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DR. PAUL G. ANDERSON
BOX NO. 8132

Record

Dec. 3, 1998

Volume 23 No. 14



Washington University in St. Louis



Recruiting minorities

New initiative seeks to diversify faculty

BY DEBORAH PARKER

From his office in Goldfarb Hall, Larry Davis, Ph.D., professor of social work, lauded the newly established Committee to Enhance Minority Faculty Recruiting Activities as a "noble, sincere effort."

Davis, a member of the committee, was talking with another black colleague in his office at the time — and that's when it occurred to him: "Twelve percent of the black faculty is sitting in my office right now," he said with a laugh.

Seventeen of the 556 tenured and tenure-track faculty members on the Hilltop Campus are African American. Other minorities include eight Hispanic, one American Indian and 44 Asian faculty members.

The committee, established by Chancellor Mark S. Wrighton, held its first meeting Nov. 16 and outlined a number of initiatives aimed at enhancing the faculty by strengthening its diversity.

Gerhild Williams, Ph.D., associate vice chancellor and special assistant for academic affairs, is chairing the committee. In addition to Williams and Davis, members are: Stephanie Baker, president of the Association of Black Students (ABS); Gerald L. Early, Ph.D., professor of English and director of the African and Afro-American Studies program; Kenneth J. Goldman, Ph.D., associate professor of computer science; Edward S. Macias, Ph.D.,

See **Minorities**, page 2



Campus campaign kickoff "This is the House of Enthusiasm," asserts head basketball coach Mark Edwards, addressing staff from the schools and the Central Fiscal Unit at the Campaign for Washington University's staff kickoff Nov. 19 in the Field House. About 600 employees attended the event, hosted by Director of Athletics John Schael and Chief Financial Officer Barbara Feiner, co-chairs of the CFU component of the campaign.

Weil new Lee Professor for arts collaboration

BY LIAM OTTEN

Mark S. Weil, Ph.D., professor and chair of the Department of Art History and Archaeology in Arts and Sciences, has been named the first E. Desmond Lee Professor for Collaboration of the Arts. A formal installation ceremony will take place during the spring semester.

The professorship, which was established in May 1998 by a generous gift from philanthropist E. Desmond Lee, is designed to foster a stronger relationship among Washington University and other St. Louis arts institu-

tions, notably the Saint Louis Art Museum.

"It is wonderful to have Mark as the first Des Lee Professor," said Edward S. Macias, Ph.D., executive vice chancellor and dean of Arts and Sciences. "Mark has close ties to the Saint Louis Art Museum and to the community, as well as being a Washington University alumnus and active faculty member. I can't think of a better person to foster collaboration of the arts in St. Louis. I look forward to exciting developments in this area under Mark's leadership in the years to come."

Joe Deal, dean of the School of Art and director of the Visual Arts

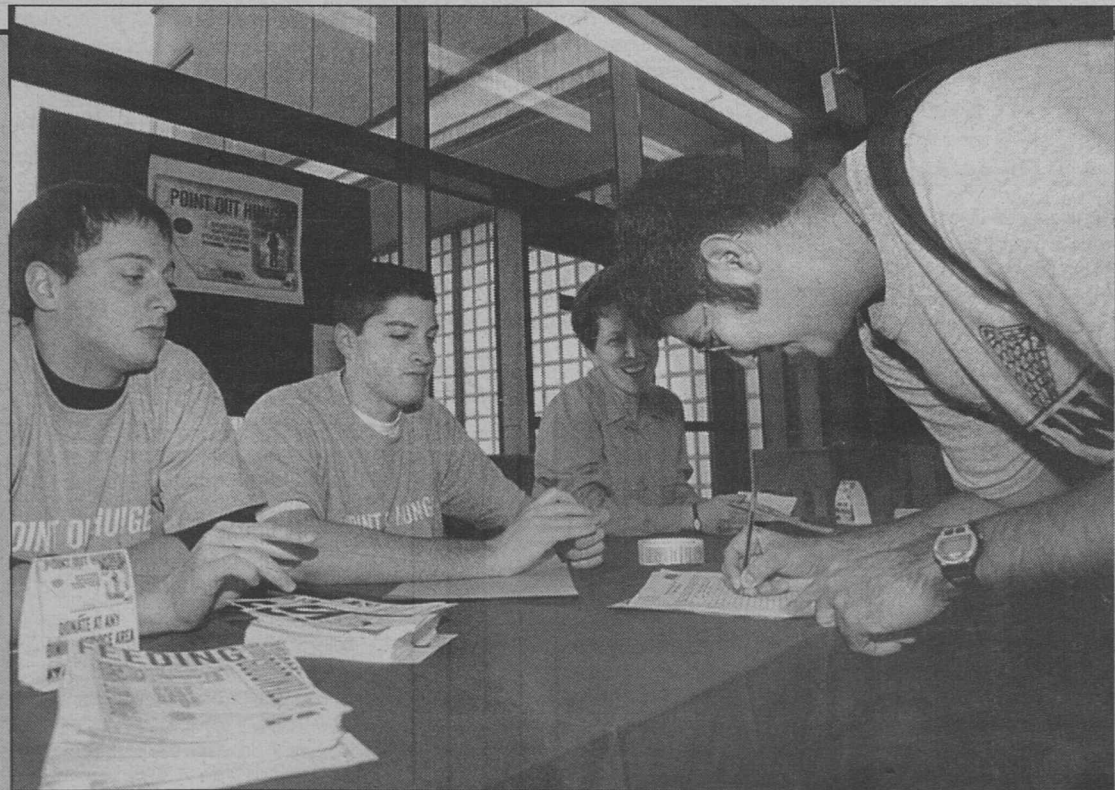
and Design Center, spoke enthusiastically of the appointment. "Both Mark Weil and Des Lee are deeply committed to the arts community of St. Louis," he said. "As the Des Lee Professor, Mark will be a wonderful ambassador for the University and for the Visual Arts and Design Center as we seek to forge stronger links with the Saint Louis Art Museum and other regional arts organizations."

Weil teaches courses in a variety of art historical fields, including Renaissance architecture, northern Renaissance art, mannerism, Italian Baroque art, Rembrandt van Rijn and 15th- through 17th-century art theory. His scholarship falls into

four primary areas — Italian Baroque sculpture, 16th- and 17th-century garden and stage design, the marvelous and connoisseurship — and has culminated in a book, "The History and Decoration of the Ponte S. Angelo" (1974), as well as numerous articles and exhibitions.

Weil helped organize the 1991 exhibition "The Age of the Marvellous" at Dartmouth College and, in 1983, the exhibition "Baroque Theatre and Stage Design" for the Gallery of Art here. He is working with the Harvard University Art Museums to study their collection of 17th-century

See **Weil**, page 6



Smashing success Members of Sigma Alpha Epsilon raised more than \$37,000 last month in donations of cash and student meal points for St. Louis' Operation Food Search. The University's Dining Services will convert the contributions to food items through its chief supplier, Allen Foods Inc. Above, fraternity brothers Rob Wolfman (left) and Mike Shapiro and chemistry lecturer Regina Frey receive freshman David Montez's donation Nov. 19 in Mallinckrodt Center.

Striking gift from modest earnings

Alumna lived frugally, invested in savings bonds

BY GERRY EVERDING

She spent a lifetime living frugally and investing her modest earnings in savings bonds. She befriended children, the aged and the disabled. She championed the cause of aid recipients who had lost their benefits. She had profound convictions about the importance of education. And even in death she proved the aptness of her name.

Elizabeth Toogood was born in 1909 and grew up on a family farm near Chanute, Kan. She completed a master's degree in social work at the George Warren Brown School of Social Work in 1947 and spent the next 27 years working in public welfare agencies in southeast Kansas, living simply and saving her money.

Before her death in 1997, Toogood set aside \$500,000 of those savings to establish a scholarship endowment at the social work school. At her request, the annual Toogood scholarships will be awarded to students

interested in carrying on her commitment to public welfare.

"Elizabeth was a small, wiry woman with a real sense of humor," said Velma Butler, Toogood's co-worker in social services for nearly two decades. "She liked to have fun, but she was all business at work."

Toogood was chief of social services for a state agency that administered various public welfare programs, including child protective services and the delivery of social services to the aged, blind and disabled.

"Her position carried a lot of responsibility and she always looked out for the people that she was responsible for," Butler said.

For many years, Toogood served on a committee on which her role was to represent the interest of welfare recipients who had lost their benefits for one reason or another.

"She really lobbied for people who had lost their benefits," Butler said. "If it was within the

See **Toogood**, page 6



Laundry day? Not quite. Everyone may not own a painting but everyone does have clothing, reasoned art students in Lisa Bulawsky's "Elective Printmaking" class. What better way to distribute artworks than on hand-printed, one-of-a-kind T-shirts? On Nov. 19 the class hung 40 shirts in four campus locations — Oak Allee (pictured), Simon Hall, the Campus Bookstore and along Forest Park Parkway — and invited passersby to take them free of charge. Pictured at center (with shirts in hand) are class members Rosie Morgan, a sophomore, and junior David Braddock.

Minorities

New panel to expand recruitment efforts

— from page 1

executive vice chancellor and dean of Arts and Sciences; James E. McLeod, dean of the College of Arts and Sciences; Rebecca Rutledge, a Chancellor's Fellow; and Rafia Zafar, Ph.D., associate professor of African and Afro-American studies and of English. Joyce Edwards in the office of the Graduate School of Arts and Sciences is lending staff assistance.

The committee was sparked by an ABS report citing the lack of minority faculty members on campus and by Wrighton's repeatedly-voiced conviction that only those schools with true diversity will be leaders in the next century. This is one component of a much larger effort Wrighton launched earlier this year to increase campus diversity.

"There is obviously a lot of work in front of us," Wrighton said, "but if we really want to accelerate our ascent among the world's greatest universities, building a diverse faculty must be one of our highest priorities. If we want to lead and nurture leaders, we must do so with the very best

faculty. Diversity is one part of the measure of that quality."

The committee's plans call for building a database of available minority undergraduates, graduate students and faculty; tracking former Ervin Scholars and Chancellor's Fellows as potential faculty candidates; and a visitors program that will bring top minority scholars to campus, teaching courses and leading discussions (see related story, at right).

The database is being developed so that the University community will have an easily accessible list of potential minority candidates when recruiting faculty or students. Williams envisions the database as something that everyone conducting a search will use. "Obviously, we want the best person for the job," she said. "In this context departments must be encouraged to always be on the lookout for minority candidates."

The committee also plans to follow closely the careers of minority alumni from the Ervin Scholars and Chancellor's Fellows programs. "We want to see where they are in their careers," Williams said. "If they stay in the academy, we remain interested in them."

The minority representation on the Hilltop Campus, particularly in terms of African Americans, is on the lower end of the national average, Williams said.

