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Diversity Initiative Retreat

Robert E. Thack, Ph.D. (right), dean of the Graduate School of Arts & Sciences, greets Walter Massey, Ph.D., president of Morehouse College, at the Oct. 15 Diversity Initiative Retreat at the Charles F. Knight Executive Education Center. Sitting on is Gruia-Catalin Roman, Ph.D., the Harold B. and Adelaide O. Welge Professor of Computer Science Chair of the Department of Computer Science & Engineering. The event featured several presentations, including "Diversity as a Business Imperative," "Diversity Data: Washington University and Comparable Schools," "Diversifying the Faculty" and Massey’s talk, "Higher Education Diversity Imperative." Chancellor Mark S. Wrighton convened the retreat after the recent reaccreditation review by the North Central Association’s Higher Learning Commission showed that the University could do more in the area of strengthening diversity and gender balance.

"The diversity initiative launched this fall, which includes the creation of the University’s coordinating council for diversity initiatives, the appointment of a new special assistant to the chancellor for diversity initiatives, as well as the hosting of today’s diversity retreat, signals Washington University’s commitment to applying new energy and creativity to this important endeavor."

MARK S. WRIGHTON

Too much trust could actually be bad for business, study finds

BY SHIULA NEUMAN

There’s no denying that trust is essential in a healthy workplace. It’s expected that you trust your colleagues and your boss. And you hope that your boss and peers trust you.

Common wisdom says that trust brings numerous benefits: It improves productivity, raises group performance, reduces conflict and provides greater job satisfaction.

Good teamwork means not trusting each other too much. A recent study by Claus Langfred, Ph.D., associate professor of organizational behavior at the Olin School of Business, found that too much trust could actually be bad for business — when it comes to working on teams projects.

After two years of studying teams working on various projects, Langfred found a correlation between the level of productivity and the level of trust between group members. Langfred said when individuals within the group have a lot of autonomy, then the least-productive teams turned out to be those whose members trusted each other the most.

"That trust under certain circumstances is a bad thing sounds strange," Langfred said. "But the explanation makes perfect sense." Businesses often group people together for either long- or short-term projects. While each team might develop a different work style, frequently group members contribute to the project through individual effort. The expectation is that the group will coordinate the work and that the group will self-monitor to make sure everything is on the right track.

"In those self-managing teams, people can make the mistaken assumption that trust can be a substitute for monitoring," Langfred said. "They think, ‘We really trust each other a lot, don’t need to monitor each other.’ And that’s when it gets dangerous.

"The reality is, you need a minimum level of monitoring to ensure productivity.”

Langfred studied 11 teams of Olin School M.B.A. students, who worked together over the course of four months. Every year at school starts, first-year M.B.A.

Lab mice sing in the presence of mates, researchers find

BY MICHAEL C. PURDY

Scientists have known for decades that female lab mice or their pheromones cause male lab mice to make ultrasonic vocalizations. But a new paper from School of Medicine researchers indicates for the first time that the utterances of the male mice are songs.

This finding, published online Nov. 1 by the journal Public Library of Science Biology, adds mice to the roster of creatures that croon to attract mates — including such birds as songbirds, whales and some insects.

"In the literature, there’s a hierarchy of different definitions for what qualifies as a song, but there are usually two main properties," said lead author Timothy E. Holy, Ph.D., assistant professor of neurobiology and anatomy. "One is that there should be some sylabic diversity — recognizably distinct categories of sound, instead of just one sound repeated over and over. And there should be some temporal regularity — motifs and themes that recur from time to time, like the melodic hook in a catchy tune.

"Perhaps the best analogy for mouse song would be the song of juvenile birds, who put forth what you might call proto-motifs and themes," he said. "It’s not yet clear whether singing conveys an advantage to male mice during courtship, as it appears to do in birds.

Holy and study co-author Zhiheng Guo, a programmer in his lab, came to be interested in the mice’s vocalizations via the Holy lab’s studies of the response evoked in the male mouse’s brain by female mouse pheromones. Pheromones are chemicals that are frequently linked to mating.

