coming months.
Senior: Aaron Mertz, an undergraduate student organization of the College of Arts & Sciences, has planned several trips to landmark museums in the St. Louis area. The Missouri Botanical Garden and the Gateway Arch.
"These activities have a goal of showing students that St. Louis has a wealth of cultural opportunities," Mertz says. "We want to help students meet other students who have similar interests and provide a way for them to interact with faculty members whom they might not otherwise meet."
Faculty members, including

Wednesday, Nov. 10
10 a.m. 1 p.m. Career Center Event. Career Planning "As a young poet to watch..."
11 a.m. 1 p.m. Career Center Event. Resume & Cover Letter Writing "...and they may fill them out and submit..."

Wednesday, Nov. 3
3 p.m. Career Center Event. How to Apply to Grad School. "...in their extensive and impassioned correspondence."

Tuesday, Nov. 9
4 p.m. Career Center Event. Career Planning "...a unique program that..."
4 p.m. Writing Program Reading Series: "The Lost and Found Space" by Junot Diaz. Hosted by the School of Architecture. The building — constructed atop a pre-existing shrine to St. Miniato (249-251 A.D.), the first Christian martyr in Florence — is widely considered a shrine to the Christian faith. Florence, which was led by Assistant Professor Zeuler Lima and Professor Carl Safe.

Tuesday, Nov. 2
11 a.m. 1 p.m. Career Center Event. Career Planning "...in their extensive and impassioned correspondence."

Monday, Nov. 1
4:45 p.m. Student Union Educate Yourself A day of campus discussion. Hosted by the School of Architecture's Leet to discuss significant construction and explores it from beginning to end ...

Sunday, Oct. 30
2-4 p.m. Safe Trick-or-treat. Trick-or-treat to St. Louis community churches. Residence halls of the South 40.

Halloween in Givens Hall
A drawing of San Miniato al Monte in Florence, Italy, by Carl Schwarz, a senior in the School of Architecture. The building — constructed atop a pre-existing shrine to St. Miniato (249-251 A.D.), the first Christian martyr in Florence — is widely considered a shrine to the Christian faith. Florence, which was led by Assistant Professor Zeuler Lima and Professor Carl Safe. 

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Halloween events for kids Oct. 30

BY LIA MOTTEN

The campus holiday season kicks off Oct. 30 with a pair of Halloween events that are open to children of faculty, staff and students, as well as children from neighborhoods surrounding the University.

From 2-4 p.m., the Campus for the Congenial (Seton Hall) will sponsor Safe Trick or Treat. An expected 300 children, led by approximately 50 volunteers, will take part in Halloween events for kids.

"Students decorate and give out candy," said Mary Schindler, administrative assistant to the president, South 40. "It has been very successful in the past." From 5:30-7 p.m., the School of Architecture's Bauhaus Festival, sponsored by the Architecture Student Council, will feature a variety of activities for children, including face painting, trick-or-treating and pumpkin painting and carving (pumpkins are provided).

The event will take place in a tent located on the south parking lot next to Greens Hall.

Junior Anisa Baldwin Metzger, president of the Architecture Student Council, said, "We are really hoping that these activities will help redefine a sense of community between the School of Architecture and out neighbors."

For more information about Safe Trick or Treat, e-mail  busarchitecture@wustl.edu or call Metzger at 935-8307.

Genome

Final sequence has high coverage, accuracy — From Page 1

leverage information and expert- is available at the OSC. The National Human Genome Research Institute and the U.S. Department of Energy (DE) and the international consortium of researchers shared the results that produced the final human genome map.

The new paper proves that the finished genome sequence has both the high coverage and the accuracy needed to perform sensitive analyses, such as those focusing on the number of genes, segmental duplications involved in disease, and the birth and death rates over the course of evolution.

The team of 2,800 researchers who took part in the Interna-
tional Human Genome Sequencing Consortium share authorship on the Nature paper, which expands upon the group's initial analy- sis published in February 2001.

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national Human Genome Sequencing Consortium share authorship on the Nature paper, which expands upon the group's initial analy-

The International Human Genome Sequencing Consortium includes scientists at 20 institutions in France, Germany, Japan, China, Great Britain and the United States.

The five largest sequencing centers are located at: Bayef Col-

FACULTY

Davis has been teaching here for over 30 years

Harry P. Davis, Ph.D., a distin-

Slavik named D-I swimmer of week

Junior Michael Slavik garnered NCAA Division III Swimmer of the Week accolades, as an- nounced by college swimming.com. Slavik helped the Bears to a 135-140 win over Fontbonne College on senior night Oct. 23. He opened the meet by helping the WUSTL win the 200-yard medley relay in 1:37.33, less than a second from two previously qualified for the NCAA Cham-

Sports

Football wins 15th straight UAA contest

The football team wrapped up its fourth straight University Athletic Association title and fifth in the past six years with a 21-16 win over Carnegie Mellon University Oct. 23.