According to The Office of Diversity on the Medical Campus, 50 of the 1,227 full-time medical faculty are minorities. Will Ross, M.D., director of the diversity office, said the School of Medicine's minority percentage also is slightly lower than the national average. However, in his studies of like institutions, Ross found that only three schools have markedly higher percentage rates. All three have longstanding minority recruitment committees. "We're looking at schools that have successful minority recruitment committees," he said, "and investing in strategies that result in a more proactive minority faculty recruitment program."

Davis said the lack of minority faculty here makes it more difficult to recruit additional faculty, but he believes this program could have a tremendous impact. "I think this is one that will be successful in building a greater presence of minority faculty and also in increasing the absolute numbers."

For now, Williams isn't setting any goals. "We will move on all fronts and keep at it," she said.

Faculty are encouraged to submit contacts for the minority visitors program to Williams at Box 1080 and for the developing database to Williams or Edwards at Box 1187.

Visitors program bringing minority scholars to campus

By GERRY EVERDING

Teaching courses, leading discussions and interacting with students will be high on the agenda for four nationally known minority scholars visiting the University next semester as part of a new program aimed at increasing campus diversity.

The Chancellor's Distinguished Minority Visitors Program, an initiative designed to support future recruitment and retention of minority faculty and students at the University, will begin next semester. Scheduled visitors are:

- **Ann duCille**, a professor of American and African-American Literature at the University of California-San Diego, an expert on African-American feminist criticism and theory and the author of "The Coupling Convention" and "Skin Trade," a compilation of essays on race as an American cultural commodity;

- **King Davis**, a professor of social policy at Virginia Commonwealth University and an expert on social issues related to mental health, fund raising and volunteerism in black communities;

- **Kenneth Rogers Manning**, the Thomas Meloy Professor of Rhetoric and of the History of Science at the Massachusetts Institute of Technology and an expert on the history of blacks in science, medicine and technology;

- **Fernando Torres-Gil**, the son of a migrant farm worker and a leading policy expert on issues related to long-term care, gerontology, ethnicity, human services, rehabilitation and disability.

Plans call for the scholars to make three or four short campus visits during the semester. Although details are

still being firmed up, the visitors are likely to give lectures and lead workshops on issues related to their areas of expertise. Manning is expected to make his first visit to campus Jan. 18-28.

Launched by Chancellor Mark S. Wrighton in October, the minority visitors program will be part of an ongoing initiative bringing leading minority scholars to campus to share their expertise and experience with faculty and students.

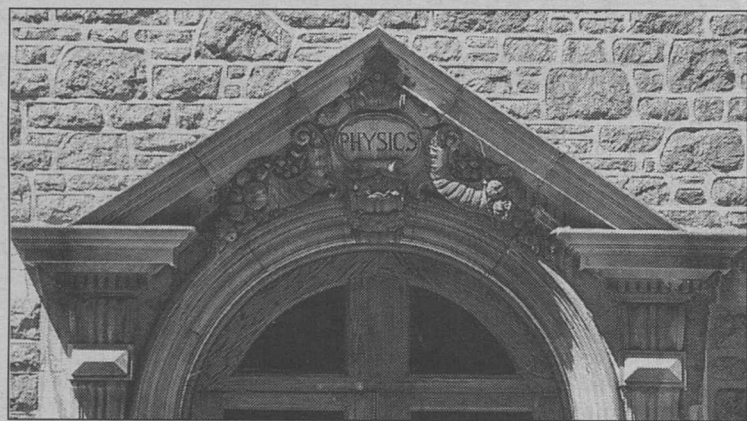
Gerhild Williams, Ph.D., associate vice chancellor and special assistant for academic affairs, is directing the visiting scholars program as chair of the University's Committee to Enhance Faculty Minority Recruiting Activities, an advisory group formed to explore concerns about campus diversity. The committee was formed in part as a response to a report issued last year by the University's Association of Black Students.

"Washington University wants to do significantly better than we have been doing in terms of recruiting and retaining high quality minority faculty and students," Williams said. "This program is part of a much larger initiative to increase diversity on campus."

Although the University's ultimate objective is to increase the number of resident minority faculty and students, the visitors program is viewed as an important intermediate step in creating greater diversity here.

"We see the visitors program as one way to help our colleagues to become more familiar with us," Williams said. "We want them to get to know us and, maybe in the future, to consider the University as a place they or their colleagues and students might like to join."

News Briefs



Campus quiz: This archway adorns which Hilltop building? (Clue: "Physics" is not the answer, nor does the arch crown an entrance. See below.)

Making a difference

The students of Washington University Army ROTC are holding a toy drive in hopes of providing toys and gifts for more than 250 children. All University employees are encouraged to participate. Gifts may be delivered to the Academy Building off Millbrook Boulevard, or employees may call to arrange a pickup. For more information, contact Jonathan Ishikawa by e-mail at jai2@cec.wustl.edu or call the Army ROTC at 935-5546.

SIDS study

Researchers in the School of Medicine's Division of Newborn Medicine are looking for healthy newborns to participate in a sleep study investigating Sudden Infant Death Syndrome (SIDS). Bradley Thach, M.D., professor of pediatrics, is leading the study, which will help parents learn more about SIDS and obtain testing for their children. Researchers are evaluating sleep patterns and awakening response in young infants.

Infants 4 months old and younger qualify for the study,

which uses noninvasive monitoring during a two-hour daytime nap. Testing is free. Parents receive \$90 for time and travel. For more information, call 454-6258.

Check those checks

In January, W-2 tax forms will be mailed directly to employees' home addresses, so it's essential for the Office of Shared Payroll Services to have correct information for faculty and staff. All employees are asked to check their next paychecks to make sure the address information is accurate. If your address is incorrect, call the payroll representative in your department, who will make an online correction, or fax your change to the payroll office at 935-7079. All corrections must be made before Jan. 7, 1999. Betty Sanders, 935-9835, has more information.

Answer: This stonework arches over a now-unused entrance on the south side of Eads Hall.

"News Briefs" includes short items on a wide range of subjects, typically information about resources, benefits and opportunities available to faculty and staff. Readers are invited to submit briefs, which will be used as space permits, to Betsy Rogers, Campus Box 1070, or by e-mail, Betsy_Rogers@aismail.wustl.edu.

Record

Washington University community news

News & Comments

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Washington
WASHINGTON UNIVERSITY IN ST. LOUIS

Record (USPS 600-430; ISSN 1043-0520), Volume 23, Number 14/Dec. 3, 1998. Published for the faculty, staff and friends of Washington University. Produced weekly during the school year, except school holidays, and monthly during June, July and August by the Office of Public Affairs, Washington University, Campus Box 1070, One Brookings Drive, St. Louis, MO 63130. Periodicals postage paid at St. Louis, Mo.

Where to send address changes, corrections: Postmaster and non-employees Record, Washington University, Campus Box 1070, One Brookings Drive, St. Louis, MO 63130

Hilltop Campus employees Office of Human Resources, Washington University, Campus Box 1184, One Brookings Drive, St. Louis, MO 63130.

Medical Campus employees Payroll Office, Washington University, Campus Box 8017, 660 S. Euclid Ave., St. Louis, MO 63110.

Medical School Update

Practice Plan

Leadership retreat addresses newly developed tactics

An update on the Faculty Practice Plan (FPP) was presented to School of Medicine clinical leaders Nov. 14 at a retreat at the Eric P. Newman Education Center. More than 150 faculty and staff members attended the session.

The FPP is designed to enhance the medical school's clinical operations so the school can compete better in a rapidly changing and cost-conscious health care environment.

Retreat participants learned about the progress the plan has made since the first retreat in 1996. They also reviewed patient financial services and strategies for ambulatory care. And they were introduced to the School of Medicine Clinical Vision Statement and new clinical practice standards.

In 1996, academic medical centers expected a significant growth in managed care, with a corresponding decline in clinical revenues. They also anticipated cutbacks in clinical care funding from Medicare, research funding from the National Institutes of Health and Medicare-related graduate medical education payments. All of these would challenge the medical school's ability to carry out its clinical, research and training missions.

Shift in payer mix

Since 1995, the major shift in the medical school's mix of payers has been a decline in indemnity business from 15 percent to 9 percent, at an approximate annual cost of \$7.4 million. Indemnity is traditional fee-for-service insurance. According to James Crane, M.D., associate vice chancellor and associate dean for clinical affairs, this decline is directly related to a corresponding increase in Preferred Provider Organization (PPO) and Health Maintenance Organization (HMO) patients as employers either limit health-plan options or steer employees to lower-cost options through financial incentives.

While the number of individuals covered by HMOs in St. Louis continues to increase, these enrollment rates in fact have been slower than predicted, increasing

only by 3 percent from 1995 to 1997, Crane said. He added that point-of-service options are gaining in popularity over traditional HMOs because consumers want to choose their own doctors and have less-restricted access to specialists.

Medicare patients are the fastest growing local HMO segment, with 28 percent of seniors now insured through HMOs — a 20 percent increase since 1995. "At the present time, the School of Medicine has full access to only 35,000 of the 91,000 patients enrolled in Medicare HMOs," said Crane, also chief executive officer of the FPP. "We currently are working on approaches that will give us greater ability to serve this growing segment of patients."

Current goals

Crane said the FPP's current primary goals are to provide the faculty with necessary support to attract a clinically and economically diverse patient population to the medical center and to preserve and enhance clinical practice operating margins.

The FPP is focusing on five tactics to attract a diverse patient population and improve the medical school's mix of payers, Crane said. The first is to enhance service, clinical operating systems and facilities to make the medical school more attractive to patients. Examples of FPP-led initiatives in this area include design and development of the new Ambulatory Care Center; new clinical practice standards recently endorsed by the FPP Board designed to improve the satisfaction of both patients and referring physicians; an initiative to streamline patient registration; and a plan to improve scheduling systems.

A second tactic is to develop innovative clinical programs, which the FPP supports, through its Joint Office of Strategic Planning. The joint office, for example, played a major role in supporting the recently approved plan for the new Cancer Center and its related programs. The joint office does departmental and service-line planning and has a

reporting relationship to both the medical school and Barnes-Jewish Hospital.

The FPP also is building relationships with referring physicians and is conducting market research to determine how to attract selected patient populations to the medical school's practice.

The fifth tactic is developing off-campus multidisciplinary ambulatory satellites in key geographic areas.

To achieve the FPP's second goal of preserving and enhancing clinical practice operating margins, tactics include maximizing third-party reimbursement from health plans through Washington University Physicians' Network; enhancing reimbursement under Medicaid; assuming and successfully managing financial risk; maximizing the performance of the medical school's Patient Financial Services operations; and identifying and helping departments reduce clinical overhead expenses.

Future issues of the "Practice Plan Update" newsletter, distributed to faculty and staff of the clinical departments, will detail the patient registration, scheduling and service standards initiatives.



