Mechanical Marathon: Four undergraduate students will represent the University in a 1,100-mile road rally to Car that the students conceived is run on methanol. Students from 15 American and Canadian universities will depart April 29 from Detroit, Mich., arriving five days later in Washington, D.C. The teams will be judged on such variables as fuel economy, emissions and rally time. Members of the University's Methanol Marathon team are (from left) Orf, Ho and Smith will drive the "customized" Chevrolet Corsica LT. For more on the Methanol Marathon, see story on page 2.

Methanol Mission: The 11 years since the last planetary mission, scientists have made tremendous advances in remote sensing (computer imaging) — advances that promise to make Magellan one of the most enlightening planetary missions combined. Closer and Earth surfaces. Venus, like the Earth's, are due to plate tectonics, but are not conclusive evidence. Scientists already know or can infer a good deal about Venus, thanks to major efforts by the Soviet Union (the Venera series) and the United States (the Pioneer spacecraft) during the 1970s. Previous remote sensing and rock sample data reveal a world of lava flows and mountains. Extraordinarily hot — its surface is about 850 degrees Fahrenheit, roughly one-and-a-half times the highest heat of a normally hot — its surface is about 850 degrees Fahrenheit, roughly one-and-a-half times the highest heat of a mercury and moon, for instance, are one-plate planets that release their interior heat mainly by conduction through the crust. Finally, the greenhouse effect, which on Earth concerns many scientists, is a natural condition on Venus. The greenhouse effect — where heat is trapped by carbon dioxide, this evaporating water and heating the planet — is so rampant on Venus it is called a "runaway" effect. Ninety-seven percent of the Venusian atmosphere is composed of carbon dioxide. Water in such an extreme environment is not stable. The numerical hats generated by Magellan, as well as by other existing, and projected space satellites and communications systems, provide NASA scientists the raw data to geologically map Earth and the planets. They also tip scientists to such global problems as the greenhouse effect and depletion of the ozone layer. But, Arvidson warns, the enormous jumble of data is meaningless without the computer power to interpret it — a classic case of "everywhere but not a drop to drink."

Finer view: At the crux of the 1990s space challenge is the decade-long advance in remote sensing. For example, the Viking Landers that imaged Mars in 1976 examined the "Red Planet" through three filters of red, blue, and green, each filter showing a different aspect of the Martian surface. In contrast, equipment to be used on the EOS spacecraft, Arvidson notes, will reflect light in more than 200 wave-lengths, revealing intimate information about the atmosphere, oceans and solid surface of the Earth. Arvidson's colleague Mohammed

Jerome R. Cox, S.C.D., professor of computer science and chairman of the department, has been named the first Harold B. and Adelaide G. Welge Professor of Computer Science at the School of Engineering. The appointment was announced at a ceremony April 26 in Lipton Hall Gallery. The Welge professorship will provide ongoing support for Cox's research activities in computer communication, computer imaging and algorithms for mapping of the human genome.

"Since joining the Washington University faculty in 1955, Dr. Cox has made many outstanding contributions to computer science and its applications," says James M. McKeelley, Ph.D., dean of the School of Engineering. "He is a truly versatile engineer who now, as in the past, is in the middle of exciting new research efforts. Dr. Cox is richly deserving of this honor."

Harold B. Welge is a Washington University School of Engineering alumnus who worked for the Department of Defense in New York City. Friant-Colson Construction in St. Louis, and the National Laboratories in Pitsburgh. Adelaide G. Welge holds a master's degree in mathematics with a minor in science at the University of Pennsylvania. The Welges have maintained a longstanding interest in the sciences, including computer science.

"I am honored to be the first Welge professor," says Cox. "The support this position provides is of great value to my research projects in computer imaging, communications systems, computer architecture, data communications, and digital computing and speech recognition." Cox holds the bachelor's, master's and doctoral degrees in electrical engineering from the Massachusetts Institute of Technology. In 1955 he joined the research department at the Medical Center, Direction of Electrical Engineering and Computer Science. That same year he joined the School of Medicine of the National Academy of Sciences.
Making a 'futuristic technology happen now'

1,100-mile road rally will test students' methanol-converted car

Washington University's name will catch the eye of thousands of motorists in the eastern states and even in Canada next week.