The victory, Washington U. extended its winning streak to 3-0 conference 15 games.

The Bears have not lost a UAA contest since falling, 12-9, to the University of Chicago on Oct. 28, 2000.

The Bears (9-3, 9-0 UAA) scored on the opening drive after marching 55 yards on six plays. When senior Kevin McCarthy ran it in from six yards out.

Carnegie Mellon forced a punt on WUSTL's second possession, but senior Joel Davis' snap went off his holder. Cummins scored

Volleyball team wins on senior night

The No. 4 volleyball team swept Fontbonne University, 34-32, 30-

Lieder is national player of the week

Junior volleyball standout Kara Lieder earned Sports Imports/ American Volleyball Coaches Association (AVCA) Division III National Player of the Week honors, as announced last week by the AVCA.

This is the first such award for Washington University since Nov. 12, 2002, when Rebecca Betolle earned the accolade. The 17th Bear to receive the award, Lieder led the No. 6 Bears to a 4-0 record two weekends ago at the UAA Round Robin No. 2 in Chicago.

In the first match against top-

liever also reaped a 5.48 hitting percentage (20 percentage points/3 attempts) over the four-match span.

Lieder, the reigning UAA Athlete of the Week, leads the Bears in hitting percentage (.373) and assists per game (11.2). In 2004, she averaged 2.16 digs and 5.70 blocks per game. Her 2,527 career assists rank seventh on the school's career list.

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Historic place Approximately 200 individuals came to the Hilltop Campus recently as part of the 100th-anniversary celebration of the National Association of Secretaries of State (NASS). Among the visitors were David L. Biddulph (left), an NASS corporate affiliate, speaking with Chancellor Mark S. Wrighton after the unveiling of a plaque (background, above) in Brookings Hall. The mark-
er reads, "The National Association of Secretaries of State, the oldest clus in the United States, was founded on this site 28 September 1904, during the St. Louis World's Fair. Dedicated in honor of the NASS Centennial Celebration."

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Jodie J. Thornton has been
appointed director of student activ-
ities, said Jill E. Carnagie, Ph.D.,
director of campus life and assis-
tant vice chancellor for students.
Thornton began her new position
in July.

"I am thrilled to be a part of
the Washington University com-
nunity," Thornton said. "Although
my role here as student activities
director is very different from my
previous positions, I am still able
to work directly with students as
an advocate, partner and advisor.

This involvement with stu-
dents, coupled with the leadership
of Jill Carnagie, makes this a won-
derful position for me. I look for-
tward to growing in this position
and assisting in the development
of students’ lives and student leader-
ship at the University." Thornton
earned a bachelor’s degree in speech
communication from St. Olaf College
and a master’s degree in educational
administration from Illinois State Uni-
versity. She brings with her 12 years
of higher-education experi-
ence in student development,
judicial affairs, residence life,
admissions and athletics.

Most recently, Thornton served
as dean of students at Saint
Mary’s University of Minnesota.
She was also assistant dean of stu-
dents and director of residence life
at Illinois Wesleyan University.

In 1994, as South Africans of
every race streamed to the
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expected the country's transi-
tion to be both long and pain-
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Master of Reconstruction

Compassion and dedication define reconstructive breast surgeon Keith E. Brandt

BY KIM LEYDIG

Keith E. Brandt, M.D., performs a breast reconstruction using the traverse rectus abdominis myocutaneous (TRAM) flap procedure, which allows reconstructive surgeons to use the patient’s tissues to recreate a natural breast.

It’s just after dawn on a Wednes­day morning as breast reconstruction specialist Keith E. Brandt, M.D., and his surgical teams of residents, fellows and nurses prepare a patient for reconstructive breast surgery.

An IV line loaded with more than 500 classic rock songs plays lightly in the background as the team begins the procedure. Years ago at another hospital, the patient received a breast implant that has since leaked, causing the breast to scar and deform. The team now removes the implant and then recreates a new breast from the patient’s tissue.

“Losing a breast after a mastectomy can take a heavy emotional toll on a woman,” Brandt says. “As a compassionate surgeon I’ve seen many patients who find it very challenging to let a stranger rearrange their body. Letting someone change your body is a very personal experience, and seeing the results is an emotional experience for them. So it’s very rewarding to help patients get back to normal again.”

During the procedure, Brandt removes an oval section of skin, fat and muscle from the lower abdomen, along with the arteries and veins that supply those tissues. The blood vessels are reattached by using a microscope to sew tiny, delicate parts into place and restore the blood flow. Finally, the tissue is shaped into a natural-looking breast.

As Brandt sews the transplant­ed tissue to the patient’s chest, he explains that the patient can opt for nipple reconstruction a few months later. Skin from the breast is used to create a nipple and then colored with a tattoo-like procedure.