Clownin' around Jennifer Robbins enjoys a balloon sculpture at the opening event of the Pediatric Outreach Program. The program matches medical students as big brothers and big sisters with chronically ill children and their siblings. In addition to providing social support to these families, the students learn how chronic illnesses affect families. The event was held Nov. 21 in St. Louis Children's Hospital.

Spinal cord injury

Dennis Choi receives Christopher Reeve Research Medal from the actor

BY LINDA SAGE

Dennis W. Choi, M.D., Ph.D., the Andrew B. and Gretchen P. Jones Professor and head of neurology, received the 1998 Christopher Reeve Research Medal last month at the American Paralysis Association Gala in New York City. The medal is named for actor Christopher Reeve, who presented it to Choi with a \$50,000 prize.

"The award is a great honor for me and my co-workers, but its real significance is its ability to focus attention on the devastating problem of spinal cord injury," Choi said. "There is an urgent need to build up our nation's research efforts so that effective treatments can be found for this and other neurological diseases."

The award comes from the Reeve-Irvine Research Center at the University of California-Irvine College of Medicine. The center is a partnership among the Joan Irvine Smith & Athalie R. Clarke Foundation, Christopher Reeve, the University of California-Irvine and the American Paralysis Association. Its goal is to find cures for spinal cord injuries and diseases that cause paralysis or other loss of neurologic function. More than 250,000 people with spinal cord injury live in the United States, and this number grows by about 11,000 each year.

"We're delighted to present this year's award to Dr. Choi for his remarkable contributions to the field of spinal cord injury research," said Thomas C. Cesario, M.D., dean of the University of California-Irvine College of Medicine. "It is our hope that this award will provide added recognition of his groundbreaking work on how nerve cells, through exposure to dangerous chemicals, can become damaged by prolonged states of excitement. These findings will, we believe, prove critical to developing effective

treatments for damaged spinal cords as well as other nervous system disorders."

Choi is the founding director of the Center for the Study of Nervous System Injury and director of the McDonnell Center for Cellular and Molecular Neuroscience. He also is neurologist-in-chief at Barnes-Jewish Hospital in St. Louis. His research focuses on mechanisms of cell death that exacerbate injuries to the spinal cord and brain. Such processes also might contribute to chronic nervous system diseases.

Choi's other honors include the 1992 Wakeman Award, the 1994 Silvio Conte Decade of the Brain Award from the National Foundation for Brain Research and the Ho Am Prize — Korea's most



Choi: Honored at New York event

prestigious scientific honor. He also is president-elect of the Society for Neuroscience.

In addition, he is a member of the American Paralysis Association's Research Consortium on Spinal Cord Injury and serves on its Executive Committee and Science Advisory Council. He also serves on the council of the

National Institute of Neurological Disorders and Stroke. He is on the editorial boards of more than a dozen journals, including Science, and is founding co-editor of Neurobiology of Disease.

Choi also is an associate of the Neurosciences Institute in San Diego and a member of the Board on Neuroscience and Behavioral Health at the Institute of Medicine. He serves on advisory boards of the Parkinson's Study Group, the Alzheimer's Disease Cooperative Study Group, the Hereditary Disease Foundation, the German Stroke Research Consortium and the Max-Planck Institute for Medical Research in Heidelberg. He is a past member of advisory committees to the U.S. Food and Drug Administration, the National Institute on Aging, a past vice-president and councilor of the American Neurological Association and a past councilor for the Society for Neuroscience and the Neurotrauma Society.

Choi was born in Ann Arbor, Mich., and grew up in Watertown, Mass. He graduated from Harvard College in 1974 and received both a doctorate in pharmacology and a medical degree from Harvard University in 1978. After a residency and neurology fellowship at Harvard, he joined the neurology faculty of Stanford University in 1983. He moved to Washington University School of Medicine in 1991.

Saulo Klahr receives national award

Saulo Klahr, M.D., the John E. and Adaline Simon Professor of Medicine, has received the 1998 John P. Peters Award from the American Society of Nephrology (ASN). Klahr also serves as director of Research and Scientific Affairs for Barnes-Jewish Hospital.

The award recognizes Klahr's many contributions to understanding the physiological underpinnings of kidney disease. He initially studied normal kidney physiology and biochemistry and the impact of kidney disease

on patients. He determined the biochemistry of sodium transport and ammonia metabolism in the kidney and the relationship between malnutrition and clinical defects in renal function.

During the 1970s, Klahr investigated obstructive uropathy, which results in damage to the kidney due to blockage of urine flow. This research led to unexpected insights into the mechanisms of kidney failure resulting from urinary tract obstruction. By the mid-1980s, Klahr and colleagues had defined the responses of the kidney to obstruction of the

ureters, the tubes that carry urine from the kidneys to the bladder. This work revealed that kidney cells undergo an inflammatory response to urinary tract blockage, a more complex reaction than previously had been thought to occur.

Klahr also has published critical papers that help clarify the metabolic abnormalities associated with uremia, a buildup of urea and other chemicals in the blood due to kidney failure. These abnormalities lead to defects in glucose and protein metabolism in muscle. In addition, he became a leader in the study of the progressive tissue damage that accompanies the decline in kidney function in chronic renal disease.

More recently, Klahr has used the tools of molecular biology to study the regulation of chemical messengers and enzymes that are important for normal kidney function and the development of kidney disease.

He received the American Society of Nephrology's Presidential Medal in 1986 and has garnered numerous other awards.



Klahr: Kidney researcher

Students honor distinguished teaching

At the Nov. 11 schoolwide ceremony honoring outstanding teaching, the medical students recognized 20 faculty members with Distinguished Teaching Awards. The recipients from the students of the Class of 2001 are: Dana R. Abendschein, Ph.D.; John P. Atkinson, M.D.; F. Sessions Cole, M.D.; Michael G. Caparon, Ph.D.; Glenn C. Conroy, Ph.D.; Jeff W. Lichtman, M.D., Ph.D.; David N. Menton, Ph.D.; Robert

W. Mercer, Ph.D.; Joseph L. Price, Ph.D.; and Alison J. Whelan, M.D.

Recipients from the students of the Class of 2000 are: Atkinson; William E. Clutter, M.D.; Leslie E. Kahl, M.D.; Jean P. Molleston, M.D.; Sunita Mutha, M.D.; Jeffrey E. Saffitz, M.D., Ph.D.; Alan Pearlman, M.D.; Kevin A. Roth, M.D., Ph.D.; W. Thomas Thach, Jr., M.D.; and David T. Walden, M.D.

University Events

Sex and Politics • Designing Genes • Women's Health • Paper Marbling

"University Events" lists a portion of the activities taking place at Washington University over the next 10 days. For a full listing of medical rounds and conferences, see the School of Medicine's website at medschool.wustl.edu/events/. For an expanded Hilltop Campus calendar, go to www.wustl.edu/thisweek/thisweek.html.

Exhibitions

"Joint Faculty Exhibition." Through Dec. 9. Gallery of Art, Steinberg Hall. 935-4523.

"Architecture Exhibit." Work of Adrian Luchini, assoc. prof. of architecture. Through Dec. 18. Givens Hall, first floor.

"A Definite Claim to Beauty: William Morris' Kelmscott Press and Its Influence." Through Jan. 29. Olin Library, Special Collections, fifth floor.

Films

Friday, Dec. 4

7 and 9:30 p.m. Filmboard Feature Series. "Truman Show." (Also Dec. 5, same times, and Dec. 6, 7 p.m.) Cost: \$3 first visit; \$2 subsequent visits. Room 100 Brown Hall. 935-5983.

Midnight. Filmboard Midnight Series. "Clockwork Orange." (Also Dec. 5, same time, and Dec. 6, 9:30 p.m.) Cost: \$3 first visit; \$2 subsequent visits. Room 100 Brown Hall. 935-5983.

Wednesday, Dec. 9

6 p.m. Chinese Film Series. "The Makioka Sisters." (English subtitles.) Room 219 Ridgley Hall. 935-5156.

Lectures

Thursday, Dec. 3

Noon. Genetics seminar. "Marinating the Genome In Vivo and In Vitro." Stephen Beverly, Marvin A. Brenneke Professor of Molecular Microbiology. Room 823 McDonnell Medical Sciences Bldg. 362-3365.

1 p.m. Chemistry seminar. "Structure and Mechanism of Calcium Regulatory

Proteins." Leo Spyropoulos, U. of Alberta, Canada. Room 311 McMillen Lab. 935-6530.

4 p.m. Chemistry seminar. "Automated Analysis of Protein NMR Spectra Prognosis for Structural Genomics." Gaetano T. Montelione, Rutgers U. (Coffee 3:40 p.m.) Room 311 McMillen Lab. 935-6530.

4 p.m. Earth and planetary sciences seminar. "Geology, Mineralogy and Human Welfare." Jill Pasteris, prof. of earth and planetary sciences. Room 362 McDonnell Hall. 935-5610.

4:30 p.m. Mathematics colloquium. John Dean, prof., U. of Michigan. (Tea at 4 p.m., Room 200 Cupples I Hall.) Room 199 Cupples I Hall. 935-6760.

5 p.m. Vision science seminar series. "Quality of Life Measurement in Vision." Mae Gordon, assoc. prof. of ophthalmology and visual sciences. East Pavilion Aud., Barnes-Jewish Hosp. 362-3365.

Friday, Dec. 4

Noon. Cell biology and physiology seminar. "PDZ-Based Signaling Complexes in Neuronal Synapses." Morgan Sheng, Dept. of Neurobiology, Howard Hughes Medical Institute, Massachusetts General Hosp. Room 426 McDonnell Medical Sciences Bldg. 362-6950.

4 p.m. Geometry seminar. John Dean, U. of Michigan. Room 199 Cupples I Hall. 935-6760.

4 p.m. Neuroscience biweekly seminar. Dennis O'Leary, Dept. of Molecular Neurobiology, The Salk Institute. Cori Aud., 4565 McKinley Ave. 362-3365.

6 p.m. Travel lecture series. "Cuba at the Crossroads." Joan Holod. Graham Chapel. Cost: \$4.50. 935-5212.



Saturday, Dec. 5

9 a.m. Neural sciences seminar. "Presynaptic Mechanisms in Neurotransmission and Plasticity: An Overview of the Molecules That Regulate Vesicle Fusion at the Synapse." Mike Nonet, asst. prof. of anatomy and neurobiology. Erlanger Aud., McDonnell Medical Sciences Bldg. 362-3365.

Monday, Dec. 7

Noon. Molecular biology and pharmacology seminar. "Genetic Dissection of Apoptosis Drosophila." Kristin White, asst. prof. of dermatology, Massachusetts General Hosp., Harvard Medical School. The Philip Needleman Library, Room 3907 South Bldg. 362-2725.

