A social work professor has a proposal for a welfare policy based on the old American values of savings and investment. "This isn't a new idea," says Michael Sherraden, Ph.D., an associate professor in the George Warren Brown School of Social Work. "Thomas Jefferson believed that widespread property ownership was the basis of democracy.

"Welfare policy in the United States is in trouble," Sherraden continues. "After decades of federal programs, it cannot be demonstrated that welfare policies permanently change people's lives for the better. Welfare policies have sustained the weak, but they have not helped to make them strong." Sherraden believes part of the problem is that U.S. social policy has traditionally defined wealth and structured welfare programs in terms of income, spending and consumption. "But very few people manage to spend their way out of poverty," he says. Instead, Sherraden suggests an approach to welfare based on savings, investment and asset accumulation.

Sherraden's book *Assets and the Poor: A New American Welfare Policy* will be released next month by M.E. Sharpe Inc. In it, Sherraden outlines a system of incentives called Individual Development Accounts (IDAs) that would offer low-income Americans the same opportunities as middle- and upper-income citizens to plan ahead, set aside savings and invest in a more secure future.

The notion that middle-class and well-to-do Americans receive assistance from the government may seem strange, but Sherraden points out that someone with a mortgage and a retirement fund often gets more government subsidy than does a mother receiving Aid to Families with Dependent Children. Sherraden notes that there is no difference in federal budget terms between money that goes through the tax system as incentives (like tax deductions) and money that is given directly to people as income transfers (like food stamps). These subsidies, taken together, represent more than half of the federal budget. Home equity and retirement reserves, benefiting mostly the non-poor, are the two forms of wealth most heavily subsidized, via tax benefits. Sherraden says that 84 percent of federal welfare spending is for Social Security, Medicare and other programs that are not targeted toward the poor. Indeed, the poor miss out on so many benefits if not most programs that help the poor, like the public education system, that their ability to avail themselves of tax-saving mortgage payments and retirement funds is limited. In general, they don't have jobs that offer retirement plans at all, and certainly not the kind that provide matching contributions from employers, Sherraden notes.

Not only are the poor less likely to have access to home ownership and retirement tax benefits, they also cannot save much money without becoming ineligible for welfare transfers under current policies. Syndicated columnist William Raspberry, in a recent series of articles praising Sherraden's approach, writes: "In most states (and perhaps all), it is virtually a crime for welfare recipients to save. Savings are counted as 'assets' and used to reduce the size of the welfare check.'"

**New approach outlined**

Sherraden outlined his idea for an asset-based welfare policy in a monograph published last year by The Corporation for Enterprise Development. IDAs would be optional, earnings-bearing, tax-benefited accounts in the name of each individual, initiated as early as birth, and matched by contributions from employers. He wrote: "Regardless of the category of welfare policy — housing, education, self-employment, retirement or other assets would be accumulated in these long-term restricted accounts. "The federal government would match or otherwise subsidize deposits for the poor," he continued, "and there would be potential for creative financing through the private sector (for example, a corporation might adopt a school) or through the efforts of account holders themselves (for example, student-fund-raising projects or student-run businesses). IDAs would be designed to promote orientation toward the future; long-range planning, savings and investment, individual initiative, individual choice, and achievement of life goals."

"Assets are important," Sherraden says, "because unlike income, they represent a store, a piece of the wealth and property that belong to the people of America. People think and behave differently when they are building assets, he believes. "Orientation toward the future begins with assets, which in turn shape opportunity structures, which in turn are quickly internalized," he explains. "In a sense, assets are the future. They are hope in concrete form. Whole life courses are assessed, integrated and fixed at early ages unless something out of the ordinary breaks the pattern."

Thus if a young woman grows up in an environment that provides few options, she may not even be able to perceive choices other than to have children. Assets, Sherraden maintains, alter the reception of information. If assets are present, the young woman is more likely to consider college as an option.

Similarly, if someone owns his or her own home, or he or she begins to pay more attention to real estate values, the cost of maintenance, and so forth. Successful experience in managing assets develops a broader expertise in managing life, which leads to greater psychological and economic stability and less vulnerability. With these changed attitudes, individuals find that the world responds more positively to them, as well. "Note that it is the assets themselves..."
Acclaimed author Robert Bellah to open lecture series exploring ethical issues

Award-winning author Robert Bellah will discuss ethical issues next week as he opens the lecture series "Moral Absolutism/Moral Relativism: By What Criteria Shall We Live?"