Four undergraduate students will represent Washington University in a 1,100-mile road rally that will test their craftsmanship and skills. They will drive a 1989 Chevrolet Corsica LF that the students have converted to run on methanol.

The Methanol Marathon, featuring students from 15 American and Canadian universities, will depart April 29 from Detroit, Mich., and wind its way through Toronto, New York State, New Jersey, Delaware and Maryland, ending five days later in Washington, D.C.

Students from the University of California to Texas monont, Canada, will compete for cash prizes ranging from $1,000 to $20,000.

Stephen Kiefer, Edward Nowakowski, Joann Smith and K.J. Dauer, seniors in engineering, will drive their "customized" Corsica emblazoned with "Washington University logo.

Prizes for the event are General Motors Corp., the U.S. Department of Energy, Mines and Resources. They will be judged on such variables as fuel economy, startability, emissions, acceleration and rally time. Thus, a team that crosses the finish line first is not necessarily the winner.

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AIDS task force aims to educate

From spotlighting the story of a person living with AIDS, to disseminating printed materials on the deadly disease, a Washington University task force is being funded by the University community about AIDS.

The AIDS Task Force, which boasts approximately 50 members, comprises Washington faculty, students and staff.

Malcolm Tregee, a counselor with the Student Counseling Service, and Mary Parker, M.D., associate professor of preventive medicine and director of University Health Services, formed the group in 1987 to "educate members of the University community about AIDS so they can make informed decisions about their own behavior and be sensitive to issues surrounding the problem," according to Tregee, who works as co-director of the task force with Tammy M. Goticl, a coordinator of student activities.

"The AIDS Task Force is the most energetic and committed group I've worked with on campus," says Tregee. "We plan to continue this key issue alive throughout the school year and introduce it in all areas of the students' educational experience.

Although education remains our major goal, we've reached a point now where our students can take what they learn and reach out to the community and others. As the AIDS epidemic continues to grow, the task force is instrumental in setting policies and exploring the role of the residence halls.

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Sacrificing happiness for success

High achieving teens’ problems often overlooked

Seventeen-year-old Michael Stevenson (a fictitious name) is smart, good-looking, popular and athletic. He attends an exclusive college preparatory high school and is being counted by a number of private colleges and universities. A few weeks ago, he attempted suicide.

Michael had everything going for him, it seems, but himself. Despite his popularity, a solid A average, and high on his list of priorities, he now shake the feeling that he just doesn’t measure up.

Michael’s one of a growing number of bright young people — high achievers — whose need to succeed is so great that they push themselves to a very competitive overdrive, says pediatric psychologist Peter Ambrose Jr., Ph.D. It’s a phenomenon that Ambrose has observed in his practice at the Pediatric Psychology Center at the School of Medicine, and one that he suspects is occurring more and more across the country.

These young people are so intent on meeting their goals that they refuse to acknowledge their limitations, oftentimes pushing themselves to succeed even when they may be out of their league.

These are teenagers, often from upper-class families, who by most standards have it all, or at least the potential for having it all, Ambrose says. But the standards they set for themselves are impossibly high.

“They are very bright, but they compare themselves with peers who may be even more intelligent and then start to feel there is something wrong with them, that they can’t make the grade,” Ambrose says.

“We assume their lives are rosy. Nobody expects these kids to have problems, so nobody is helping them.”

— Peter Ambrose

The feelings of inadequacy can grow, he points out, culminating in a host of emotional problems, from anxiety disorders to full-blown depression and tragically at times to suicide attempts. Precisely because of the obvious advantages in their lives, these upper-echelon achievers “fall through the cracks,” Ambrose says. It is this that makes them assume their lives are rosy. Nobody expects these kids to have problems, so nobody is helping them.

While this is by no means an epidemic, Ambrose says, he can walk into almost any elite academic program and find a handful of teenagers who fit this description.

Some degree of competition is good, Ambrose says. He notes that even win schools have a competitive overdrive.