"Noting this kind of response See Mice, Page 6

Happy Halloween! Sesame Street characters greet children from the community during the annual Safe Trick-or-Treat Oct. 31 at residence halls of the South 40. Approximately 500 children and their parents attended the event, sponsored by Congress of the South 40 and the Campus Y. The children, and some parents and students, dressed up in costumes to see the residence halls at their most frightening, complete with several haunted houses.
Airport shuttle offered for holiday travelers

By Neil Schonherr

The University’s parking and transporation services office, in cooperation with the Office of Residential Life, is again offering airport transportation to students and others in the WUSTL community for Thanksgiving.

Faculty, students and staff can purchase a $10 ticket for round-trip transportation between the Hilltop Campus and Lambert International Airport for the shuttle service that will be available beginning Nov. 7. The shuttle will run on Nov. 22, 27 and 28 with additional dates available each day. Tickets can be purchased at the Wohls Student Center Help desk, which is open Monday-Friday from 1 p.m.-3 a.m. and Saturday-Sunday from 10 a.m.-10 a.m. or at the Village Office, which is open Monday-Friday from 1 p.m.-midnight and Saturday-Sunday from noon-10 a.m.

All shuttle departures will be from the area across from the clock tower on Shepley Drive. Each bus will have a sign in the front window reading “Washington University Turkey Shuttle” and will go to both airport terminals on every trip.

According to airport regulations, all passengers must drop off or pick up passengers at the designated Documentary Baggage Claim and at the far east end near Burger King, at the corner terminal, at far west end outside the baggage claim.

The University Alumni Association will be on hand to greet students and provide each with a Thanksgiving survival package.

Those who wish to use the shuttle service are being asked to reserve a time slot as soon as possible. Because of the work force and the job and conditions that jeopardize the health and safety of teachers and officers and prisoners.

Medicare prescription-drug meetings to be held by HR

By Jessica Martin

The Center for Research on Innovation & Entrepreneurship at the University of St. Louis will host two national conference, “Commercializing Innovation” Nov. 4-5 in the Bryan Cave Courtroom in Anheuser-Busch Hall.

The conference, co-sponsored by the Center for Interdisciplinary Studies and the WOHL Institute for Legal Studies, and law school, will examine potential barriers to commercializing innovations created by businesses, the law, and regulations and property rights regimes.

The conference brings to gether leaders from a wide variety of disciplines to consider the fundamental question of how to increase the commercialization of innovation and the public good,” said Tony Pare- des, J.D., professor of law and the conference co-organizer along with E. Scott Kieff, J.D., associate professor of law and will go to both airport terminals on every trip.

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Women runners claim UAA championship

The No. 4 women’s cross country team won its fourth straight UAA Championship Oct. 29 at the meet hosted by Carnegie Mellon University. The 18th-ranked men finished fourth.

Junior Elizabeth Herndon won the women’s 6k race in 22:07.0.

This is the third consecutive year that a Bears runner has claimed the individual title — Maggie Grubow won in 2004 and 2005. In addition, WUSTL head coach Jeff Silbas and his staff was recognized as the UAA Women’s Coaching Staff of the Year.

Paced by four top-10 finishers, the bears claimed their eighth UAA championship in school history with 31 points.

The men finished fourth with 86 points.

Junior Lindsay Harkema (fourth), senior Stephanie Felz (sixth) and sophomore Tyler Mulkin (seventh) earned first-team all-conference honors.

Sophomore Amy Levine (15th) rounded out the scoring, earning second-team all-conference recognition.

Senior Brennan Bonner paced the WUSTL men with a fourth-place finish in 25:50.6.

Kevin Galajda (11th), junior Gregory Gress, Ryan Lester (28th) and Jessie McDaniel (31st, 24:43.40) rounded out the scoring for the Red and Green.

Volleyball team stays undefeated at 29-0

The No. 1 volleyball team defeated Webster University, 3-1, in a nonconference match Oct. 25 at the WUSTL Field House to improve to 29-0 at home this season. The Bears followed that with four wins in four matches at the Illinois Wesleyan University Titan Tournament on Oct. 28-29 to go 30-0.