His talk, "Critical Reason and the Moral Life," will be given at 4 p.m. Thursday, Feb. 27, in the Field House.

The "Moral Absolutism/Moral Relativism" lecture series, which runs through April, is co-sponsored by the University's Religious Studies Program, Burton M. Wheeler, Ph.D., program chair, said the goal of the series, at the very least, is to get people to think more about their ethical values and how they arrive at them.

"There is hope that through education we can create a more humane society," Wheeler said. "But, thus far, that remains a hope. Our intention here is not to provide answers, but to provide tools for thinking. And if we have one message it's the urgency of the problem."

Other co-sponsors of the series are the senior class of 1991, the Council for Interfaith Concerns and the Committee on Religious Studies.

Program sponsors said they believe a lecture series of this type is needed in light of an increasingly pluralistic society. The question of ethical behavior becomes more complex even as it becomes more critical. While people like to think that they are committed to "human values," a nagging question arises — how are humane values determined?

Are we to be determined by parental and cultural influences? Do people forge humane values out of their own unique experiences or by rational processes? Do people discover them by reflection and reason?

"Moral Absolutism/Moral Relativism" will explore ethical issues, their complexity in a pluralistic society, and the difficulty of achieving a consensus on ethical issues.

A historical perspective, along with a look at ethical issues today, will be provided by leading scholars throughout the series.

Program sponsors said the goal of the series is to provide a forum for people to explore the difficult questions they are faced with in making ethical decisions.

Native Americans are focus of lectures

The myths and realities surrounding the image of Native Americans in the topic of two lectures to be given by noted historian and author Lincoln Childs, professor at St. Louis University, will be explored.

Childs, who is the author of "The Shawnee: Keepers of the Fire" and "Potawatomis: Keepers of the Fire," will lecture at 1:10 p.m. in Brown Hall Lounge, Room 218. The lecture is part of the social work school's spring 1991 lecture program.

In the second lecture, a Gallery of Art talk, will be at 8 p.m. in Steinberg Hall auditorium. Titled "The Image and the Reality of Native Americans," the lecture is in conjunction with the Carl F. Wimar exhibit on display at the Gallery of Art in Steinberg Hall through March 2.

Edmunds recently was named interim director of the D'Arcy McNickle Center for the Study of the American Indian at the Newberry Library. He is the author of history at Indiana University, Edmunds also is a consultant for the Smithsonian Institution's National Museum of American History. Edmunds earned his doctorate in history from Harvard University in 1961.

The myths and realities surrounding the image of Native Americans in the topic of two lectures to be given by noted historian and author Lincoln Childs, professor at St. Louis University, will be explored.

Childs, who is the author of "The Shawnee: Keepers of the Fire" and "Potawatomis: Keepers of the Fire," will lecture at 1:10 p.m. in Brown Hall Lounge, Room 218. The lecture is part of the social work school's spring 1991 lecture program.

In the second lecture, a Gallery of Art talk, will be at 8 p.m. in Steinberg Hall auditorium. Titled "The Image and the Reality of Native Americans," the lecture is in conjunction with the Carl F. Wimar exhibit on display at the Gallery of Art in Steinberg Hall through March 2.

Edmunds recently was named interim director of the D'Arcy McNickle Center for the Study of the American Indian at the Newberry Library. He is the author of history at Indiana University, Edmunds also is a consultant for the Smithsonian Institution's National Museum of American History. Edmunds earned his doctorate in history from Harvard University in 1961.
Jan Garden Castro, a graduate student in art history, participated in the 1990-91 Summer Internship Program at the Humanities Summer Institute on Art and the Emergence of Aesthetics in the 18th Century at the Johns Hopkins University. Her reviews of books by Cyrus Cooke, in the Evin P. Sullivan were published in the June and December 1990 issues of the American Book Review. Castro is the executive editor of the Artwood Society, which Castro founded. She recently received an Allied Organization of the Modern Language Association.