“In some families,” Ambrose says, “parents may need to be more involved. These are unhappy have fewer peers. It’s okay to be non-traditional or anti-establishment, but when you see an adolescent has no friends or little social contact, there could be a problem. Parents should look for teenagers withdrawing from their friends and withdrawing from their families,” Ambrose says. He also advises watching for changes in their daily schedules. This would include disturbed sleeping or eating patterns, and of course signs of drug or alcohol use. Many times they may also give up activities that were once pleasurable.

“It’s okay if a child who loves piano suddenly stops playing it to study for an algebra final, he says but points out, if the sacrifice is a permanent one, made simply to survive, then priorities need to be reevaluated.

“Sometimes parents have to be the watchdog. If these children are compromising their health, like living on three hours sleep a night, then the parents need to make a stand. If they are compromising their social life, the parents may need to be more involved. Obviously, you can’t tell a teenager ‘you want you go out, it’s Friday night. But you can say, ‘Look, I don’t think you need to study every night of the week until 2 o’clock. Unless there’s a final exam, the lights go off at 11.’”

Unfortunately, over-achieving teenagers often base their criteria for success on parental expectations. “It’s a double-edged sword. How much do you push your kids? How much should you expect from them in the long run, the question should be, what do your kids want for themselves?”

Well-meaning parents often put too much emphasis on their children being successful, rather than happy, Ambrose notes. The classic example, he offers, is when parents insist on an Ivy League because they want the best for their child, and the best education will help them land the best job. Whether intentionally or not, he remarks, parents program their children early that there are certain criteria for success.

“To some parents, being a professional — whether it’s a judge, doctor, professor, or what — is important. In other families being a CEO is better because monetary status is more important. Parents need to learn that their influence early on does stay with these kids,” Ambrose stresses.

Sacrificing happiness for success

Inevitably, young people functioning merely to please their parents will end up feeling unhappy and unequal to the task, he says. These children set very certain and strict, often unattainable, criteria for success: scoring 600 on the SATs or ranking in the top 10 percent of a very competitive class. Parents frequently don’t realize the pressure their children feel in trying to live up to values that don’t fit their own goals, he notes.

“As some parents need to ask themselves, ‘Whose life is this?’ Most parents will tell you they want their children to have everything they didn’t have. That’s an admirable sentiment, but the pressure shouldn’t be for them to have 10 times as much.”

Parents can best help by providing their children with opportunities and support from which to make their own decisions. Ambrose says. “Teenagers need a reasonable grade average, and they need the truth. If they really do want to go to medical school, they need to know that their competition is working hard, and does have the 3.75 grade average and the 600 SATs.” With this information available, teenagers can make educated decisions on how much they are willing to sacrifice.

Parents should have expectations of their children, and should encourage them to excel, Ambrose says, but they should not choose the competitive arena. While grades are important, kids should know academics are not the only measure of their worth, he reminds. And, he says, they should be encouraged to develop other talents — art, music, cooking, athletics — that can be a source of confidence. Ultimately, he says, parents must teach their children to believe in themselves. “Whenever a child tells me ‘I can’t do that,’ I usually try to find an example of where they have done it under other circumstances, or more importantly, when they’ve done something more difficult. I try to make them realize that we all have our limitations, and it’s time to start enjoying what they can do.”

“Really, what parents should establish is an environment where their children are rewarded for effort and perseverance. If children are allowed to fail, they are also allowed to succeed.”

— Joni Westerhouse
 Scientists to study HIV prevalence in drug users

A scientist at the School of Medicine has received funding to conduct the first study in the St. Louis area on the prevalence of HIV infection in intravenous drug users and their needle-sharing sexual partners.

The three-year study is being directed by Linda B. Cottier, Ph.D., an epidemiologist with the Department of Psychiatry, Cottier, director of the newly created research division was awarded a total of $979,000 from the National Institute on Drug Abuse for the project.

Until now, there have been no studies in St. Louis to determine the prevalence of HIV infection in drug users, Cottier says, because of the area's relatively low reported AIDS cases. However, research and educational efforts elsewhere in the country have begun to focus on IV drug users, she notes, since educational programs have substantially reduced the rate of new HIV infections among homosexuals.