WUSTL defeated Webster, 30-27, 30-20, 30-20, behind sophomore Alejandro Svehla’s 12 kills. The Bears opened the half to jump out to a 3-0 halftime lead.

The Bears capped the week with a 2-0 win over New University Oct. 30.

Swimming, diving teams sweep DePauw

The men’s and women’s swimming and diving teams defeated DePauw University Oct. 29 at Millennium Pool. The Bears men prevailed 133-130, while the women held on for a 136-100 win.

Senior Michael Slavik paced the men by winning the 200-yard freestyle.

Senior Sami Turek posted a time of 6.71 in the 100 freestyle and 1:47.87 in the 100 individual medley. Turek was also a part of three relay teams.

Freshman Kelly Keno won the 1,000 free and the 500 free to pace the Bears. Sophomore Priya Srikant won both diving events.

Law school’s ‘Commercializing Innovation’ conference Nov. 4-5

By Jessica Martin

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A new map of variations in genetic code to facilitate personalized medicine

BY MICHAEL C. PEREY

An international team of scientists recently completed a draft map of a human genetic variant, known as the haplotype map, or hapMap. The project, which involved researchers with a guide to locations within the human genome where mutations in the genetic code occur in significant percentages of human populations, the hapMap pushes biomedical science a step closer to the era when analysis of patient DNA will provide important guidance to diagnosis and treatment.

"Six years ago, when I first began doing this type of research, every bit of information that we had on common human genetic variations came from the United States that contributed to the genotyping work done for the HapMap project's Web site. As phase I of the project, the researchers only included SNPs where the less common haplotype is found in at least 5 percent of the population. The HapMap pushed biomedical science a step closer to the era when analysis of patient DNA will provide important guidance to diagnosis and treatment."

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The hapMap project appeared in the Oct. 27 issue of the journal Nature Genetics.

Any two unrelated people will have a genetic code that is about 99.9 percent identical, according to the hapMap project's home page http://www.hapmap.org. However, the remaining 0.1 percent of DNA that differs among individuals can make crucial differences in disease risk and the way a person responds to medication.

Miller's lab was one of four in the United States that contributed to the genotyping work done for the hapMap project. Genotyping involves identifying subgroups within larger populations on the basis of shared DNA sequences that are about 99.9 percent identical, according to the hapMap project's Web site.

In one characteristic change is known as a single nucleotide polymorphism, or SNP. Although the genetic code has four units, such changes generally tend to come in two forms — one group always have "A" at the given position, while another group always have "C." SNPs tend to occur in clusters in a given region of the genome, known as a haplotype. Some clusters include SNPs that could be used to identify the presence of a particular haplotype with increased risk for a given region of DNA.

To make sure their map focused on variations with significant potential to affect human health, the researchers only included SNPs where the less common haplotype is found in at least 5 percent of the population. Because the frequency of certain haplotypes varies in different ethnic groups, scientists analyzed DNA samples from different populations to identify key groups.

"This is phase I of the project, genotypes from several million SNPs from each of these groups have been placed in the public domain.

The completed first draft of the hapMap should make it much more practical for researchers to search for areas in human DNA linked to complex disorders, which are conditions limited to variations in several genes and environmental factors. Such disorders include cancer, diabetes, heart disease and high blood pressure. The hapMap will also provide valuable support to the new field of pharmacogenetics, which studies how genetic variations can dramatically alter a patient's response to a medication."

Researchers with knowledge of these variations, physicians can alter their treatment strategies and tailor medications to each person's specific response to medication.

Washington University is also home to an effort to study genom- etics in the United States, a study that includes the treatment of colon cancer patients on the basis of genetic variations that affect patients' responses to medication.

Over the course of the hapMap project, Miller's lab and others worked to improve high-throughput DNA technology and scientists quickly identify a person by their individual haplotype. As Miller's lab identified SNPs in the human genome, the team forwarded them to a central database at the Cold Spring Harbor Laboratory, a publically searchable database at the HapMap project's Web site.

Research institutions from the United States, Canada, the United Kingdom, Canada, China and Nigeria participated in the creation of the hapMap.