Douglas Dredge, a graduate student in the Department of Hematology-Oncology, gave a talk titled "Demonstration of a Dual Cytotoxic Effect and Amelioration of Infertility in Syngenta Fertile-H-1 Mammals," at the American Society of Hematology meeting in Boston. Dredge works in the lab of Lee Ratner, M.D., Ph.D., associate professor of medicine and assistant professor of molecular biology.

Kathleen A. Dorsey, a senior in civil engineering and a 3rd term student body president, was named the 1990 recipient of the Annual Student Leadership Award presented by the American Society of Civil Engineers. She is a member of the Scholastic Honor Society and the American Society of Civil Engineers. Dorsey is a senior in civil engineering and a 3rd term student body president.

M. Gilbert Grand, M.D., associate professor of clinical ophthalmology at the School of Medicine and director of the eye and ear clinic, gave a paper titled "Surgery of Retina Detachment" at the 1990 American Academy of Ophthalmology Meeting in Atlanta.

Linda Hunt, supervisor of community programs at the School of Medicine's Irene Walter Johnson Community Health Center, was named recipient of the National Community Health Action Awards. This award was presented by the National Association of Community Health Centers, Inc.

Andrew H. Limper, M.D., a research fellow in the Respiratory and Critical Care Division at the School of Medicine, gave a paper titled "The Interim Teaching Program" at the National Conference on Respiratory and Critical Care in London.

Hugh Macdonald, Ph.D., professor of music, assisted three British opera companies in productions of French opera. He also worked with the lab of John A. McDonald, M.D., Ph.D., professor of internal medicine and director of the Respiratory and Critical Care Division.

The Washington University Record will help the university's offices, has been elected vice president of the American Psychiatric Association.

Research fellowship for physics majors

An undergraduate research fellowship for physics majors will be open to all students each summer, beginning in 1991. The fellowship is named for Gregory Delos, who died in April 1988, and has endowed this fellowship in his memory. The fellowship carries an account of $2,000 for two months in the summer, is open to all undergraduate physics majors in the department. The purpose is to support a summer's research opportunity for a student to work with a mutually acceptable departmental research group.

Applications, which must be submitted by Feb. 28, should be sent to Professor Michael W. Friedlander, Professor of Physics, Campus Box 1015. In addition to two letters of recommendation, two copies of transcripts and two copies of papers on current research, applicants should provide a brief statement of interests in physics. For more information, contact Friedlander at 889-6279.

The Record is running a weekly series profiling new faculty members of the Hilltop and Medical campuses.

Julia Simon-Ingram, Ph.D., assistant professor of French at the Washington University in the University of California, San Diego, where she was a visiting assistant professor of French literature. She also has been an assistant professor of French at Emory University. Her areas of specialization are 18th-century French literature, critical theory, philosophy and literature, and cultural studies. She received a bachelor's degree from the University of Northern Iowa in 1981, a master's degree from the University of Iowa in 1984, and a doctorate in 1988 from the University of California, San Diego, all in French.

Elzbieta Sklodowska, Ph.D., associate professor of Spanish, comes to the University of Washington, where she was an assistant professor of Spanish at the University of California, Berkeley, and a visiting assistant professor of Modern Language Association.

The Record is running a weekly series profiling new faculty members of the Hilltop and Medical campuses.

Julia Simon-Ingram, Ph.D., assistant professor of French at the Washington University in the University of California, San Diego, where she was a visiting assistant professor of French literature. She also has been an assistant professor of French at Emory University. Her areas of specialization are 18th-century French literature, critical theory, philosophy and literature, and cultural studies. She received a bachelor's degree from the University of Northern Iowa in 1981, a master's degree from the University of Iowa in 1984, and a doctorate in 1988 from the University of California, San Diego, all in French.

Elzbieta Sklodowska, Ph.D., associate professor of Spanish, comes to the University of Washington, where she was an assistant professor of Spanish at the University of California, Berkeley, and a visiting assistant professor of Modern Language Association.

Welfare policy

"Scherraden's idea might not solve America's welfare mess, but it should get us thinking in new directions," said William Raspberry.