The St. Louis study will follow some 650 subjects, including 300 IV drug users and 150 non IV drug users and 200 sex partners. In addition to studying prevalence of HIV infection, Cottier will evaluate risk factors for HIV infection — particularly the co-occurrence of psychiatric symptoms, substance abuse, needle-sharing, personality, and high-risk sexual behavior — to better target public education efforts.

Cottier hopes to determine whether education can help change high risk behaviors and thus reduce the incidence of HIV infection in this study population.

Participants for Cottier's project will include prisoners and prostitutes, as well as clients in area drug treatment programs. Sexual partners will be recruited as well.

British editor to deliver Brodman lecture

Stephen P. Lock, M.D., F.R.C.P., editor of the British Medical Journal, will deliver the ninth annual Estelle Brodman Lecture May 9 at the School of Medicine.

The lecture, "Twenty-five Years of Publishing the British Medical Journal: Ethics, Authorship, Peer Review and Challenge of the New Electronic Media," will begin at noon in Cori Auditorium.

Lock has been editor of the British Medical Journal since 1975. Trained as a hematologist, he served on the staffs of London teaching hospitals before being appointed assistant editor of the journal in 1964. He became deputy editor in 1974 and was a medical correspondent to the BBC Overseas Service from 1968 to 1974.

Lock's special interest is medical writing and biomedical communication, including evaluating scientific information, the role of peer review, the editing process, and the impact of new information technology. He has taught many courses in medical writing in Britain, Finland, Iraq, Kuwait, Canada and Australia.

The Estelle Brodman Lecture is sponsored by the School of Medicine Library in honor of Brodman, who served as library director and professor of medical history at the School of Medicine from 1961-81.

For more information on the lecture, call 362-2773.

Eric J. Brown, M.D., has been named director of the newly created research division of the School of Medicine.

Brown is associate professor of microbiology and immunology, and of cell biology and physiology. His appointment, effective July 1, was announced by David M. Kipnis, M.D., head of the Department of Internal Medicine.

Brown will serve as director of the Division of Infectious Diseases with Gerald Medoff, M.D., head of the Division of Infectious Diseases at the School of Medicine.

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Brown to co-direct infectious diseases division

Eric C. Beyer, M.D., will serve as the School of Medicine's first McDonnell Scholar in Cancer Research.

Beyer, who will join the faculty July 1, recently was named a 1989 McDonnell Scholar by the James S. McDonnell Foundation's Program for Molecular Medicine in Cancer Research.

Beyer received his doctorate in physics to problems in clinical oncology, and his medical degree in 1982 from the University of California in San Diego. His postdoctoral training included an internship and residency in pediatrics at The Children's Hospital, and a clinical fellowship in pediatric hematology and oncology at The Children's Hospital and theFarber Children's Hospital and the Farber Cancer Institute.

Beyer has received numerous awards and honors for his research, including the 1987 American Heart Association's Clinician Scientist Award.

The McDonnell Foundation's $10 million Program for Molecular Medicine in Cancer Research, one of the largest of its kind in the nation, will support 25 scholars over the next four years. Scholars are selected by the foundation's trustees with assistance from a national advisory committee chaired by Philip W. Staley, M.D., professor of biological chemistry and medicine and co-director of the division of hematology-oncology at Washington University School of Medicine.

Beyer has been a research fellow at The Children's Hospital, the Farber Cancer Institute, and the departments of pediatrics and anatomy and cellular biology at Harvard Medical School.

Beyer has received his doctorate in pediatrics and pharmacology in 1981 and his medical degree in 1982 from the University of California in San Diego. His postdoctoral training included an internship and residency in pediatrics at The Children's Hospital, and a clinical fellowship in pediatric hematology and oncology at The Children's Hospital and the Farber Cancer Institute.

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The James S. McDonnell Foundation was established in 1950 by the late aerospace pioneer who guided the McDonnell Douglas Corporation from 1939 until his death in 1980. The foundation awards millions of dollars in grants annually to support programs in the biological and medical sciences, education, and international affairs.

The School of Medicine's McDonnell Center for Cellular and Molecular Neurobiology, McDonnell Center for Higher Brain Function, and Center for Genetics in Medicine were all made possible by grants from the McDonnell Foundation.
Washington University's Center for winning scientist James D. Watson, the National Institute of Health's (NIH) been chosen as one of 12 members of genetics at the School of Medicine, has St. Louis infant mortality rate by helping young women achieve healthy pregnancies and have healthy babies.