BY GWEN ERICSON

Digital mammography goes digital thanks to grant to Siteman Center

BY GWEN ERICSON

S oon it will be possible for twice as many underinsured women to be screened for breast cancer because of a grant to Diane Farria, M.D., and Marcy Mathews, M.D., of the Siteman Cancer Center at the School of Medicine and Barnes Hospital.

A grant from the Avon Foundation, an independent 501(c)3 founded by Avon Products Inc. in 1955, will fund the purchase of digital mammography equipment for a mammography van. The van will travel to Missouri regions with a high prevalence of breast cancer detected at an advanced stage.

Patients will benefit from the digital technology, which has been shown to improve cancer detection over conventional film-based mammography. For example, computerized mammography screens twice as likely as others in the state to be screened with late-stage breast cancer. Lack of access to breast cancer screening contributes to this situation.

A geographic cluster in north St. Louis City and County has been found to have the highest prevalence of advanced breast can- cer in the United States, according to a study that will present at the conference. The study, which included women with breast cancer, found that women in rural areas were twice as likely as others in the state to be diagnosed with late-stage breast cancer. Lack of access to breast cancer treatment makes the situation worse.

"A mammography van will bring screening services to patients who have proven especially important for women, who would otherwise need to drive a long way to a hospital, and who are too poor to drive or who might not seek out the service on their own," said Dr. Arun Prakash, a radiologist at the institute who sees women at the Siteman Cancer Center.

"It will be an important service for women who are not aware of the service or who have no transportation. This service will also be of great benefit to women in rural areas who do not have access to the services of a mammography center."

For more information or to register, go online to phsusa.org/ students/conference_details.

AIDS seminar to be held Nov. 12

A regional conference on the global AIDS crisis will be held from 8 a.m.-5 p.m. Nov. 12 at the Farrell Learning and Teaching Center.

The student-organized conference, titled "Our Future, Our Cri- sis," will feature national speakers and provide human rights training for health professional students.

Greg Groschl, director of treatment advocacy for the Gay Men's Health Crisis, will be the keynote speaker. WUSTL speakers will include Diana Birnbaum, more of these key groups.

Digital mammogram images will be interpreted by the radiology team in the University Anesthesi- ology at Washington University in St. Louis. The second annual Anderson-Newton Lecture in Transplantation. Evers is the Henry Eliot Mallinckrodt Professor and head of the Department of Anesthesiology as well as a professor of medicine and of molecular biology and pharmacology. He is renowned for his research on the molecular mechanisms through which anesthetics depress the nervous system. He looks forward to the conference on target molecules with which these anesthetics preferentially interact. Using labeling techniques, Evers has identified glycopro- teins involved in these interactions, as well as structures of specific anesthetic binding sites. His labora- tora also works to identify specific cellular functions that are affected by anesthetics.

Evers is a past president of the Association of University Anesthesiologists and a past chair of the board of directors of the Washington University Anesthesiology Faculty Practice Plan, and he is on the board of the Foundation for Anesthesiology Research and Education. He has received numerous honors, including the American Heart Association Established Investigator Award and a Josiah Macy Foundation Award.

Evers came to Washington University in 1983 as a research fellow in the laboratory of Philip Needleman, Ph.D., then the Alumni Professor and head of the Department of Pharmacology. Prior to that, Evers complet- ed an internship and residency in internal medicine at University of Illinois College of Medicine in 1979.

Evers is among 64 members whose elections to the Institute of Medicine are announced Oct. 24.

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Bogart, who heads the graduate directing program at Columbus University, is widely known as a founder of "viewpoints" theory, an influential method for transforming images that relies heavily on improvised movements and gestures.

SITI has directed more than 60 productions and won two Obie Awards, as well as a Guggenheim Fellowship, a National Endowment for the Arts Artist Grant Associate. Her publications include Anna Bogart: Viewpoints (1995); A Director Prepares: Seven Essays on Art and Theater (1998); and The Viewpoints Book: A Practical Guide to Viewpoints and Improvisation (2005).