If the legislation currently being drafted in Congress will come to pass, it will replace the Ways and Means Committee and the program will be administered under the Social Security Administration instead of Health and Human Services.

"That's an important distinction," says Scherraden. "It will be seen as a savings program, not a welfare program. It will also make it a stronger bill, because the idea of savings has support among both liberals and conservatives."

He believes that the program would be a success if even 10 percent of the working or welfare poor took part in it.

Sherraden urges a new wave of thinking about welfare, well-being and wealth, an approach that balances incentives for saving and consumption with measures that encourage saving and accumulation of assets.

William Raspberry apparently concurs. "Scherraden's idea might not solve the welfare mess," he writes, "but it should get us thinking in new directions. That may be its most important contribution."
Study shows Alzheimer's disease affects vision

Alzheimer's disease, the third-leading cause of death in the United States, may also be stealing the vision of its victims. "The disease causes deficits in motion perception — the ability to detect movement — by damaging the primary visual pathway in the brain," says Gary L. Trick, Ph.D., assistant professor of ophthalmology and visual sciences. "It is beginning to be understood but still doesn't have visual complaints," says Gary L. Trick, Ph.D., assistant professor of ophthalmology and visual sciences. "These deficits could affect the patients we tested had clearly reduced ability to detect motion. The results also suggested that the more severe the dementia, the more im paired motion perception was.

Since the study revealed motion deficits in the presence of normal visual acuity, the researchers say their results may suggest that CDAT causes a disproportionate loss of Type A retinal ganglion cells, large nerve cells that help in distinguishing motion and depth. "If this is the case, then the selective nature of the damage might explain why researchers have uncovered no evidence of dysfunction in Alzheimer patients who have trouble with their vision."

Most ophthalmological tests measure fine resolution, the ability to pay attention to detail, Trick says. "Think about reading. In reading — as in most of the visual tasks you're asked to do in the ophthalmologist's office — you discriminate fine detail in order to recognize individual letters or shapes, for example discriminating between a capital P and a capital R. Routine eye tests — such as the contrast sensitivity, color vision, or visual acuity tests — are for the most part a system that underlies that type of visual performance.

"Motion perception is a different type of visual performance that we're beginning to understand but we still don't know enough about. That processing is laid out within the brain in a different pathway and isn't measured with the usual tests."

principle visual functions for fine resolution are performed in what is known as the m-cell (magnocellular) pathway, which houses primarily the larger, Type B retinal ganglion cells. More acute and depth perception are jobs for the m-cell (magnocellular) pathway and its less numerous but larger Type A cells.

Knowing what to look for is key, Trick says. "We look back now and, using hindsight, say that vision tests (such as the Snellen chart) have been measuring the primary visual pathway underlying motion and depth perception, but we didn't know it until now," he explains. "We weren't looking for it."

The study, funded by the National Institute on Aging, is based on new information about the architecture of the visual system. Evidence from tissue and electrophysiologic studies pointed to degeneration of retinal ganglion cells, leading Trick to theorize that Alzheimer's disease might cause deficits in motion perception. To test his idea, he used a visual dot motion technique to measure the study participants' motion thresholds, meaning the lowest percentage of dots moving in the display of 100 randomly located dots. One eye of each patient was tested in 16 trials at each of 11 levels of dot motion. Researchers could move groups of the dots in a common direction — up, down, right or left — to produce a coherent motion signal, and could vary the number of dots in coherent motion between 9 and 50 percent. Motion threshold was defined as the percent of coherence needed for 75 percent correct responses.

Test results clear for the 11 Alzheimer patients able to complete the test, the average motion threshold was 90 percent higher than the controls, who averaged 24 percent. Trick took twice as many dots for them to detect motion. Seven patients, two with very early dementia and five with more severe cases, were unable to detect any motion at all. Two other patients with more severe dementia could detect motion but were unable to give the required number of correct responses.

Among the Alzheimer patients who completed the test, motion thresholds were higher for those with more severe dementia. That difference was not statistically significant, probably because the SDAT sample wasn't large enough to show a difference. Trick adds, the fact that seven of the nine patients unable to complete the test were more severe meaning their next step is to dovetail to the idea that in patients who develop visual problems, motion could increase as the dementia progresses.