Marcus offers humor — and bafflement

By LIAM OTTEN

The world is what you make of it and for prize-winning writer Ben Marcus the world can be a seriously deadpan place.

"I'm interested in creating a kind of humor that isn't just a safe laugh," explained Marcus, who will read from his work at 8 p.m. Tuesday, Dec. 8, for the International Writers Center in Arts and Sciences. "I prefer humor that's emotional or awkward or scary, where you don't know if you're supposed to laugh or not. I'm attracted to that kind of instability because it can put the reader off guard. I hope it creates a sense of intrigued bafflement."

Marcus' first book, "The Age of Wire and String," was published in 1995 and went on to win a Pushcart Prize. A series of short, disquieting chapters with titles such as Sleep, God, Food, Animals, Weather and Society, the book lays out an idiosyncratic metaphysics in the hilariously pedantic tone of an instruction manual.

"As a kid I use to read entries out of the encyclopedia and things like that, but at some point I realized that I had no way to independently verify any of it," Marcus said. "As a fiction writer, you're interested in finding these strategies to make things believable. I tried

to use that authoritative pose — where the vocabulary and syntax can browbeat you into belief no matter how insane the ideas — to perpetrate crazy or impossible forms of truth.

"Part of what's interesting about publishing a book is watching people trying to puzzle out things that you remember as just being goofy," he added. "I remember writing some parts where I was just cracking myself up."

Writer Robert Coover, a member of the International Writers Center Advisory Board, called Marcus "a one-of-a-kind stand-up phenom, a comic writer of power and originality" and added: "The Age of Wire and String" marks the arrival of a unique new talent in American letters.

Born in Chicago in 1967, Marcus grew up in the Midwest, Europe, New York and Texas. He received an undergraduate degree in philosophy at New York University and a master of fine arts degree from Brown University, where he now teaches creative writing. His work has appeared in "Transgressions: The Iowa Anthology of Innovative Fiction" (1994), "After Yesterday's Crash: The Avant Pop Anthology" (1995), "Grand Street" and "The Quarterly." Marcus is former senior editor of Conjunctions and he currently edits the online literary journal Impossible Object.



Marcus: Prize-winning writer

Ben Marcus

Where West Campus Conference Center

When 8 p.m. Tuesday, Dec. 8

Tickets \$5; free for students and seniors

The reading takes place at the West Campus Conference Center. Marcus will be introduced by William H. Gass, Ph.D., director of the International Writers Center and the David May Distinguished University Professor in the Humanities. A book signing will follow the reading.

The 1998-99 International Writers Center Reading Series continues Feb. 9, 1999, with Lydia Davis, an award-winning novelist, short story writer and translator, and concludes April 6, 1999, with poet Sarah Lindsay, whose first book, "Primate Behavior," was a finalist for the 1997 National Book Award.

Now in its sixth season, the Reading Series is underwritten by the Arts and Education Council, the Lannan Foundation, the Missouri Arts Council, the Regional Arts Commission and Mary and Max Wisgerhof. Tickets are \$5 for the general public and free for students and senior citizens. A&E cardholders receive a two-for-one discount.

For more information, call 935-5576.

Thursday, Dec. 10

4 p.m. Chemistry seminar. "Biophysical Investigations of DNA Condensation and Carion Binding." Nicholas Hud, U. of California-Los Angeles. (Coffee 3:40 p.m.) Room 311 McMillen Lab. 935-6530.

4:30 p.m. Mathematics colloquium. Jade Vinson, Princeton U. (Tea 4 p.m., Room 200 Cupples I Hall.) Room 199 Cupples I Hall. 935-6760.

Friday, Dec. 11

Noon. Cell biology and physiology seminar. "Mechanisms Regulating Endocytosis in a Genetically Tractable Professional Phagocyte." James Cardelli, Dept. of Microbiology and Immunology, Louisiana State U. Medical Center. Room 426 McDonnell Medical Sciences Bldg. 362-6950.

4 p.m. Geometry seminar. Quo-Shin Chi, assoc. prof. of mathematics. Room 199 Cupples I Hall. 935-6760.

Music

Tuesday, Dec. 8

8 p.m. Music dept. concert. Vocal Jazz Ensemble. Steinberg Hall Aud. 935-5574.

Performances

Friday, Dec. 4

8 p.m. Performing arts dept. performance. WU Dance Theatre. Mary-Jean Cowell and Christine O'Neal, artistic directors. (Also Dec. 5, same time, and Dec. 6, 3 p.m.) Cost: \$10; \$8 for faculty, staff, students and senior citizens. Edison Theatre. 935-6543.

Friday, Dec. 11

8 p.m. OVATIONS! series performance. Don Byron and His Mini Big-Band Play "Bug Music." Cost: \$23. Edison Theatre. 935-6543.



Premiere Don Byron brings 'Bug Music' to Edison

By LIAM OTTEN

Good music is where you find it, and Friday, Dec. 11, you'll find it at Edison Theatre, when clarinetist Don Byron, one of the foremost jazz composers working today, will bring his Mini Big-Band to town for a one-night-only performance of its manic, eclectic and entirely original creation "Bug Music."

The performance, a St. Louis premiere, begins at 8 p.m.

For more than a decade, Byron has made a career out of re-examining music often considered "square" by the jazz mainstream. His wide-ranging repertoire includes jazz standards and original compositions and covers such unexpected sources as the '50s klezmer composer Mickey Katz, who wrote music based on a tradition of Jewish folk tunes, and swing bandleader Raymond Scott, whose antic works often were used as background scores for Warner Bros. cartoons.

With "Bug Music" — also the title of a recent album — Byron takes on the groundbreaking work of big-band composers including Duke Ellington, Billy Strayhorn and John Kirby. Combining a genuine respect for his musical predecessors with a dedication to cutting-edge forms and ideas, Byron's fiery playing incorporates everything from

classical to calypso and reveals along the way what these seemingly disparate styles have to say to one another.

Byron grew up in a musical family — his mother played piano and his father played bass in calypso bands — and from an early age he was exposed to everything from symphonies and ballet to Dizzy Gillespie's be-bop and Miles Davis' avant-garde explorations. He studied classical clarinet as a youngster and, during high school, played in and arranged for a series of salsa bands. He formalized his jazz training at the New England Conservatory of Music while spending his evenings with the Klezmer Conservatory Band and jamming with Latin ensembles.

In recent years, Byron has garnered an international



OVATIONS!

Who Don Byron and His Mini Big-Band

Where Edison Theatre

When 8 p.m. Dec. 11

Tickets \$23 from the Edison Theatre Box Office, 935-6543, or MetroTix, 534-1111

reputation, topping Down Beat Critics' Poll as best clarinetist four years in a row and winning Jazz Artist of the Year honors in 1991. He has recorded extensively with guitarist Bill Frisell as well as artists including Cassandra Wilson, Hamiet Bluiett, Geri Allen, Steve Coleman, Ralph Peterson and others.

Byron's first solo recording, the 1992 album "Tuskegee Experiments," mixed strikingly original compositions with energetic playing and a strong sense of social conscience. His 1993 follow-up, "Don Byron Plays the Music of Mickey Katz," solidified his reputation for eclecticism while 1995's "Music for Six Musicians" delved into his own Afro-Caribbean heritage.

Tickets are \$23 and are available at the Edison Theatre Box Office, 935-6543, or through MetroTix, 534-1111. Call for discounts. The performance is sponsored by Edison Theatre's OVATIONS! Series. For more information, call 935-6543.

Miscellany

Thursday, Dec. 3

8 p.m. The Writing Program reading series. First-year writing students Tess Farnham, Corinne Wohlford and Jonathan Mozes read from their work in fiction and poetry. Hurst Lounge, Duncker Hall. 935-7130.



Saturday, Dec. 5

9 a.m. Fine Arts Institute workshop. "Embellished Gift Books." Artist Gayle Coscia. Cost: \$40. Room 212 Bixby Hall. 935-4643.

9:30 a.m. Fine Arts Institute workshop. "How to Take Pictures of Your Children." Trina Pace Vogel, professional photographer. Cost: \$15. Bixby Gallery. 935-4643.

1 p.m. Fine Arts Institute workshop. "Handcolor Black and White Photographs." Photographer Trina Pace Vogel. Cost: \$35. Bixby Gallery. 935-4643.

Thursday, Dec. 10

7:30 p.m. Feminist reading group meeting. Discussion of Marianne Hirsch's "Family Frames: Photography, Narrative and Post-Memory." Hurst Lounge, Duncker Hall. 935-5102.

Friday, Dec. 11

8 a.m. Office of Continuing Medical Education. "Contemporary Women's Health Issues." Eric P. Newman Education Center. CME credit available; WU faculty and students also may attend free of charge. To register, call 362-6891.

Saturday, Dec. 12

8 a.m. Office of Continuing Medical Education. "Contemporary Management of Acute Coronary Syndrome." Eric P. Newman Education Center. For costs and to register, call 362-6891.

9 a.m. Fine Arts Institute workshop. "Papermaking." John Bielik. Cost: \$40. Room 212 Bixby Hall. 935-4643.

1:30 p.m. Fine Arts Institute workshop. "Paper Marbling." John Bielik. Cost: \$40. Room 212 Bixby Hall. 935-4643.

Sports

Thursday, Dec. 10

7:30 p.m. Men's basketball team vs. Maryville U. Field House. 935-5220.

Saturday, Dec. 12

2 p.m. Men's basketball team vs. MacMurray College. Field House. 935-5220.



Making music

Four choral groups present holiday concerts Dec. 5-10

It's a busy week for the Department of Music in Arts and Sciences, which will present four concerts between Dec. 5 and 10.

Things get under way at 8 p.m. Saturday, Dec. 5, when the Chamber Choir of Washington University performs its annual "Winter Concert" in Graham Chapel. John Stewart, director of vocal activities in the music department, conducts the program, which includes works by composers Leonard Bernstein, Mark Henderson, Donald Bryantamlet and Randall Thompson. The work of junior David Rentz will also be on the program.

"This is the culmination of the semester's work," said Stewart. "This year we're featuring Thompson's 'Peaceable Kingdom' — 1999 is the 100th anniversary of his birth, so we're anticipating that by a couple of weeks. Also on the program are three works by a member of the choir, David Rentz, which are set to the poetry of e.e. cummings."

Other concerts include:

Monday, Dec. 7 — The University's Black Composers Repertory Chorus will present a concert at 8 p.m. in Graham Chapel. Daniel DuMaine, choral director in the music department, directs the program, which includes Brian McKnight's "The Sounds of Blackness."

Tuesday, Dec. 8 — The University's Vocal Jazz Ensemble will perform at 8 p.m. in Steinberg Auditorium. Christine Hitt, choral director in the music department, directs the program, which includes the music of Dave Grusin, George Gershwin and Duke Ellington.