Bogart founded SITI Company in 1992 with acclaimed playwright and director Michael Weller. Originally envisioned as a summer institute in Saratoga Springs, N.Y., SITI quickly emerged as one of America's leading ensemble teaching theater companies, committed to the creation of new work, the training of emerging theater artists and the expansion of international collaboration.

"SITI Company to stage Death and the Ploughman at Edison Theatre" in 2001 with West of the World, an original work based on Oscar Wilde's "infinities of radio broadcast." Edison Theatre programs are made possible with support from the Missouri Arts Council, a state agency of the Regional Arts Commission, St. Louis, and the Mid-America Arts Alliance, supporting cultural activity in communities throughout Arkansas, Kansas, Missouri, Nebraska, Oklahoma and Texas.

Tickets: $38.50 for season subscribers and WUSTL faculty and staff, and $18 for students and children under 12. Tickets are available at the Edison Theatre Box Office, or online through all MetTix outlets. For more information, call 935-4643.

Browning will direct "Death and the Ploughman" in the Ploughman's Wife in Death and the Ploughman Nov. 11-12 at Edison Theatre.

The year is 1401. A seasoned ploughman, maddened by the loss of his young wife, demands answers from Death itself. It begins Death and the Ploughman, a powerful meditation on grief, mortality and the meaning of life.


Browning is the Frank Porter Graham Professor of History at the University of North Carolina. He

considered by many to be the pre-eminent scholar on the Holocaust, Christopher Brown, reflecting on the relationship between the two films:

Dr. Browning is currently working on a new book, The Holocaust Memorial Museum, a 20-page companion to the exhibition titled "Death and the Ploughman: The Human Condition in Crisis and Adversity." His book, "Death and the Ploughman: The Human Condition in Crisis and Adversity," was published in 1997. He also is the author of "The Holocaust Memorial Museum: A 20-page companion to the exhibition titled "Death and the Ploughman: The Human Condition in Crisis and Adversity.""

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Performing Arts Department to present Escape From Happiness

By LIM OTTEN

D rapes and anger, and insinuation, police cor-
ruption and (semi-) organized crime. Welcome to Escape From Happiness, a darkly comic portrayal of the disso-
yncratic family by Canadian playwright George Johnston.

This month, the Performing Arts Department in Arts & Sciences will present six performances in the A. E. Hotchner Studio Theatre in Mallinckrodt Center. Shows will begin at 8 p.m. Nov. 11-12, at 2 p.m. Nov. 12, at 8 p.m. Nov. 18 and at 2 p.m. Nov. 20.

Set in a rough Toronto neighbor-
hood, Escape From Happiness tells the story of Nora (graduate student Ann Marie Mole) and her three adult daughters: the dutiful Gal (Junior Lauren Da-
vis), activist Elizabeth (senior Kerri Rojas), and self-help junkie Mary-Ann (senior Matt Goldman). Nora’s ex-cop husband — though Nora never had a chance for a mate. But Nora still has to provide for her children.

"It’s a very close-knit, if terrifically eccentric, family," said director William Whitaker, senior lecturer in the high school. "They are very much blunt and in-
your-face. To the audience their thinking or feeling is in their heart; they just say it."

Whitaker compares Escape From Happiness to classic Ameri-
can comedies such as You Can’t Take It With You, or the movies Juno and Signs. "The women are very blunt and in-
volved in the audience," he added. "Whatever they’re thinking or feeling is in their heart; they just say it."

Whitaker estimates that he has read more than 1000 plays for Auditions. "You can’t take it from the script," he said. "You must also consider the director." He added that he would love to direct the play, but that would be difficult because the play is written with so much explicit content.

The cast of Escape From Happiness will take the Hotchner Studio Theatre stage in Mallinckrodt Student Center Nov. 11-12.

Brooklyn household. Yet it
contains grizzle, almost ‘Taran-
tino-like elements."

The production team is led by costume designer Lesli Bat-
nen, a junior in Arts & Sciences, and set designer David Kruger, visiting artist in residence.

Walker, a former taxi driver who turned to drama in the early 1990s, is one of Canada’s most frequently produced playwrights, Walker said.