New project under way

"The encouraging participants now for a fourth year and in future years, he hopes will clarify the relationship of visual changes and early progression of dementia. The project, funded through the University of Washington's Alzheimer's Disease Research Center, calls for comprehensive visual function testing, including visual acuity tests, color vision tests, electrophysiological studies and retinal photographs — for the patients and their healthy controls. One of Trick's goals is to learn more about why some Alzheimer patients develop vision problems when others don't. "We have to factor out the visual changes associated with Alzheimer's disease occurring just as a function of normal healthy aging," he explains. "Considerable work has been done, and therefore much is known about vision in healthy older people. We don't know anywhere near as much about what we see when we get older. It's important to look at not only what happens in healthy aging, but what happens to elderly people who have conditions that would be classified as disease, like glaucoma, like diabetes, like Alzheimer's disease. What are the early visual changes that can be seen in a patient that has early dementia? If so, then motion testing might be something that we could be using for the disease relatively easily and inexpensively. Of course that would require a lot of additional research."

Debra Bernardos
Jeffrey I. Gordon, M.D., has been appointed chairman and alumna professor of the Department of Molecular Biology and Pharmacology at the School of Medicine.

Gordon's appointment was announced by William A. Peck, M.D., vice chancellor for medical affairs and dean of the School of Medicine. Gordon replaces Oliver H. Lowry, M.D., who has been acting as interim head of the department since 1989. Lowry is a distinguished professor emeritus of pharmacology and was head of the department from 1947 to 1979.

"The department has a tradition of superior leadership, and Dr. Gordon's appointment is a continuation of that tradition," says Peck. "He is a truly gifted researcher, teacher and administrator who has a strong clinical background. We are delighted that he has accepted this position and will continue the tradition of excellence that we have here.

Gordon is professor of medicine and of biochemistry and molecular biophysics at the School of Medicine and on staff at Barnes-Jewish and Jewish hospitals. For the last eight years, Gordon has studied a family of lipid-binding proteins and their genes, using a variety of methods. His lab was the first to use transgenic or genetically engineered mice to study to how the genes that produce these lipid-binding proteins are expressed in different cellular tissues and in different regions of the intestine. These experiments have shed light on the mechanisms that allow the intestine to acquire distinctive functions in its various parts and how intestinal cells differentiate. Using one of these intestinal intracellular lipid-binding proteins as a model, Gordon has also analyzed and defined the molecular and atomic details of fatty acid and proteins interact.

In separate research, his team's analysis of the enzyme N-myristoyltransferase led to the development of a family of compounds that has implications for the LTD4 mechanism. These compounds resemble a fatty acid, a rare, naturally occurring compound, and are currently must be present in order for mice to function, including the LTD4 virus, to replicate. These compounds may also be useful for treating other infectious agents, as well as other pathologic states, such as cancer.

Gordon received his medical degree from the University of Chicago in 1975, and served his internship and residency in medicine at Barnes-Jewish Hospital. He joined the Washington University faculty in 1981 as an assistant professor of medicine.

He was named associate professor of medicine, and was head of the department in 1984, becoming a full professor in both departments in 1987. Since then, he has directed the postgraduate Medical Scientist Training Program, an M.D.-Ph.D. program designed for physician-scientists to integrate their clinical and research training.

Last year, Gordon received the Young Investigator Award from the American Federation for Research and the Young Scientist Award from the National Institute of Diabetes and Digestive and Kidney Diseases. He is on the editorial board of the Journal of Biological Chemistry, and is an associate editor for the upcoming national meeting of the American Society for Biochemistry and Molecular Biology.

Choi has been named chair of pharmacology.

Dennis W. Choi, M.D., Ph.D., has been appointed chairman of the Department of Neurology, and co-head of the Department of Neurology with his colleagues. His appointment, effective July 1, was announced by William A. Peck, M.D., vice chancellor for medical affairs and dean of the School of Medicine. Choi will replace William Landau, M.D., head of the neurology department since 1970, who is retiring after administrative duties as department head but will continue full time with patient care, teaching and research.

Landau's expertise is in movement disorders caused by damage to the nervous system, such as Parkinson's disease and multiple sclerosis.