Thursday, Dec. 10 — The Washington University Chorus will perform at 8 p.m. in Graham Chapel. Eric Anthony, choral director in the music department, directs the program, which includes works by George Frideric Handel and Ludwig van Beethoven.

All four performances are free and open to the public. For more information, call 935-8494.



Building excitement The University's young alumni, students and friends team up Nov. 14 with Habitat for Humanity International's St. Louis chapter to work on homes for the poor. Above, Craig Johnson (GB '97), former staffer Heather Lake (center) and Habitat's Stephanie Theirl do the high work on a house at 1427 Montclair St. in north St. Louis. Along with 25 alumni, students from Wash U Build, Alpha Phi Omega coed service fraternity and the "Into the Streets" outreach organization took part in the Habitat work day.

Sports Section

Women's basketball wins tournament

The University's second-ranked women's basketball team won its second tournament of the year in as many tries with victories over Illinois College, 79-35, and Austin College (Texas), 87-80, at the 10th annual Washington University Invitational. The Bears opened the tournament with an easy win over Illinois College Friday, Nov. 27. WU led 48-16 at halftime and cruised to the win. Sophomore Alia Fischer led all players with 18 points and 10 rebounds. Austin College took a 41-38 halftime lead and stretched their lead to 73-59 with just over eight minutes left. WU switched to a furious full-court press that propelled the Bears on a 22-6 run that gave them the lead for good, 81-79. Sophomore backup point guard Kjersten Kramer punctuated the flurry with two steals and back-to-back three-pointers. She earned tournament MVP honors after finishing the game with 16 points. Fisher, who was also named to the all-tourney team, scored 12 points and added 10 rebounds.

Hoopsters drop 3

The University's men's basketball team saw its losing skid hit four games with three losses last week. The Bears (1-4) lost a 93-80 overtime thriller Nov. 24 at home to Millikin University and dropped games to Hastings College (84-69) and Nebraska Wesleyan University (79-52) at the Nebraska Wesleyan Snyder Classic. In the Millikin contest, sophomore point guard Ryan Patton tossed in an off-balance three-pointer with only 17 seconds remaining to send the game to overtime. However, WU, which was bolstered by Patton's career-high 26 points, was outscored 21-8 in overtime. At the Snyder Classic, the Bears were outscored in the second half by 15 points by Hastings and 25 points by Nebraska Wesleyan after staying close early. Sophomore forward Chris Alexander, an

all-tournament honoree, paced WU with 18 points.

Volleyball falls in quarterfinals

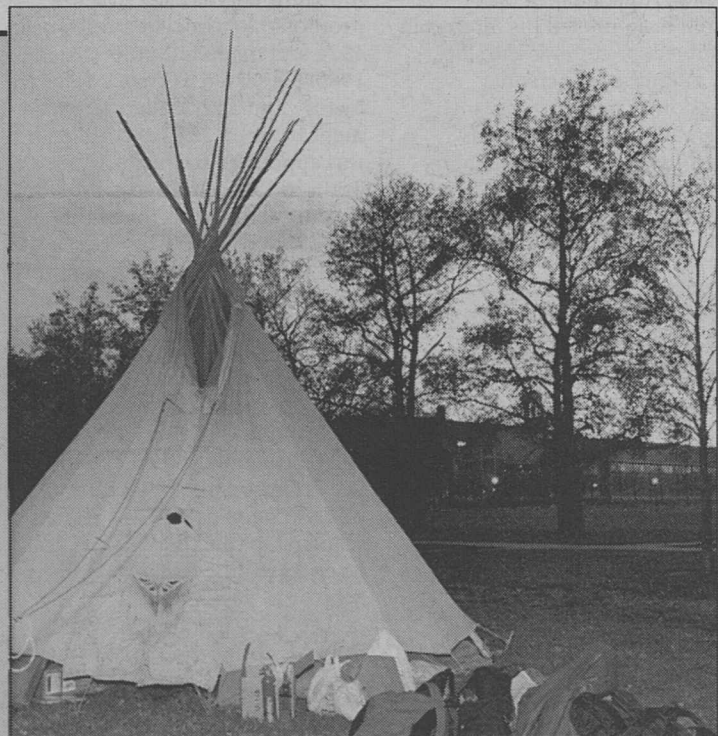
The volleyball team fell to Juniata College (Pa.), 3-2, at home Nov. 21 in the quarterfinals of the NCAA tournament. WU finished the season 37-4. The loss ended the Bears' run of nine straight quarterfinal victories and marked the final match for 14-year head coach Teri Clemens. Clemens, who announced earlier this year she would step down from her position at the conclusion of the season due to health problems, finished her career with a 529-77 record and seven national championships. Her .873 career winning percentage is tops all-time in all of college volleyball. Both teams started game one even before WU rallied from a 7-4 deficit to take a 12-7 lead. The Eagles came back to take a brief 13-12 lead before the Bears tied it. Juniata put away the next two points to take an early 1-0 lead. The Bears rebounded well, taking games two and three easily. After

Juniata tied the match with a 15-2 win in game four, it went to a deciding fifth game. Juniata took an early four-point lead and WU never caught up. Senior middle blocker Jennifer Martz led the way for WU with 19 kills and a .432 hitting percentage.

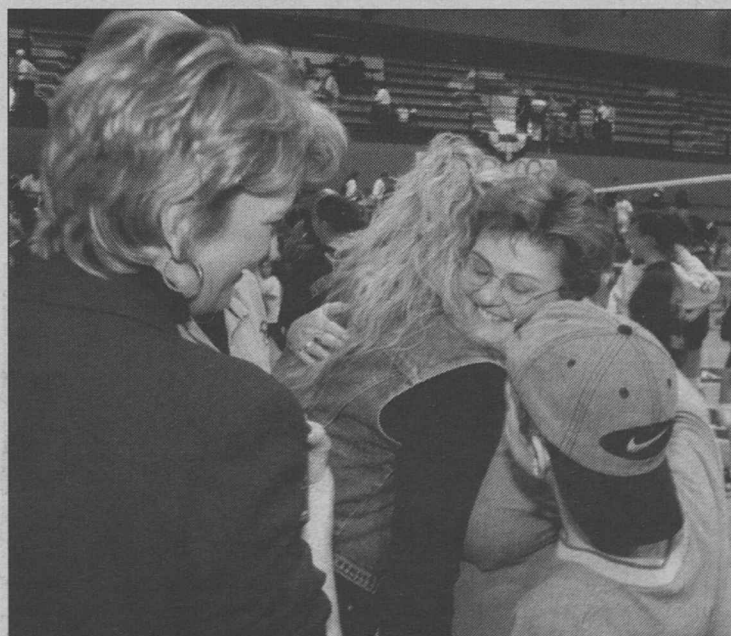
Two harriers earn all-America honors

Four WU runners competed at the NCAA Division III Cross Country Championships Saturday at Dickinson College in Carlisle, Pa. Senior Emily Richard finished eighth in a field of 183 runners to earn NCAA All-America honors and Cross Country Coaches Association (CCCA) All-America honors for the second consecutive season. She covered the 5,000-meter course in 18 minutes, 17.66 seconds. Junior Tim Julien finished 19th in the field of 181 runners, covering the 8,000-meter course in 25:35.77. He also earned CCCA All-America honors.

Compiled by Kevin Bergquist, director, sports information, and Keith Jenkins, asst. director, sports information.



Indian life Carol Diaz-Granados, Ph.D., adjunct assistant professor of American culture studies and research associate in anthropology in Arts and Sciences, along with Jim Duncan, guest lecturer, and 19 freshmen enjoy a fire, stories and a snack of dried meat and parched corn Nov. 13 inside a 16-foot tall Plains Indian tipi in front of the Women's Building. The students, most of them in the Hewlett Program, are learning about the North American Indians and their encounters with the Lewis and Clark expedition.



Retiring women's volleyball coach Teri Clemens gets a hug from her sister, Donna Schafer, after her last game as coach Nov. 21. In line for more hugs are her sister, Chris LaFaver, and her son, Elliott (who goes by "Fish"). Clemens retires with 529 wins and 77 losses — the highest winning percentage in all college volleyball.



Sparking creativity Sophomore architecture students Nathaniel Dewart (left), Suzanne Blair (second from right) and Robert Dahlgren begin work on unusual bicycle designs as part of a design class taught by Lindsey Stouffer, lecturer and shop supervisor. The students receive mechanical tips from Jamelle Stone, who was trained at Bicycle Works, a community program that teaches bicycle repair, vocational training and small-business entrepreneurship to city youth.

Toogood

Benefactress lived simply and gave generously

— from page 1

regulations to provide assistance, she would do everything in her power to make sure that these people would receive some help."

Although Toogood was known as a "very private person" who seldom talked about herself, she made no secret of the fact that she had earned a master's degree from the George Warren Brown School of Social Work, Butler said.

"We all knew that she had attended Washington University, and she made it clear that she put a lot of stock in education," Butler said. "She'd be delighted that her donation is going to provide scholarships, because she was always encouraging the young people that she hired to go ahead and further their education. She did everything she could as an administrator to help her employees get stipends to pay for tuition costs."

Toogood set aside some of her savings for Trinity Lutheran Church in her hometown of Parsons, Kan., and used much of the rest to endow the social work scholarships.

The gift has inspired the school in its efforts to increase

scholarship support for its students, now a central objective in the school's \$26 million dollar fund-raising campaign and part of the Campaign for Washington University.

"A school ultimately is only as

tuition remission, usually about \$9,500 per academic year. The school's strategic plan for the 21st century calls for the creation of at least 50 new scholarships over the next five to seven years.

"The Elizabeth Toogood



Chancellor Mark S. Wrighton and Dean Shanti K. Khinduka, Ph.D., visit with Velma Butler, Elizabeth Toogood's co-worker and friend, who presented the social work school with Toogood's portrait when the scholarships she endowed were announced.

good as its students," said Dean Shanti K. Khinduka, Ph.D. "Students go on to become our alumni, and it is through their work that we are known in the field."

The social work school now offers more than 100 scholarships for master's of social work students. The aid provides partial

bequest is one of the more moving and inspiring gifts that the George Warren Brown School of Social Work has ever received," Khinduka said, "coming as it does from an alum whose entire life was dedicated to serving public-assistance clients and whose lifelong habit of thrift enabled her to save and donate this gift for supporting future GWB students. The scholarship carrying Ms. Toogood's name will serve as a reminder of her ideals to the generations of students who will benefit from her marvelous generosity."

Campus Watch

The following incidents were reported to University Police from Nov. 16-29. Readers with information that could assist in investigating these incidents are urged to call 935-5555. This release is provided as a public service to promote safety awareness and is available on the University Police Website at rescomp.wustl.edu/~wupd.