Whitehead Institute Professor of Washington University faculty, is 4 p.m. in the Carl V. Moore Auditorium to deliver the 12th annual Oliver H. Lowry Lecture in Pharmacology May 11 at the School of Medicine.

The committee will advise the NIH and its associate director for human genome research, Nobel Prize-winner James D. Watson, Ph.D., on the new NIH initiative to map and sequence the human genome. Watson and his colleagues won the Nobel Prize in 1962 for their discovery of the molecular structure of DNA.

Olson is associate director of Washington University's Center for Genetics in Medicine. He is renowned for his innovative method of cloning human DNA in yeast cells, a technique which allows larger unique fragments of human DNA to be cloned and purified than was previously possible. His work plays a significant role in the effort to piece together the human genetic puzzle by mapping and sequencing the entire human genetic structure. Scientists think that doing so could lead to the determination of the genetic basis for as many as 3,500 diseases caused by genetic mutation, as well as possible ways to diagnose, correct and prevent many genetic disorders.

Olson will serve a four-year term on the committee, which includes members from academia, industry, and non-profit organizations. The goals of the committee include the training of scientists, the coordination of the program with private sector resources, the management of the massive data processing and storage requirements that will be necessary to handle the knowledge gained through the program, and the consideration of ethical and legal issues that may arise.

It is estimated that the total cost of the human genome initiative could be $3 billion over the next 20 years. President George Bush has allocated $100 million to the NIH in fiscal year 1990 for this project.

Olson came to the School of Medicine in 1979 as an assistant professor of genetics, and was named professor in 1987. He received his doctorate in chemistry from Stanford University in 1969.

Maynard V. Olson, Ph.D., professor of genetics at the School of Medicine, has been chosen as one of 12 members of the National Institute of Health's (NIH) Program Advisory Committee on the Human Genome.

The committee includes the training of non-profit organizations. The goals of the committee include the training of scientists, the coordination of the program with private sector resources, the management of the massive data processing and storage requirements that will be necessary to handle the knowledge gained through the program, and the consideration of ethical and legal issues that may arise.

Olson named to genome advisory committee

Herman N. Eisen, M.D., an expert on immune system responses to disease, will deliver the 12th annual Oliver H. Lowry Lecture in Pharmacology May 11 at the School of Medicine.

The committee includes the training of non-profit organizations. The goals of the committee include the training of scientists, the coordination of the program with private sector resources, the management of the massive data processing and storage requirements that will be necessary to handle the knowledge gained through the program, and the consideration of ethical and legal issues that may arise.

Immune system expert Herman Eisen to give Lowry lecture

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$1.1 million granted for study on atherosclerosis

The director of the Lipid Research Center at the School of Medicine has been awarded a $1.1 million grant to study the role of certain blood proteins in causing atherosclerosis.

The grant, from the National Institutes of Health, was awarded to Gustav Schonfeld, M.D., Professor of Medicine in the Department of Internal Medicine. The grant will support a project titled "Metabolism of Genetic Variants of Apolipoprotein B." The study will involve looking for variations of the blood protein that are responsible for carrying cholesterol and triglycerides, with a goal of finding the structure-function relationships of apol and its role in atherosclerosis.

In addition to directing the Lipid Research Center, Schonfeld is head of the metabolomics division at Jewish Hospital and on staff at Barnes Hospital, both sponsoring institutions of the Washington University Medical Center. A 1956 graduate of Washington University and a 1960 graduate of the School of Medicine, he joined the faculty in 1968 as an assistant professor of medicine. He became a full profes- sor in 1977 and was named Kountz professor in 1987.

Schonfeld belongs to many professional societies, including the Association of American Physiologists, American Association of Physicians, American Heart Association, and the Council on Atherosclerosis, American Heart Association. He is also a diplomate of the American Board of Internal Medicine and a fellow of the American College of Physicians. He serves on the editorial boards of several journals, and is an associate editor of the journal Circulation. He is an author or co-author of more than 130 papers.