"We are fortunate indeed to have recruited someone with Dr. Choi's excellent academic credentials," says Peck. "He is a first class vascular neuropathologist, teacher and clinician, and has the talent to lead an outstanding department toward greater achievement and growth."
As many as half a million Americans live in the isolation caused by deafness, unaware that cochlear implants can improve their lives. The composition of their lives, says an expert at the School of Medicine, has changed over the years.

As of December 1990, only 3,500 people worldwide had received multichannel cochlear implants, says Margaret Skinner, Ph.D., an assistant professor of otolaryngology and author of an article in the February issue of the Journal of Ear and Hearing. More than 2,300 of those surgeries were performed in the United States, she adds, but in this country between 20,000 and 30,000 deaf adults and children could benefit from the electronic device, which restores partial hearing to the profoundly deaf.

People with hearing impairment need to know how very much they are helped by the multichannel cochlear implants, Skinner says. “With these implants, people around you will not be able to recognize some words and sentences.”

With a multichannel cochlear implant, an external microphone is placed near the ear to pick up sound and relays it to the speech processor, which is worn on a belt or attached to clothing. The processor then sends a signal through the skin to a surgically implanted cochlear implant, which then sends it to an array of electrodes in the cochlea and picked up by the nerves, allowing the patient to hear.

Multichannel cochlear implants are approved by the Food and Drug Administration (FDA) and have been in use only since 1983. The School of Medicine has been conducting research on these devices since 1984 and is one of about 100 centers worldwide now doing such work.

The FDA has approved clinical investigation of several multichannel cochlear implants, but Skinner says the one that is most useful is the Nucleus 22 Channel Cochlear Implant, which she and her colleagues have been testing for several years. The School of Medicine, 27 adults and 17 children with hearing impairments through the Adult and Pediatric Cochlear Implant Programs in the Department of Otolaryngology.

The benefit of the implants has been proven, Skinner says, but some people may be deterred by the investment of time and money that is required for surgery. The cost, including evaluation, surgery, device and rehabilitation, ranges from $28,000 to $35,000. If the implant is FDA approved, some or all of the expense may be covered by insurance. Equally significant, she says, is the patient’s willingness to undergo extensive rehabilitation to adapt to the implant. “Until you’ve met somebody who has had an implant, it’s difficult to really realize it’s working and worth the cost in terms of time and money,” she continues.

Patient hears bird song
Paynesville resident Lawrence Webb, a patient who received a cochlear implant in January, had a low threshold between the School of Medicine and the world after the device has given him back his life. Webb, 64, had an 85 percent hearing loss that was gradually worsened by injury during an explosion in the Philippines in 1945. Injured in both ears, Webb lived with his hearing impairment for 40 years. During that time, he could not hear a door slam, the telephone ring or his daughter’s voice.

Because of his impairment, he de-
tached himself from society. “Losing your hearing is worse than losing a limb,” says Webb, who three weeks after receiving his implant awoke at 3 a.m. to hear birds singing outside his window. “I depend on my wife for everything and I couldn’t communicate with my son or daughter.” In the beginning, I can’t answer the telephone and recognize my daughter’s voice on the other end, in wife and I can do a little jibberjabber because I hear the music, and I know who it is from the melody,” he wants my attention,” Webb was electrical.

Margaret Skinner, Ph.D., monitors the progress of cochlear implant patient Lawrence Webb.

“With these implants, people around you will not be able to recognize some words and sentences.”

Margaret Skinner, Ph.D., monitors the progress of cochlear implant patient Lawrence Webb.

“A study of the link between Parkinson’s and Alzheimer’s diseases is among several new projects for which volunteers are needed by researchers at the School of Medicine.

These studies are being conducted by the Memory and Aging Project, which sponsors long-term research on intellectual function in older adults. One of the program’s most important research activities is studying how hearing aids and other devices improve the effects of healthy aging to those of Alzheimer’s disease and other neurological disorders. The Memory and Aging Project, which began in 1979, is conducting a study of Parkinson’s disease, funded by the National Institute on Aging.

The program’s goal is to provide regular visits each year. Participants will be of 65 years of age or older are needed for an investigation of the relationship between Parkinson’s and Alzheimer’s. The Parkinson’s patients with Parkinson’s disease are intellectually intact, some experience difficulty with memory and thinking that is similar to Alzheimer’s disease.