The production has been best known for The Red 3 plays, a cycle of six intersecting plays, and The 2 Arrest Nora for possessiveness. "It’s a very forceful and very funny little play," Whitaker said. "And for all the outrageousness, it’s also very conservative. Despite the terrible things that happen, this thing is im-
possibly hopeful little family is able to stick together and rise above it."

Rounding out the 10-person cast are junior Aliha Nicholls and graduate student Justin Rincker as Steve and Rory, a

Tuesday, Nov. 15


Wednesday, Nov. 16

8:30 a.m.-4:30 p.m. A center for the Appli-
cation of Information Technology in Dew-
day Workshop. "Consulting Skills for the IT Professional."

(Continues Nov. 20) 4:30 p.m. Nov. 17 (Cont.) 2000. 310-1350.

2:30 p.m. Undergraduate Research Sympo-

2:30 p.m. Undergraduate Research Sympo-

2:30 p.m. Undergraduate Research Sympo-

2:30 p.m. Undergraduate Research Sympo-
Faculty

Karen L. Wooley

In 1978, Adelina Dilschneider graduated from the University of Missouri at Columbia and earned a Bachelor of Science degree in psychology. In 1979, she joined Washington University as an assistant professor in psychology. Her research focuses on the role of neural substrates in the processing of social information, with a particular emphasis on the neural mechanisms underlying social cognition. Her work has been supported by grants from the National Institutes of Health and the National Science Foundation. She has published extensively in peer-reviewed journals and has given numerous presentations at national and international conferences. In recognition of her contributions to the field of social neuroscience, she was recently appointed as an associate professor in the Department of Psychological and Brain Sciences at Washington University. Her research continues to explore the neural basis of social cognition, with a particular focus on the role of the amygdala in mediating emotional responses to social stimuli.
Introducing new faculty members

The following are among the new faculty members at the University. Others will be introduced periodically in this space.

Thomas Rodenburg
Ph.D., joins the Department of Psychology in Arts & Sciences as assistant professor. He earned a Ph.D. from the University of North Carolina in 2003 through the Anxiety and Psychotherapy Lab. He studies anxiety disorders, particularly social photos, as well as improving the assessment and treatment of anxiety, as well as increasing understanding of the factors that maintain and reduce anxiety.

Irit Kleinman, Ph.D., joins the Department of Romance Languages and Literatures in Arts & Sciences as assistant professor of French. She earned a Ph.D. from Harvard University in 2003. During her graduate studies, she worked at the Ecole des Chartes in Paris and received a "Bourse Chateaubriand" dissertation grant from the French government. Her primary research interests concern the writing of history during the later Middle Ages. Kleinman's dissertation, "Traitor, Author, Text: Four Late Medieval Narratives of Betrayal," examined the role played by the emergence of the memoir as a literary form among members of an emerging class of Catholic clergy at a time when, for instance, the University of Madrid.

Trust

Creating productive teams is tricky—too often teams are organized into strategically designed groups. Langford said this is a nearly ideal setting to study teams because group members are forced to work together in stable teams on a variety of class assignments across all of their required classes. He had the students fill out questionnaires at the end of the four months to measure how the students felt about each other. The findings confirm what most businesspeople already know: creating productive teams is tricky.

"Now we know that in addition to a lot of other factors, it's important to remember all teams need at least some level of monitoring. It's also important to remember that teams are like other groups and get along well; when it comes to trust, there is a risk that too much of a good thing.

Notables policy

To submit Notables for publication to Record, e-mail items to Andrew Credenmend at andrew@wustl.edu or fax to 935-4259.

Of note

Henry I. Scher, Ph.D., chair of the Performing Arts Department in Arts & Sciences, has published a poem titled "I Dreamt I Was a Jew in Prague," included in New Harvest: Jewish Writing in Louis, France in 1990. Scher's interview with playwright David Mamet was also translated and included in a Spanish language volume. The volume, titled Conversaciones con David Mamet, was published by Alba Editorial.

The undergraduate Mock Trial team took second and third places at the Robert E. Sanders Tournament at Eastern Kentucky University on Oct. 22-23. Twenty-six teams competed. The team is coached by third-year law student Jessica Bernardo... .