Parkinson's disease exercise class has openings

The Parkinson Exercise class, sponsored by the Irene Walter Johnson Institute of Rehabilitation at the School of Medicine and the Greater St. Louis Chapter of the American Parkinson Disease Association, is accepting new enrollees.

The class is a professionally supervised outpatient program of group exercises and activities designed to address the problems encountered by those with Parkinson's disease and their families.

Program classes emphasize good posture, deep breathing and practical daily activities. Activities also stress coordination and walking.

Goals of the program are to improve functional mobility, motivate patients to exercise regularly, encourage family support, promote socialization, and give self-help skills.

Participation is open to any patient with Parkinson's disease with the approval of their physician. Participants may attend class once or twice a week for a six-month fee basis. Cost is $60 per month.

For more information, call Linda Hunt at 362-2570.
Tuition benefits available to employees are outlined

Effective July 1, 1985, the following non-academic benefits are available to full-time faculty, administrators and staff after five full years of continuous service:

1) Education benefits are available to children who are dependent on a parent who is a full-time member of the University. Such children must meet the normal admission standards of Washington University.

2) A those who do may attend any undergraduate division of the University on a tuition-free basis.


4) Tuition benefits available to employees are outlined

The Office of Physical Facilities in coordination with the Committee on University Policy and Practice Affecting the Handicapped has been added to the handi- cappacities in the Washington University Tuition and required academic fees of the college or university attended, whichever is less, is also available to such children who choose to attend undergraduate programs at other accredited colleges or universities.

The full-time member must establish eligibility for each individual child through the Personnel Office. The staff member or spouse must establish his/her eligibility through the Personnel Office. Employees or spouses enrolling in University College are approved for one-half tuition at the time they register.

For full-time service at other institutions of higher education may be counted to meet the eligibility requirement.

Accessibility guide is updated

1. Education benefits are available to employees after five full years of continuous service. The following benefits are available to employees who meet the normal admission standards and who have been employed by the University for more than five years:

1) Tuition benefits are available to children who are dependent on a parent who is a full-time member of the University. Such children must meet the normal admission standards of Washington University.

2) A those who do may attend any undergraduate division of the University on a tuition-free basis.

3) Additional tuition remission is available to the children of eligible personnel for pursuing pre-baccalaureate studies in University College.

4) Tuition benefits are available to employees after five full years of continuous service. The following benefits are available to employees who meet the normal admission standards and who have been employed by the University for more than five years:

1) Tuition benefits are available to children who are dependent on a parent who is a full-time member of the University. Such children must meet the normal admission standards of Washington University.

2) A those who do may attend any undergraduate division of the University on a tuition-free basis.

3) Additional tuition remission is available to the children of eligible personnel for pursuing pre-baccalaureate studies in University College.

Accessibility guide is updated

1. Education benefits are available to employees after five full years of continuous service. The following benefits are available to employees who meet the normal admission standards and who have been employed by the University for more than five years:

1) Tuition benefits are available to children who are dependent on a parent who is a full-time member of the University. Such children must meet the normal admission standards of Washington University.

2) A those who do may attend any undergraduate division of the University on a tuition-free basis.

3) Additional tuition remission is available to the children of eligible personnel for pursuing pre-baccalaureate studies in University College.

4) In addition, after seven full years of "service consideration" tuition of not over half the then current Washington University tuition, and not in excess of the tuition and required academic fees of the college or university attended, whichever is less, is also available to such children who choose to attend undergraduate programs at other accredited colleges or universities.

5) The full-time member must establish eligibility for each individual child through the Personnel Office. The staff member or spouse must establish his/her eligibility through the Personnel Office. Employees or spouses enrolling in University College are approved for one-half tuition at the time they register.

6) Full-time service at other institutions of higher education may be counted to meet the eligibility requirement.