BRSG application deadline is March 4
The School of Medicine expects to receive new Biomedical Research Support Grant (BRSG) funds from the National Institutes of Health for the period April 1, 1991 through March 31, 1992.

Investigators seeking support from this grant must prepare a grant application, including a budget page for equipment and consumable supplies, to be received no later than March 4 by Dr. Gary L. Kifer, Contracts Office. The application should be similar in format to the application used to apply for individual research support from the NIH. The application should include a copy of the investigator’s curriculum vitae, and a statement regarding current grant support and whether the project has ever been submitted to the Public Health Service. The research proposal itself should not exceed five pages. A completed Proposal Transmittal Form must accompany the original and four copies of the application.

Preference will be given to research projects that will explore new research ideas, test the validity of these ideas, and then provide preliminary findings that could be used as the basis for research project grant applications. Funds will not be allowed for salary support of the investigator or the investigator’s technical assistance. Grants will be awarded based upon funds available, but will not exceed $1,000. Due to limited funds, no investigator will be funded more than once.

The BRSG Advisory Committee, chaired by Smart, reviewed and approved or approved applications. For more information, call Korsfelf’s office, 362-9803.
University committed to affirmative action policy

Washington University is committed to equal opportunity in its employment and personnel practices, and to policies and practices that will assure that there shall be no discrimination against any person on the grounds of race, color, age, religion, sex, sexual orientation, national origin or handicap. Affirmative Action will be taken in the recruitment, hiring and promotion of minorities, the handicapped and women.

To ensure effective implementation of and compliance with the University's policies and its commitment under pertinent executive orders and laws, positive affirmative action is being undertaken concerning equal employment opportunity. Such action includes

A. Recruitment of minority, female, veteran and handicapped personnel in all job categories with special emphasis being directed toward those categories where deficiencies exist.
B. Utilization of existing (federal or other) work incentive and training programs, where applicable, to qualify persons for entry-level positions.
C. Appointment of representatives to develop plans for the recruitment, training and promotion of minority, female, veteran and handicapped persons; and
D. Continuation and development of programs and opportunities for minority residents in the University community aimed at better understanding and relations.

Policy

Washington University is committed to a policy of equal opportunity employment without regard to race, color, religion, sex, sexual orientation, national origin, veteran status or handicap. These policies apply to all employees on all campuses and departments of the University.

The University is also committed to affirmative action to increase the number and level of qualified members of minority groups of women, of veterans and of the handicapped in those areas in which numbers may be low in relation to the available supply of qualified individuals. To this end, an affirmative action program has been developed and affirmative action officers have been appointed for the Hilltop and Medical campuses.

Chancellor William H. Danforth stated Washington University's policy on affirmative action in a letter to members of the faculty, administrative officers and staff dated Dec. 13, 1971, as follows:

"Other interests and problems may surround affirmative action, but the affirmative action program must be kept on the front burner by the administration and by every division, department and school. Affirmative action should come to mind every time we seek a new person. What is right to do is what we must do because national and institutional goals coincide with federal regulations. Without considerable effort, however, all our good intentions will amount to nothing.

Annual review

The affirmative action program is reviewed each year. The review covers a 12-month period beginning on Oct. 1 and ending on Sept. 30.

Dear department heads, directors and supervisory personnel participate in an annual review of school and departmental affirmative action programs, including salary analysis.

The purpose of the review is two-fold: to assess the progress that Washington University is making in providing equal employment opportunity; and to take corrective action, if it is appropriate.

The 1989-90 annual review was completed in December 1990. The table above profiles the Washington University employment community by Equal Employment Opportunity Commission (EEOC) job category.

Washington University is conducting searches to fill professional positions on the Hilltop Campus.

Director of gift solicitors

The University is seeking a skilled and experienced individual to head the major gifts program and to implement the Hilltop, Olin Library, Campus Box 1061, One Brookings Drive, St. Louis, MO 63130-4899. Deadline for applications began Dec. 14.