Nov. 18

8:42 a.m. — A contractor reported the theft of \$3,200 worth of power tools from a locked utility van on the South 40 construction site.

1:19 p.m. — A Bon Appetit employee reported the theft of three two-way radios, valued at \$900, from a Wohl Center office.

Nov. 20

1:01 p.m. — A contractor reported the theft of a power saw and nail gun from a locked pickup truck. The loss was set at \$950.

Nov. 26

3:03 a.m. — University Police, responding to a fire alarm at

#6 Fraternity Row, found that a garden hose had been forced against the building's front door with sandbags and the water turned on. There was extensive water damage to the first floor and basement.

Nov. 29

2:21 p.m. — A student reported the theft of a laptop computer, valued at \$2,171, from a locked room in Millbrook Apartments.

University Police also responded to four additional reports of theft, 14 reports of vandalism, two reports of telephone harassment, one report of solicitors in Beaumont Residence Hall, one report of a suspicious person, a peace disturbance, a traffic violation and two animal complaints.

Y2K problem potential pervasive, experts say

Spreadsheets, databases and an array of office equipment can fall victim to the Year 2000 or Y2K malady, according to Wil Fritz, associate director of computing and communication. Fritz and Bill Smith, director of Computing and Information Systems, urge all members of the University community to tackle the so-called "millennium bug" sooner, rather than later, to avoid serious complications.

Fritz has developed a list of potential Y2K problems. In addition to locally-developed programs that involve calculations using dates (see the Record, Nov. 19), purchased software also can pose the same kinds of problems. "If the software is critical to your operations," Fritz said, "check with the vendor to see if your version will have Y2K problems and whether these problems will affect your use of the software."

"In general," he added, "the older the version, the more likely it will have some kind of date problem."

Other possible difficulties:

- Leap year calculations in the year 2000. Some software might not know that 2000 is a leap year.

- Arbitrary dates used to indicate special conditions. For instance, Fritz explained, in systems that require an account expiration date, users in the past might have set that date at 12/31/99 to establish accounts that never expired. Time marches on, though, and now those accounts are clearly close to expiring.

- Machines and devices that contain small computers and built-in programs. They are most often found in equipment that monitors either machinery or the environment - heating and ventilating systems, fire alarms, access control, lab equipment and the like.

"These embedded systems might be difficult to identify," Fritz said. Any devices that require

entering the date with a two-digit year can pose problems. Fritz suggested pursuing those systems critical to office or laboratory operation. "A fax machine that puts the wrong date at the top of a page is a minor problem," he observed. "A data recorder that loses valuable lab results and compromises a research project is critical."

- Most office PCs that use Windows or DOS have Y2K problems resulting from the original design of the hardware. In most of these cases, Fritz said, the problem can be minimized simply by resetting the system date on each PC before using it the first time on or after Jan. 1, 2000.

While the list of potential problems looks long, Fritz said, not every Y2K problem needs to be fixed. "You should identify the areas of potential problems, determine their impact and then decide if they should be fixed," he suggested.

He proposes the following procedure for finding and fixing millennium bug complications:

- Create an inventory of programs, spreadsheets and devices that might be affected;
- Consider the impact of failure for each of them;
- Prioritize the list;
- Determine the cost of fixing each one and weigh it against its potential for disruption;
- Fix or replace critical systems.

Additionally, those who send or receive data files need to coordinate date handling with the other party. The National Institutes of Health, for instance, requires that all dates sent to them include the century. "It's best," Fritz said, "to review these situations now."

In fact, it is best to begin now to deal with all potential complications. "You might not have as much time as you think," he pointed out. For example, fiscal year 00 starts July 1, 1999, and some Y2K problems will appear months before that.

Weil

Professorship to foster regional collaboration

— from page 1

Italian terra-cotta models. He also is working on a project that relates Rembrandt's depiction of interior space with 17th-century stage design in Amsterdam.

Weil has pursued his interest in the subject of connoisseurship with a significant personal collection of old master prints and small sculptures. He has helped to mount several exhibitions that emphasize the subject, including "Master Drawings From the Nelson-Atkins Museum of

Art," which opened at the Gallery of Art in 1989, and "Men, Women, and God: German Renaissance Prints From St. Louis Collections," which debuted at the Saint Louis Art Museum in 1997.

Weil earned a bachelor's degree in art history from Washington University in 1961 and master's and doctoral degrees in art history from Columbia University in 1964 and 1968. He joined the Washington University faculty in 1968, was promoted to associate professor in 1974 and made full professor in 1985. He served as chair of the art history and archaeology department between 1982 and 1988 and was appointed to the position again in 1995. In August 1998 he became acting director of the University's Gallery of Art. He sits on numerous University committees as well as several community boards and commissions.

The E. Desmond Lee Professorship for Collaboration of the Arts is one of several major gifts Lee has made to the University. In April 1997, he endowed the E. Desmond Lee Professorship for Community Collaboration as well as a related scholarship fund. Earlier this year he endowed the E. Desmond Lee Scholar in Residence.

Lee, a 1940 graduate of the John M. Olin School of Business, is the former president of Lee-Rowan Manufacturing Co., a leading manufacturer of closet accessories, plastic-coated shelves, hangers and other products for consumers and retailers, which he co-founded in 1939. Lee was named the 1997 St. Louis Man of the Year in recognition of his civic leadership and, in May 1998, he received an honorary degree from the University for his support of and advocacy for higher education.

Employment

Use the World Wide Web to obtain complete job descriptions. Go to cf6000.wustl.edu/hr/home (Hilltop) or medicine.wustl.edu/wumshr (Medical).

Hilltop Campus

Information regarding positions may be obtained in the Office of Human Resources, Room 130, West Campus. If you are not a WU staff member, call 935-9836. Staff members call 935-5906.

Documents Coordinator 990102

Mechanic (Bargaining Unit Employee) 990104

International Career Adviser 990105

Research Assistant 990111

Publications Editor/Coordinator 990115

Coordinator for Academic Support 990116

Mission Planner and Education/Outreach Coordinator 990118

Administrative Assistant 990119

Director, Arts and Sciences Annual Fund/Director of Development, Olin Library 990120

Researcher 990122

Administrative Assistant 990123

Department Secretary 990124

Communications Technician I 990127

Financial Service Representative 990128

Graphic Designer (part time) 990129

Faculty Assistant 990131

Government Grants Senior Specialist 990132

Legal Secretary 990133

Library Technical Assistant 990134

Shelving Assistant 990135

Application Design Manager 990137

Assistant Accountant 990138

Receptionist/Secretary 990140

Circulation Services Assistant 990141

Accounting Operations Project Manager 990142

Medical Campus

This is a partial list of positions at the School of Medicine. Employees: Contact the medical school's Department of Human Resources at 362-7196. External candidates: Submit resumes to the Office of Human Resources, 4480 Clayton Ave., Campus Box 8002, St. Louis, MO 63110, or call 362-7196.

Database Analyst 990045

Patient Services Representative 990628

Administrative Assistant 990761

Technician 990827

Notables

Philip H. DuBois, professor emeritus of psychology

Philip Hunter DuBois, Ph.D., professor emeritus of psychology in Arts and Sciences, died Nov. 4, 1998, at a retirement home in Walnut Creek, Calif., after a brief illness. He was 95.

DuBois, a resident of Clayton for 50 years before moving to California in 1996, joined the University in 1946 as professor of psychology. He retained that title until his retirement in 1972 when he was named professor emeritus of psychology.

DuBois made significant contributions to applied psychology in education. He was a consultant to the University City public schools, evaluating curriculum and teaching methods. He established a testing program to determine promotion within the St. Louis Metropolitan Police Department and he designed scholarship selection systems for several St. Louis groups.

He was the author of several books, including "A Psychologist in Shirt Sleeves," a self-published book of his career memoirs. He was a past president of the Psychometric Society and a member of the American Psychological Association.

"Phil DuBois was a mentor and friend for more than 40 years," said Jim Burmeister, director of special services in the Office of Public Affairs and a long-time member of the University community. "He was a classically educated scholar who enjoyed using his knowledge to develop practical solutions for an array of challenges — selecting exceptional students for the University, excellent candidates for promotion in the St. Louis Metropolitan Police Department, pilots for the Air Force and employees for the nation's nuclear power plants. He helped and inspired his students in countless

ways. We'll miss him."

Born and reared in Catskill, N.Y., DuBois graduated from Union College in Schenectady, N.Y., and earned a doctorate from Columbia University. In between earning his two degrees, he spent three years teaching English at the American University in Beirut, Lebanon, which began a lifelong love of travel, history and the French language.

Prior to World War II, he taught at the University of Idaho and the University of New Mexico. During the war, DuBois served in the Army Air Force in a psychology research unit. He also served in the Army Reserve, attaining the rank of lieutenant colonel.

DuBois was married to the late Margaret Eloise DuBois, who died in 1996. Among the survivors are a daughter, Margaret DuBois Watson of Walnut Creek, two grandchildren and two great-grandsons.

Rosalie Wax, anthropologist

Rosalie Hankey Wax, Ph.D., professor emerita of anthropology, died on her birthday, Nov. 4, 1998, at the Rosewood Care Center in Creve Coeur, Mo. She was 87. Wax joined the Department of Anthropology in Arts and Sciences as a professor in 1973. She held a joint appointment in anthropology and sociology from 1974 until her retirement in 1980. Wax previously taught at the University of Chicago and the University of Kansas-Lawrence.

"Rosalie Wax was a wonderful colleague: thoughtful, kind and supportive," said Patty Jo Watson, Ph.D., the Edward Mallinckrodt Distinguished Professor of Anthropology. "She provided sage advice and a calm, steadying presence during the formative years of our new anthropology department."

Wax was born on Nov. 4, 1911,

in Des Plaines, Ill. She received a bachelor's degree in anthropology from the University of California-Berkeley and a Ph.D. from the University of Chicago. Her primary area of research and scholarly writings centered on American Indians and education, including groundbreaking field work among three tribes.

Throughout her career, Wax's field work was conducted under political and legal difficulties. She began her work during the World War II internment of Japanese Americans in the United States, serving as a researcher for the University of California Evacuation and Resettlement Project. Wax wrote her doctoral dissertation and several journal articles about the events at the internment center in Tule Lake, Calif.

Wax was the former wife of Murray Wax, Ph.D., professor emeritus of anthropology.

School of Medicine recognizes employees for years of service

The School of Medicine recognizes the following employees for their years of service and dedication. These employees have reached or will reach milestones in their careers this year.