Accessibility guide is updated

The Office of Physical Facilities in coordination with the Committee on University Policy and Practice Affecting the Handicapped has been added to the handicapped. The following updates the Guide to Handicapped Access:

- Handicapped parking spaces are marked as required by local codes and ordinances.
- Modification of selected rest rooms has taken place: men's room on first floor of Alumna House; women's room in South Brookings; unisex room on first floor of Whitmore House; men's room, basement of Wilson Hall; unisex room, Unimar Health Service; January Hall; Brown Hall; Busch Hall; Olin Library; Eliot Hall and Mallinckrodt.
- In addition, all new and recently renovated buildings have restrooms accessible by the handicapped.
- Health service external access ramp has been designed and is scheduled for installation. A chair lift specified and to be installed during the summer of 1989.
- Graham Chapel accessible to handicapped via a permanent ramp and via a temporary ramp.
- Alumni House first floor and basement accessible via separate entrances.

Retirement annuity contributions can be changed on July 1

Participants under the retirement annuity plan may elect their tax-deferred contribution on July 1, 1989. Eligible non-participating employees may consider enrolling in the retirement annuity at this time.

The retirement plan comes under the Internal Revenue Code, which limits the annual amount of your tax-deferred contributions to up to $50,000 and the number of salary reduction agreements to one agreement per year.

Under tax reform, there is also a $30,000 annual limit on combined employee and employer after-tax contributions.

The maximum contribution to qualify for the University contribution under the basic plan is 5 percent. The percentage of University contributions is based on the participant's age as of July 1 of each year.

The contributions for those employees attaining 5 years of service will be based on their salary as of July 1 of each year. Their contribution schedule follows:

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $20,000</td>
<td>5%</td>
</tr>
<tr>
<td>$20,000 but less than $25,000</td>
<td>4%</td>
</tr>
<tr>
<td>$25,000 but less than $27,500</td>
<td>3%</td>
</tr>
<tr>
<td>$27,500 but less than $30,000</td>
<td>2%</td>
</tr>
<tr>
<td>$30,000 and over</td>
<td>1%</td>
</tr>
</tbody>
</table>

If you desire to contribute a tax-deferred amount in excess of the general limits, it is necessary to have a calculation performed by the Payroll Office.

Additional investment options to TIAA/CREF are available under the Supplemental Retirement Plan through the Vanguard Group of Investment Companies and TIAA/CREF. Contributions may be made effective on July 1 of each year, except for new employees.

For more information or forms, contact the following people: Hilltop Camp, Bill Maurer (academic) and NVia Pede (nonacademic), 889-5990, Box 1184, Medical School Campus Personnel Office, 889-5990; Medical School Personnel Office, 889 5990, Box 1184; Medical School Personnel Office, 889 5990, Box 1184; Medical School Personnel Office, 889 5990, Box 1184; Dental School Personnel Office, 889-5990; and the Medical Campus Personnel Office, 362-7194.

Staff openings

Qualified candidates are being sought to fill secretarial and clerical team positions. Current staff openings on the Hilltop Campus follow:

- Accountant, 1 position; Administrative Assistant, 3 positions; Area Coordinator, 2 positions; Biology Labs, Research, and Technician, 7 positions; Building Superintend, 1 position; Librarian, 5 positions; Library Assistant, 3 positions; Programmer 1 position; Secretary 1 position.

Information about these and other positions is available at the Hilltop Campus Personnel Office, 889-5990, and the Medical Campus Personnel Office, 362-7194.

Personnel News

Personnel News appears monthly in the Record and is prepared by J. L. Recher, Personnel Assistant, and Mary Walsh, Personnel Assistant. Personnel News is designed to keep Washington University employees and their families informed of the benefits and opportunities available at the University.
LECTURES

Thursday, April 27

4 p.m. Dept. of Chemistry First Jack Marcus Colloquium. "Biological Approaches to the Inhibitor and Substrate Specificity of Physiological Proteases." John King, professor of chemical biology and physiology, Physical Sciences Bldg.

4 p.m. Department of Pathology Seminar. "Contributions of Non-catalytic Sites to the Inhibitor and Substrate Specificity of Physiological Proteases." John King, professor of chemical biology and physiology. Physical Sciences Bldg.

4:30 p.m. Department of Mathematics Colloquium. "Interpolation of Operators on Mixed Normed Spaces." Satoru Igari, professor of mathematics, University of Texas, Austin. Location: 4565 McKinley.