Although this patient is being reconstructed with the TRAM technique years after her mastectomy, Brandt explains that the procedure is performed immediately at the time of mastectomy.

“When two procedures are done simultaneously, the patient is out of her cancer while being spared the emotional trauma of being without a breast,” he says. “In one fell swoop, you can get rid of the disease and get a completely natural reconstruction along with a free tummy tuck.”

Although the 1998 Federal Breast Reconstruction Law requires insurance providers to pay for reconstruction in connection with mastectomies, only 12 percent of American women have reconstructive procedures following mastectomy, according to the American Society of Plastic Surgeons ( ASPS). And the numbers drop significantly for African-American, Hispanic and Asian women.

A recent ASPS study reported that whether a woman chooses to have breast reconstruction following mastectomy is largely influenced by the patient’s race, geographic location and stage of the disease.

“The low numbers are largely attributed to the lack of availability of reconstructive surgeons,” Brandt says. “Unlike at the School of Medicine, most of the time there isn’t a plastic surgeon next door that can run over and perform the reconstructive procedure.”

Fortunately, at the University — one of the few places in the state that offers immediate breast reconstruction at the time of mastectomy — 90 percent of breast cancer patients have reconstructive procedures.

Brandt works side-by-side with surgeons at the Siteman Cancer Center. While the oncologic surgeon performs a mastectomy, Brandt steps in and harvests the tissue of the TRAM flap, which will be used to create a natural breast.

“There are many options for breast reconstruction, and women can count on Dr. Brandt to educate them on their various options and always do what is best for them,” says Susan E. MacKinnon, M.D., the Sydney M. Shoenberg Jr. and Robert H. Shoenberg Professor of Plastic and Reconstructive Surgery and head of the department.

“Keith is probably the most compassionate, caring surgeon I know — and what a tremendous quality that is for someone treating women with breast cancer.”

Superb patient care

When Mary Kay Gaydos-Gabriel was diagnosed with bilateral breast cancer three years ago, she was shocked because there was no family history of the disease. Her oncologic surgeon, Virginia A. Herrmann, M.D., professor of surgery, introduced her to Brandt, who explained reconstruction options.

At first she was hesitant about letting a stranger rearrange her body, but that quickly changed.

“I knew when I first spoke with Dr. Brandt that he isn’t your typical surgeon who just wants to get in and get out,” she says. “He spent a lot of time talking with me and my husband and made us feel very comfortable. He is so open, acces­sible and accommodating. I really think of him more as a friend and peer instead of my surgeon.”

Gaydos-Gabriel is thrilled with the results of the reconstructive TRAM flap procedure and feels like she is spared much of the psychological trauma that accompanies breast cancer.

“I think I was really saved from a lot of the emotional ordeal that results from losing my breasts,” she says. “I love that the results are so natural. And Dr. Brandt is a reconstructive surgeon — he’s not done until he thinks it’s absolutely perfect.”

Herrmann agrees that Brandt has a special gift for making patients feel comfortable — and hopeful — about reconstructive surgery.

“Dr. Brandt is one of the most compassionate and kind physi­cians, and he has the ability to put patients at ease even though they are facing a difficult diagnosis and surgery,” she says. “His patience and willingness to listen distinctly­ly guide him as a reconstructive plastic surgeon. He has excellent judgment in sight and is interested in the whole person, not just the reconstructive surgery.”

Incredibly dedicated

While attending the University of Texas Medical School at Houston, Brandt was drawn to plastic and reconstructive surgery after participating in a toe-to-thigh transplant.

“The ability to rebuild things was too cool,” he says. “I was hooked after that.”

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By the close of the seven-hour procedure, Brandt and his team had reconstructed a new breast from the patient’s tissues and veins of the patient’s abdomen.

Keith E. Brandt, M.D., and his nurse Debbie Deets build a new breast from the tissue, arteries and veins of the patient’s abdominal wall.

Keith E. Brandt, M.D., performs a breast reconstruction using the traverse rectus abdominis myocutaneous (TRAM) flap procedure, which allows reconstructive surgeons to use the patient’s tissues to recreate a natural breast.

Surgery Residency program and the Hand Surgery Fellowship Program.

Brandt’s new role as program director of the residency and fellowship programs also resulted in a new hobby: running marathons.

“I started training four years ago, and there are six residents that are still alive today because I run,” he jokes. “I take out all of my frustra­tions on the ground instead of running.”

In the past two years, Brandt has competed in seven marathons, including the Chicago Marathon, and he’s training for the Boston Marathon.

‘Dr. Brandt brings the same steady, even pace to patient care and the OR that he uses as a marathon runner,’ says resident Elizabeth Sieczka, M.D.

‘He is a dedicated teacher and serves as a guide for the residents as we go through our training.’

Herrmann agrees that Brandt’s humility and dedication to pa­tients and willingness to pass his knowledge on to residents and students who are lucky enough to work with him.