35 Years of Service

Donald Allan Davis otolaryngology

30 Years of Service

Virginia M. Bischof Adult Clinical Research Center (ACRC) medicine
Sharon E. Carmody medicine
Patricia Ann Morrissey medicine
Marlene O'Brien medicine
Robert Allen Sind cell biology and physiology
Sarah Stanfield ACRC
Marjorie A. Thomas molecular microbiology

25 Years of Service

Pam Barr medicine
Nancy L. Barron neurology
Anna B. Bobbitt ACRC
Dianne Lee Boehmer Washington University Shared Billing and Collection Services (WUSBCS)
Jane Lewis Boudreaux medicine
Colleen Ann Calcaterra obstetrics and gynecology
Maggie Man-Yee Chi obstetrics and gynecology
Pearl Elizabeth Clair ACRC
Patricia Ann Clay medicine
Geraldine Coleman psychiatry
William E. Coughlin facilities management
Cynthia S. Fedders library
Kathleen Mary Ferrell medicine
Beverly J. Fogelman radiology
Karen G. Green pathology
Susan Marie Kennedy medicine
Reka Kozak library
Mary Helen Mohr ACRC
Deborah Ann Monolo admissions/records
Ann Preston Shockley ACRC
G. William Winter WUSBCS
Trudy Karla Wright medicine

20 Years of Service

Cheryl Sue Adles cell biology and physiology
Judith H. Baernstein biostatistics
Thomas Webb Brandt facilities management
Debra Jean Danieleley pathology
Earselene Easley radiology
Brenda C. Edsell psychiatry
Mark E. Frisse vice chancellor and dean
Regina M. Fuller risk management
Jessie Hardges pathology
Carolyn E. Havlin-Cryer ACRC
Jeanne S. Helmkamp facilities management
Charles J. Horn psychiatry
John N. Kennedy genetics
Laverne Mason comparative medicine
Rebecca J. Meininger genetics
Larry Moody facilities management
Carole Moser facilities management
Kathryn Yvonne Norwood medicine
Grady W. Phillips Jr. anatomy and neurobiology
Kathryn P. Ray library
Kenneth Alan Robin finance office
Connie J.H. Schmieder illustration
Steven Mark Smith facilities management
Joan Lois Starling anatomy and neurobiology
Deborah Ann Taylor medicine
George Michael Timpe Center for Clinical Studies

15 Years of Service

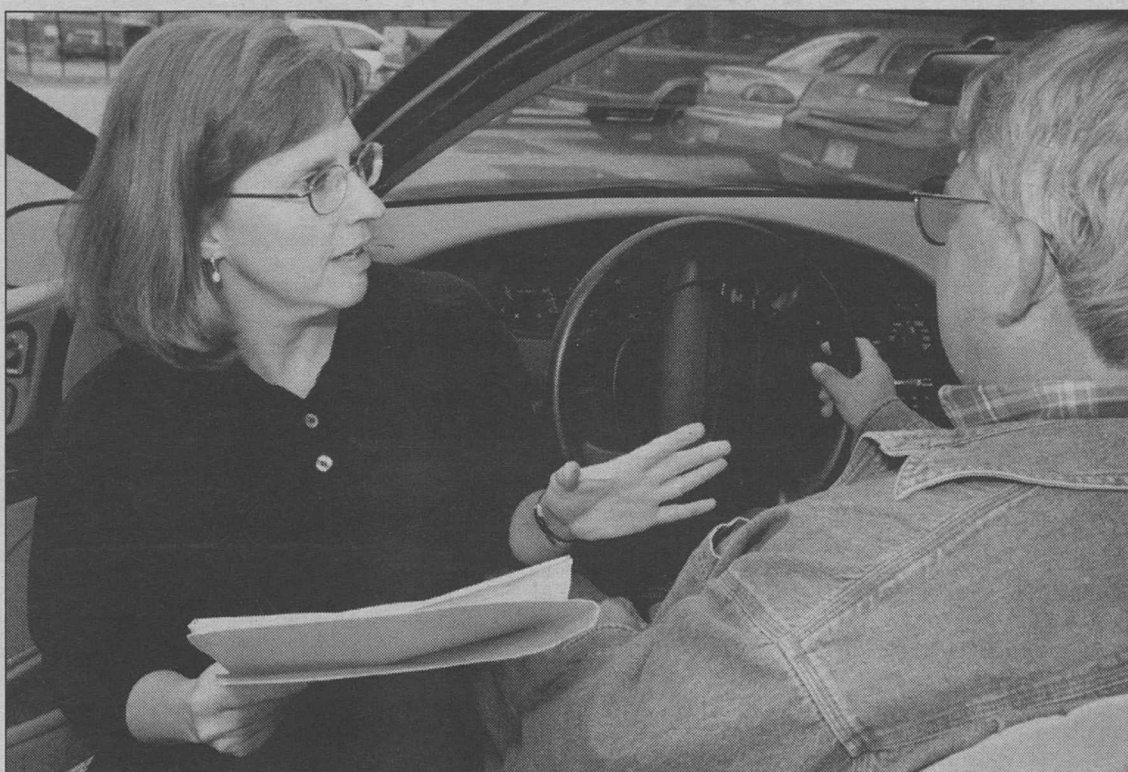
Kathryn Therese Akers medicine
Sally Ann Allan medicine
William Anderson comparative medicine
Heidi Alison Beaver obstetrics and gynecology
Jeffrey N. Blake vice chancellor and dean
Barry Harold Branham surgery
Clarence R. Brooks Jr. facilities management
William Buckner molecular microbiology
Tina Lynn Burmeister surgery
Mark Wernher Crankshaw protein chemistry
Karen W. Dodson molecular microbiology
James L. Dover genetics
Deannia L. Dunnegan surgery
Elizabeth E. Engeszer medicine
Timothy Joseph Fahrner pathology
Lee F. Fetter vice chancellor and dean
Donald Joseph Flacke anesthesiology
Daniel Richard Flasar ACRC
Gerald Mark GUSDORF ophthalmology and visual sciences
Renee Harris WUSBCS
Gayle Denise Harvey surgery
Rita M. Hauer psychiatry
Joan M. Heins medicine
Helen Ann Jansen finance office
Robert Thomas Kitchens medicine
Karen Marie Laclear WUSBCS
Debra Ann Lane medicine
Barbara Ann Lattimore medicine
Doris T. Margrave anesthesiology
Kenneth A. Mason facilities management
David Lee McAtee facilities management
Jacquelyn S. McDonough pathology
Michelle Jo Meyer comparative medicine
Sherry Lynn Mosley WUSBCS
Elizabeth L. Nordike surgery
John Joseph Page Jr. radiology
Mark Anthony Paule facilities management
Judy Lynne Peterin otolaryngology
Elizabeth Mary Peters cell biology and physiology
David Gerard Politte Institute for Biomedical Computing (IBC)
Deborah Wynn Powell pathology
Buddy Eugene Radcliff facilities management
Joann Louise Reagan surgery
Paul Roberson medicine
Nanette S. Roehberg psychiatry
Randall S. Ross pediatrics
Ben Sanders facilities management
Kaye L. Sansoni molecular biology and pharmacology
Jeanine Rae Schierbecker neurology
Lisa Ann Simmons medicine
Denise Kay Soehngen pediatrics
Laraine Jean St. John medicine
Marlene Stark pediatrics
Judith Ann Strover surgery
Brian Patrick Sullivan biology and biomedical sciences
Mary Catherine Sweeney continuing medical education
Patricia A. Taillon-Miller medicine
Patricia D. Toeniskoetter surgery
Patricia Ann Torrillo medicine
Ross M. Verbisky anesthesiology
Donna Rae Vickery physical therapy
Terry G. Whitaker program
Robert A. Whitman risk management
Laverne Joyce Will radiology
Patricia Lynn Williams anesthesiology
Pamela S. Woodring-Brown WUSBCS
Christine R. Young biostatistics
Lethoren Tory Abram genetics
Stacy Catherine Adkisson pediatrics
Santiago Alvarez-Vargas IBC
Stephanie A. Amen molecular biology and pharmacology
Beatrice Bailey comparative medicine

10 Years of Service

Linda Ann Baldwin neurology
Anna C. Becker medicine
Gwendolyn B. Bennett Tissue Culture Support Center
Joan Edith Berman WUSBCS
Nancy L. Bertelsman finance office
Tammy Lynn Bethel surgery
Linda Susan Black surgery
Cheryl Ann Blackwell medicine
Carol Lee Blasberg surgery
Diane Lynn Borlinghaus neurology
Mary Regina Brennan surgical
Sandra Kay Bresnan medicine
Denise M. Brittin anesthesiology
Rose Lee Brockhouse genetics
Pamela Faye Brown ophthalmology and visual sciences
Catherine A. Bruning pediatrics
Rand Warren Burlemann WUSBCS
Denise Ann Canfield Center for Clinical Studies
Paul Gerard Caradonna surgery
Lisa M. Carmen neurology
Joyce E. Carnoske finance office
Bessie Doris Carter otolaryngology
Jewell Doreen Carter neurology
Zhiwei Chen biochemistry and molecular biophysics
Michael Dare Clements surgery
Anne Ruth Cleveland medicine
Suzanne E. Cole pediatrics
Diane Mary Crader occupational therapy
Patrick Joseph Crane program
Sandretta Tasha Crawford pediatrics
Laura Jean Crites pathology
Pamela Renee Davis WUSBCS
Ann Elizabeth Delaney WUSBCS
June Pauline Derhake medicine
Julie Marie Dimitry pediatrics
Donna Marie Diuguid biochemistry and molecular biophysics
Lawrence Wayne Dodd surgery
Rosemary C. E. Durley WUSBCS
Patricia Ann Eckert biochemistry and molecular biophysics
Djuan Antonio Estelle WUSBCS
Christine Fahy ophthalmology and visual sciences
Sandra Lynne Feick surgery
Johnny Fields Jr. anatomy and neurobiology
Ellen Fischbach ophthalmology and visual sciences
Elisabeth Fischer ACRC
Barbara Gwynn Forgash neurology
Carol Ann Frederickson surgery
Todd C. Furesz pediatrics
Regina Gant WUSBCS
Linda J. Garcia-Otero medicine
Nancy Lynn Garrett WUSBCS
Karen R. Geer biology and biomedical sciences
Diane Lynn Gentile library
Beverly Laura Gibson pediatrics
Meredith Glicksman neurology
Dennis Cornell Gordon surgery
Harriett D. Green facilities management
Diana Gualdoni cell biology and physiology
Patricia Kay Hampton surgery
Deanna Lynn Hardgrave pediatrics
Marion Harris pediatrics
Theresa Maria Harter ophthalmology and visual sciences
Lena Grace Henry molecular microbiology
Theresa Marie Hildebrandt WUSBCS
Patricia Louise Hill obstetrics and gynecology
Katherine Alene Hoertel surgery
Rose Marie Hoffman WUSBCS
Rayna Joan Hollenback medicine
Chaobin Hu pediatrics
Lisa Anne Isaacson medicine
Patricia Ann Jakoubek medicine
Damitra Marie James WUSBCS
Sharon Ann Janoski finance office
Kathleen J. Jinkerson biology and biomedical sciences