5 p.m. Dept. of Cell Biology and Physiology Seminar. "Nk1-Insensitive Strains of Mice: Changes in Muscle Stiffness Produced by Systemic Administration of the Neurokinin 1 Receptor Agonist, N-acetyl-1-Trp-Leu-Thr." John King, professor of chemical biology and physiology. Physical Sciences Bldg.

6 p.m. Fraternity of Sigma Nu. "Secrets of the Holocaust: Before, During and After." The Story of Survival, Resistance, and Revenge. Speaker: Ian Hancock, professor of linguistics, University of Texas, Austin, and representative of North American Gypsies, "Gypsies and the Holocaust: Before, During and After." Speaker: Ian Hancock, professor of linguistics, University of Texas, Austin. Location: 4565 McKinley.

Friday, April 28

1 p.m. Dept. of Cell Biology and Physiology Seminar. "Contribution of Non-catalytic Sites to the Inhibitor and Substrate Specificity of Physiological Proteases." John King, professor of chemical biology and physiology. Physical Sciences Bldg.

2 p.m. Biology and Biomedical Sciences Student Society Sponsored Seminar. "Control of Reproductive Functionality." Michael Metzger, professor of physiology and pharmacology. Physical Sciences Bldg.


3:30 p.m. Immunology Research Seminar. "Histocompatibility of AIDS Scientific Series." Speaker: James H. Reedy, professional dancer, Eric Hawkins Francisco Mime Troupe, Stein Doshi and Bhalla, Architects, New Delhi, India. Location: 4565 McKinley.

4:30 p.m. Division of Biological and Biomedical Sciences Student Society Sponsored Seminar. "Control of Reproductive Functionality." Michael Metzger, professor of physiology and pharmacology. Physical Sciences Bldg.


Monday, May 1


Tuesday, May 2


9:45 a.m. to 2:15 p.m. 200 N. 4th St. For more info., call 889-2286.

9 p.m. Noon Seminars. "The Discovery of the Photoisomerase." Steven Rothman, associate professor, WU Department of Pediatrics. Location: 4565 McKinley.

Wednesday, May 3
1 p.m. Neuroscience Lunchenches. "Changes in Muscle Stiffness Produced by Systemic Administration of the Neurokinin 1 Receptor Agonist, N-acetyl-1-Trp-Leu-Thr." John King, professor of chemical biology and physiology. Physical Sciences Bldg.

5 p.m. Dept. of Pathology Seminar. "Contributions of Non-catalytic Sites to the Inhibitor and Substrate Specificity of Physiological Proteases." John King, professor of chemical biology and physiology. Physical Sciences Bldg.

Friday, May 5
9 a.m. Dept. of Cell Biology and Physiology Seminar. "Changes in Muscle Stiffness Produced by Systemic Administration of the Neurokinin 1 Receptor Agonist, N-acetyl-1-Trp-Leu-Thr." John King, professor of chemical biology and physiology. Physical Sciences Bldg.


6 and 8:30 p.m. Washington University Association Travel Lecture Series. "Antique Trains of Europe." Ken Lawrence, radio and television announcer. Graham Chapel. For more info., call 889-5122.

Saturday, May 6
9 a.m. Saturday Morning Nuclear Sciences Seminar. "Long-Term Proton-Ionization." Steven Rothman, associate professor, WU Department of Pediatrics. Cori Aud. McDonald Medical Sciences Bldg.

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9 a.m. Saturday Morning Nuclear Sciences Seminar. "Long-Term Proton-Ionization." Steven Rothman, associate professor, WU Department of Pediatrics. Cori Aud. McDonald Medical Sciences Bldg.


Sunday, May 7
6-8 p.m. Department of Music Presents WU Chamber Concert. Graham Chapel. For more info., call 889-5653.

Monday, April 24
8 p.m. Department of Music Presents WU Mixed Choir Concert. Graham Chapel. For more info., call 889-5653.

Tuesday, April 25
8 p.m. Department of Music Presents WU Vocal Jazz Ensemble Concert featuring the WU Vocal Choir and the Kim Portnoy Trio. Graham Chapel. For more info., call 889-5653.

Wednesday, April 26
8 p.m. Department of Music Presents WU Chamber Concert. Graham Chapel. For more info., call 889-5653.