Director, Management Center

The University, one of two new academic units of the John M. Olin School of Business, will complement the Hilltop Campus' opportunities for students to deepen their interest in business, of entrepreneurial activity, and of other current developments in the management of other parts of the integral part of the business school's curriculum.

For full consideration, applicants should send a letter of application and resume to: Robert L. Volter, Dean, John M. Olin School of Business, Washington University, Campus Box 1133, One Brookings Drive, St. Louis, MO 63130-4899. Deadline for applications is March 15, 1991.

Preservation/Archival Administrator

The Olin Library System is seeking a creative and service-oriented individual as preservation librarian. This position is responsible for the continuation and updating of the library's preservation policy and three-year plan and reports to the head of the Special Collections Department.

Qualified candidates should send a letter of application and resume to: David T. Busigame, Vice Chancellor, Alumni and Development Programs, Washington University, Campus Box 1061, One Brookings Drive, St. Louis, MO 63130-4899. Deadline for applications is March 15, 1991.

Circulation Services

Search extended

The Olin Library System is seeking a creative and service-oriented individual as head of circulation services. Responsibilities include developing and maintaining a smoothly functioning, user-responsive circulation system that includes reserve, general circulation and stack maintenance.

The position is responsible for oversight of all aspects of the NOTIS-based circulation system in the Olin Library and for extending that system to the eight departmental libraries. The position reports to the associate dean for administration and budgeting.

Applications will be accepted until May 1, 1991.

University applicands employed by the community

The Washington University community was the largest user of the Hilltop Campus, spreading good cheer throughout the St. Louis area.

The Washington University community contributed $2,240.45 to the 100 Neediest Cases fund-raising campaign. This holiday season campaign for the needy in St. Louis was sponsored by the St. Louis Post-Dispatch and United Way.

Contributing schools and departments were: School of Architecture, Office of Financial Aid, Department of Chemistry, School of Business, Alumni and Development Programs, Department of Mathematics, University College, Summer School, Office of Dean of the Faculty of Arts and Sciences, Student Health Service, Office of Administration, Office of Planning. The University's Student Information Systems, Student Activities, Public Affairs and Residential Life.

The Office of Housing and Food Service collected non-perishable food to be delivered to Life Christian Center's Food Pantry.

Personnel News

Personal News appears monthly in the Record and is prepared by Gloria W. White, vice director of Personnel and Development, and other members of the Personnel and Development staff. Questions of personnel interest to all members of the faculty and staff families informed of the benefits and opportunities available at the University.
**CALENDAR**

**February 21-March 2**

**LECTURES**

**Thursday, Feb. 21**


**Friday, Feb. 22**

8 a.m. Performing Arts Dept Teleconferencing Seminar on Contemporary Russian Theatre, with Christopher Beaton, director of the English Language Theatre (According to VARIS). Oleg P. Tolstukh, the Moscow State University of Culture and Art, and co-director of the Institute for Contemporary Theatre Studies, will present. Room 208.

**Monday, Feb. 25**


**Wednesday, Feb. 27**

3 p.m. Department of Microbiology and Molecular Biology, "Three Loop Calculus in QCD," Jos Vermaseren, NIKHEF-H, Amsterdam. Room 241

**Thursday, Feb. 28**


**Friday, March 1**

7:30 p.m. Filmbase Feature Film, "Shakespearian Influence: Women, Race, and Class," Ihor Dyczynski and Andrew Nordhoff. Room 100 Brown Hall. Free. For more info., call 899-0943.

**February 21-23**

**MUSIC**

**Thursday, Feb. 21**

6:30 p.m. Men's Basketball. WU vs. U. of Chicago. Field House.

**February 22-23**

3 p.m. Women's Basketball. WU vs. U. of Miami. Brown Hall.

**Friday, March 1**

3:30 p.m. Women's Tennis. WU vs. U. of Iowa. McCrory Fieldhouse.

**SPORTS**

**Saturday, Feb. 23**

6:30 p.m. Women's Basketball. WU vs. U. of Iowa. Field House.

**Friday, Feb. 22**

4:35 p.m. Men's Basketball. WU vs. U. of Miami. Brown Hall.

**Saturday, Feb. 23**

6:30 p.m. Women's Basketball. WU vs. U. of Miami. Brown Hall.