Lovell Johnson radiation safety
Robert Warren Jones biochemistry and molecular biophysics
Troy Eugene Jones anatomy and neurobiology
Deanna Lee Kelley radiology
John Gregory Kelley medicine
Mary Ann Kelly surgery
Daniel Lee Kinder facilities management
April E. King WUSBCS
Denise Ruth Kinnard medicine
Vicki Jean Kirtlink pediatrics
Michael K. Klebert medicine
Lois Ann Kopff animal studies
Margaret A. Krampfer otolaryngology
Vicki L. Kunkler radiology
Deborah Ann Leonard surgery
Mary J. Light management services
Bruce C. Linders pathology
Kim L. Lipsey library
Kathy Ann Losciuto medicine
Sharon Kay Marrero WUSBCS
Evelyn A. Maylath anesthesiology
Samuel Solomon McDonald facilities management
Brian Dean McKinney library
Shelly Lynn Meese radiology
Veronica Meess pediatrics
Beth A. Milbrandt pathology
Terry Kay Miller orthopaedic surgery
Laura J. Milton molecular microbiology
Joyce Reniece Mischeaux pathology
Charles E. Mitchell comparative medicine
Marybeth T. Modesto medicine
Maurice Ronell Murray medicine
Rodney Allen Norah facilities management
David Allen O'Donnell molecular biology and pharmacology
Debra Lynn Olsen surgery
Judy Lynn Osborn medicine
Jerome Michael Peirick medicine
Jerome Stewart Pinkner molecular microbiology
Constance Marie Restelli surgery
Cleveland Leon Richardson psychiatry
Yolonda Yvette Richardson medicine
Joanne Margaret Rike WUSBCS
Curt J. Rimkus facilities management
Michael Cletus Royal medicine
Geneva Sanders facilities management
Kathy Ann Schleicher WUSBCS
James Harrison Scott Jr. pediatrics
James C.A. Serati psychiatry
Steven Charles Serfass pediatrics
Shantia D. Shears psychiatry
Virginia A. Sherrill facilities management
Edna Louise Silvestri protein chemistry
Melissa Ann Simon medicine
Andrea Denise Sims facilities management
Myrna B. Sokolik medicine
Kathy Lynn Spudich vice chancellor and dean
Kathleen Megan Stacey anesthesiology
Thomas Anthony Stiffler medicine
Judith Anne Stockstad otolaryngology
Kathy Renee Stroud surgery
Geraldine V. Strutman management services
Mark A. Sturmowski anatomy and neurobiology
Joan M. Thomas psychiatry
Deborah E. Thompson human studies
Debra Ann Turner otolaryngology
Norma C. Urani neurology
Nancy Ann Vander Heyden medicine
Sherri Kay Vogt pediatrics
John Joseph Walsh pathology
Thomas William Walsh medicine
Sharon Lea Walther pediatrics
Celeste Wilkins otolaryngology
Cheryl Denise Williams surgery
Sharon Williams medicine
Bradley S. Wilson ophthalmology and visual sciences
Mary Susan Wingate molecular biology and pharmacology
Janice Leah Witte animal studies
Cynthia M. Wolf pediatrics
Alexander Zheleznyak medicine
Mary Elizabeth Zimmerman molecular microbiology

Washington People



Janet Duchek, Ph.D., confers with a subject in her elderly driver research.

Thanks to a rat named Elvis...

A high school science project led Janet Duchek into her life's work

BY NICOLE VINES

A white rat named Elvis sparked an interest in the field of psychology for Janet Duchek, Ph.D. As a high school senior, the native St. Louisan was intrigued by a psychology research project in which she and her classmates used conditioning to train a rat to jump up on a tiny stage and slap his front paws on a miniature guitar to mimic playing. The rat would only perform when he heard the song "Hound Dog" by Elvis Presley.

Duchek, associate professor of occupational therapy, said that the project hooked her on psychology — not because of music appreciation in rats but because of the scientific principles of the learning process.

Today, she directs her own research toward attentional control and how this control changes with age.

"In order to have an efficient way of processing information, you have to be able to select information that is relevant to the task at hand and suppress irrelevant information," she said. "We are interested in how a person controls attention in order to do this. By understanding how that works, we can explain some of the cognitive deficits that come with age and their impact on everyday behavior."

When Duchek talks about her research, she speaks in the first person plural to include David Balota, Ph.D., whom she met in a research lab during her senior year at the University of Missouri, St.

Louis (UMSL). The two not only married but also teamed up as investigators.

Both Balota and Duchek agree their strengths and weaknesses complement one another and that it just felt natural for them to collaborate on research projects.

"It's a lot of fun," said Balota, professor of psychology in Arts and Sciences at Washington University. "We always can provide feedback to each other on research, teaching and other faculty-related issues. Jan has excellent judgment about such matters."

Kitchen collaboration

"We always have something to talk about," Duchek added. "In fact, working together makes things very efficient. While other people have to have meetings during the day, we can have work-related discussions while cleaning the dinner dishes."

Duchek and Balota received undergraduate degrees from UMSL and master's and doctoral degrees from the University of South Carolina — all in psychology.

In 1985, while both were working at Iowa State University, a position in Washington University's psychology department became available. Because they both grew up in St. Louis and also were familiar with some exciting new developments in the psychology department, Duchek encouraged her husband to apply. Balota was offered the job, and they returned to St. Louis. The two continued collaborating on their cognitive aging research while Duchek also worked as project coordinator for the School of Medicine's Memory and Aging Project.

In 1987, Carolyn Baum, Ph.D., assistant professor of occupational therapy and neurology, asked

Duchek to join the occupational therapy faculty. Baum, who had just been named the Elias Michael Director of the Program in Occupational Therapy, wanted to build a research base to add to the clinical tradition of the program.

Baum said she called on scientists like Duchek because she knew that the field of occupational therapy had produced very few occupational scientists who could help build a science program in a short time.

At the time, Duchek said, she wasn't exactly sure what occupational therapy was. "Clearly Carolyn saw the connection between my work and occupational therapy before I did, which is typical of her foresight."

Duchek was awarded tenure earlier this year. She is the first person to start out as a junior faculty member and reach tenure in the program.

"It has been a wonderful niche for me because it has allowed me to continue collaborating with Dave," she said. "But it has also allowed me to expand into more applied arenas related to cognition, such as my driving research."

Driving with Alzheimer's

This research studied driving ability in people with Alzheimer's disease. Although previous studies have shown that Alzheimer's disease increases a person's risk for automobile accidents, she specifically investigated how components of attention influence the ability of a demented individual to drive safely. Duchek determined that not all people with mild dementia exhibit poor driving performance. Instead, she said measuring specific aspects of attention is a better predictor of an individual's driving ability than general cognitive status or other standard psychological tests.

Duchek believes that the results of the study could be used to design better screening tests to

identify older adults who might be at risk for unsafe driving. In many states, older drivers only take a static visual acuity test to renew their licenses.

She also is developing an intervention program for older adults to optimize safe driving. "Most accidents of older adults occur at intersections, where there's a multitude of information to decipher," she observed. "We want to design an intervention program that teaches older adults strategies for maximizing attentional processing and thus maintaining their driving skills as long as possible."

Although Duchek said she loves her research, she considers teaching her other major contribution.

"Our occupational therapy students come here wanting to be clinicians and not researchers," she said. "My goal is to get our students to think about their clinical practice in a systematic, scientific way."

Randall Engle, Ph.D., one of Duchek's former professors who now is chair of the psychology department at Georgia Institute of Technology, said, "Jan has an amazing ability to connect with students and still be quite demanding and rigorous."

Second-year occupational therapy student Angela Hollen said Duchek strikes a delicate balance between the ideal best friend and a knowledgeable professor. "She is always available to help or advise," Hollen said. "Jan uses only constructive criticism while holding others' best interests at heart."

Committed to students

Duchek said her students are the number one reason she comes to work. "When I look back on my own career and the choices that I have made," she recalled, "I can always point to a specific educator who has guided me along a certain path."

Duchek and Balota have two children — 16-year-old Angela who attends University City High School and 9-year-old Joseph who attends Jackson Park Elementary School. The family loves to travel, ski and fish but with the agreement that no one talks about work on vacation. Duchek also enjoys cooking — shrimp étouffée is a favorite of Balota's — and running. "I like to run to keep off the cooking," Duchek said with a laugh.

Balota said that Duchek has a knack for juggling all of her roles as parent, researcher and teacher. "Given that she is the first faculty member in occupational therapy to go up for tenure and get it, I'd say she is doing a wonderful job of balancing everything," he observed.

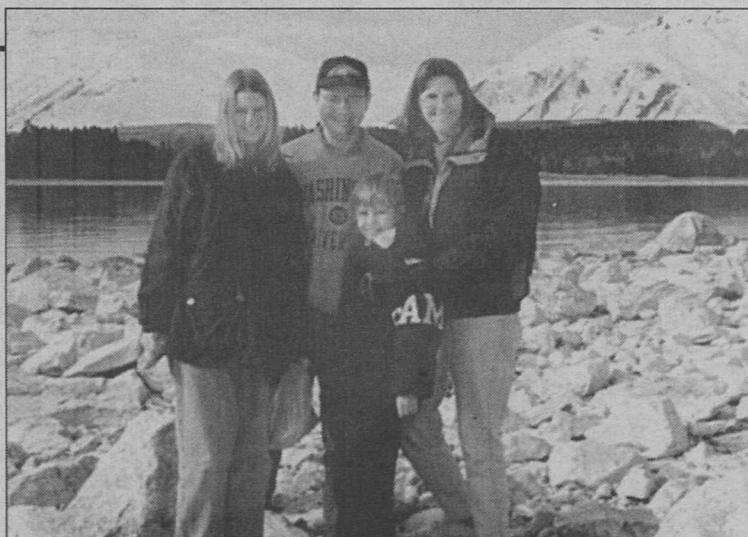
In her modest way, Duchek insisted that the impact she will make as an educator is far greater than the impact she will make as a researcher.

"I think my greatest personal accomplishment will be made through my children," she said. "And my greatest professional accomplishment will be made through my students."

"Jan has an amazing ability to connect with students and still be quite demanding and rigorous."

RANDALL ENGLE

Duchek and her family — daughter, Angela; husband, David Balota; and son, Joseph — at Lake Tekapo near Queenstown, New Zealand, in 1996. Balota was a Visiting Erskine Scholar at New Zealand's University of Canterbury.



Janet Duchek, Ph.D.

Born St. Louis

Education University of Missouri, St. Louis, B.A.; University of South Carolina, M.A., Ph.D.

Family David Balota, Ph.D., husband and research collaborator; daughter, Angela, 16; son, Joseph, 9

Hobbies Travel, skiing, fishing, cooking, running