Obituary: Haydon, lecturer in music, 73

Sue Haydon, a longtime lecturer in physics for the Department of Music in Arts & Sciences, died of complications from leukemia at Barnes-Jewish Hospital on Saturday, Oct. 29, 2005. She was 73.

Haydon earned a bachelor's degree from the New England Conservatory of Music in 1954, graduating with honors. She came to Washington University in 1974, earning a master's degree in piano performance in 1976. As a senior lecturer, she gave individual lessons and taught classes in keyboard harmony and piano pedagogy.

In 2001, she inaugurated the Young Artist Piano Concerto Competition for pre-college music students. Winning the competition the past three years have been students that play with the Washington University Symphony Orchestra.

A frequent clinician and jury member for area piano examinations, Haydon developed a special interest in teaching those with physical disabilities.

As a result of a serious injury to her right hand, she conducted detailed research in therapeutic techniques to help strengthen and improve mobility. These techniques were later collected in a video released in 1996. Piano Teacher: Is There Only One Way? Haydon is survived by three sons, Bryan Duckham and Todd and Noel Haydon; three stepchildren, Rob, David and Vicki Herndon; a half-sister; and five grandchildren.

A memorial service will be held Nov. 2 at the Richmond Heights Presbyterian Church. Plans for an on-campus memorial service will be announced.

In lieu of flowers, memorial donations can be made to the Leukemia & Lymphoma Society, 77 Westport Plaza, Suite 101, St. Louis, MO 63146.

Coyt, assistant professor emeritus

Dianne Coyt, assistant professor emeritus of clinical medicine, died Monday, Oct. 24, 2005, of pancreatic cancer at his home in Chesterfield, Mo. He was 77.

In addition to writing the text for the physics and earth science sections of the book, Wysession also wrote test questions for students and additional material for the teachers' edition to help high school teachers present the material in a more informed and creative way. Wysession often attends National Science Teachers Association meetings where he trains high school teachers in how to best teach earth science at a high-school and middle-school level.

In addition to Physical Science, Wysession has been involved with several other K-12 Prentice Hall textbooks in earth science. He is the author of three middle-school text-books, Earth's Interior, Earth's Changing Surface, and Earth's Waters, all published in 2005, and supervised the construction of a high-school text, Earth, Space, and energy, to be released in 2006.

— Tony Fitzpatrick

Campus Authors

Michael Wysession, Ph.D., associate professor of earth and planetary sciences in Arts & Sciences

"Physical Science: Concepts in Action," the new text for high school teachers in how to best teach earth science at a high-school and middle-school level.

In addition to writing the text for the physics and earth science sections of the book, Wysession also wrote test questions for students and additional material for the teachers' edition to help high school teachers present the material in a more informed and creative way. Wysession often attends National Science Teachers Association meetings where he trains high school teachers in how to best teach earth science at a high-school and middle-school level.

In addition to Physical Science, Wysession has been involved with several other K-12 Prentice Hall textbooks in earth science. He is the author of three middle-school text-books, Earth's Interior, Earth's Changing Surface, and Earth's Waters, all published in 2005, and supervised the construction of a high-school text, Earth, Space, and energy, to be released in 2006.

— Tony Fitzpatrick
I came down to three choices: botany, chemistry or zoology. So, logically, Shanta Pandey chose social work.

"I always wanted to be in a helping profession, but after completing my pre-med under-graduate studies, I realized that I didn't want to be a doctor. I didn't like being around blood," she says. "The only other options I had to continue my studies at Tribhuvan University in Nepal didn't appeal to me, and I didn't know what I was going to do until I heard about the social work profession through the School of Social Work at Delhi University."

Pandey, Ph.D., associate professor of social work in the George Warren Brown School of Social Work, left Nepal and dove into her graduate studies at Delhi University.

"It was a delight," she says. "I was thrilled to get a chance to be part of the curriculum."

After earning a master's in social work, Pandey returned to Nepal to work on a community development project funded by the USAID project on poverty, family and welfare policy, American Indian studies and international development. The focus of the project was conservation and management of natural resources including water, forest, energy and livestock.

The USAID project sent Pandey to rural Nepal, where she saw firsthand how difficult it was for women to obtain basic necessities such as water and food.

"It was an eye-opening, amazing experience," she says. "My father was our village headman, and I grew up thinking life was perfect. When I went to rural Nepal, I saw young women shuffling the responsibility of providing everything for their families because their spouses were serving in an army or deceased."

"The project showed me how challenging it is to implement community development projects and made me ask, 'What can be done for these women who are trying to raise children? What can make their lives easier?'"

Melvin Goldstein, Ph.D., the John Reynolds Harkness Professor of Anthropology at Case Western Reserve University, worked with Pandey on the USAID project and encouraged her to apply for a doctoral program in social work.

"I thought it was a good idea, and a short time later I was in Cleveland, Ohio, earning my doctorate," she says.

At Case Western, her research interests began to include poverty in the United States.

"Poverty in the U.S. is scary," she says. "A disturbing aspect of the U.S. poverty is not just being poor but being deprived of opportunities. U.S. poverty is concentrated in certain neighborhoods and among certain demographic groups. In fact, there is a higher concentration of female-headed households in the very poor neighborhoods, and these women and their children are deprived of opportunities for integration, education and upward mobility."

After completing her doctorate, Pandey accepted a faculty position at the University of Nevada. A year later, she joined the faculty at Washington University, where her research expanded to include how to empower people, especially women, to get out of poverty.

"I wanted my research to go beyond how people can get basic necessities to how they can permanently get out of poverty," she says.

One of Pandey's most remarkable studies looked at the impact of 1996 welfare reform legislation in the United States. With her colleagues, Pandey followed 450 families on American Indian reservations and 162 families in rural Missouri to study what happened to families who live in extreme poverty.

"We were able to document some of the limitations of the legislation as the states and tribes began administering their welfare programs," she says. "For instance, states are not required to provide matching funds to tribes if they choose to administer their TANF (Temporary Assistance for Needy Families) programs.

"Also, the effect of the legislation has been mixed in terms of reduction in welfare caseloads on reservations as dropping at a much slower rate than they are nationally. On some reservations, caseloads are actually rising. Some of the barriers to need for including such job opportunities, lack of education and job experience, and lack of support services including child care and transportation." Pandey's research looks at how powerful education is in reducing poverty and what policy changes need to be made to encourage higher education for single mothers.

"A bachelor's degree is extremely powerful for women with children," she says. "With a bachelor's degree, single mothers are nine times more likely to live above poverty than single mothers without a high-school degree."

"I refuse to agree with the idea that poor, single mothers are not motivated to get out of poverty. There are over 2 million single parents enrolled in two- and four-year colleges, many of whom are poor. Universities, communities, states and the federal government need to develop programs that encourage single mothers to continue their education."

Pandey's work in the United States continues to have a link back to Nepal. She is interested in the process of developing a proposal to study the demography and social service needs of increasing numbers of Nepalese immigrants who are coming to the United States primarily due to the Maoist insurgency in Nepal.

"Professor Pandey's interests, experience and scholarship represent an extraordinarily good fit with the School of Social Work's portfolio of both domestic and international studies," said Edward F. Lawlor, Ph.D., associate professor in the School of Social Work and the Gordon Professor. "Her interests connect to our school's research and teaching on poverty, family and welfare policy, American Indian studies and international development. She is so powerful in her research and teaching that it is so impressive."

Pandey has a particularly close relationship with one colleague, however. Her husband, Gautam Yadama, Ph.D., also an associate professor in the School of Social Work, Pandey and Yadama met while studying at Case Western.

Outside WUSTL, Pandey, Yadama and their children, Sagar and Aishwarya, love to travel around the world.

"Every year we try to go to a country we haven't been to yet," she says. "This is one of the ways I keep educating myself. I always learn something new on our trips."

This year, Pandey and her family traveled to Vietnam and to the Indian Himalayas. She would like to plan a family trip to Scandinavia in the near future. Although Pandey misses the mountains in Nepal, she has "come to enjoy the flatlands of St. Louis."

"It's hard not to love St. Louis when you can enjoy the great parks in town and live near such a beautiful campus."