Bacteria to run our cars, warm our homes

Department of Energy commits $1.6 million to sequencing project

**Founders Day pays tribute to WUSTL faculty, alumni**

BY BARBARA REA

The Eight Honourable Sir John Major, former prime minister of Great Britain and Northern Ireland and a leading authority on globalization, will give the keynote address for the Founders Day celebration Nov. 4. The annual event, sponsored by the Alumni Association, commemorates the founding of Washington University in 1853 and presents distinguished faculty and alumnae from St. Louis. In addition, the Board of Trustees will bestow the Robert S. Brookings Award to persons who have shown extraordinary commitment to building bridges between WUSTL and the St. Louis region.

Tickets are available to the WUSTL community and alumni for the celebration, which will be held in the Adams' Mark Hotel, beginning at 6:30 p.m. For reservations, contact the Alumni Relations Office at 935-6502.

**High-energy clamp simplifies heart surgery**

**By Gwynn Ercon**

School of Medicine heart surgeons have helped usher in a new era in the surgical treatment of atrial fibrillation. Using radiofrequency devices, rather than a scalpel, they've greatly shortened the surgical time it takes to repair an abnormal heart rhythm, its cells grow and divide in 14 to 15 hours.

Why sequence it? The strains will be sequenced at the joint Genome Center in Walnut Creek, Calif., and the DOE's sequencing facility, one of the largest DNA sequencing facilities in the world.

The amazing Cyanobacterium Synechococcus is a bacterium with a well-defined circadian rhythm, or biological clock.

In particular, Cyanobacterium has the uncanny ability to produce oxygen and assimilate carbon through photosynthesis during the day while filtering nitrogen through the night, all within the same cell. Incredibly, even though the organism has a circadian rhythm, its cells grow and divide in 14 to 15 hours.

One additional Cyanobacterium strain, Synechococcus, has already been sequenced by the WUSTL Genome Sequencing Center. The other six will be sequenced at the Joint Genome center at Lawrence Livermore National Laboratory as part of the DOE's research project. Each one is related, but the sequences shown come from different environmental backgrounds and might metabolize differently.

Thus, one or more strains might have biological gifts to offer that the others don't, or else combinations of traits from different strains could provide the most efficient form of bioenergy.

Natural at fermentation

"The Department of Energy is very interested in the production of ethanol or hydrogen and other kinds of chemicals through biochemical processes," said Pakrasi, who also is director of the University's Bioenergy Initiative. "Cyanobacteria have a distinct advantage because they can produce a variety of chemicals. These bacteria may produce the bioenergy of the future."
Legal scholar, culture critic to speak for Assembly Series

By BARBARA RIA

Legal scholar Richard Epstein, feminist author bell hooks will both deliver Assembly Series lectures Tuesday, Oct. 31, and Monday, Nov. 1, respectively. Both lectures are free and open to the public.

The School of Law's Public Interest and Policy Speakers Series, in conjunction with the Federalist Society and the Assembly Series, will present Epstein at 3 p.m. in the Anheuser-Busch Most Courthouse Room 310. Epstein, the James Parker Hall Distinguished Service Professor of Law at the University of Chicago, is widely considered one of today's most influential legal voices.

His perspectives often challenge mainstream viewpoints and are articulated in several books and a large collection of articles on a broad range of legal and interdisciplinary subjects. Epstein's work has been similarly broad in scope. Some of his publications include articles for a Free Society: Reevaluating Individual Ethics in a Common Good, Moral Peril: Our Inadmissible Right to Health Care and Private Property and The Power of Eminent Domain: A Skeptical Appraisal of Eminent Domain. A Modern Case for Classical Liberalism.

In addition to teaching law at the University of Chicago, Epstein also directs the John M. Olin Program in Law and Economics, and is a co-founder of the Center for Clinical Medical Ethics at the University of Chicago.

He earned his bachelor's degree from Columbia College in 1964 and Oxford University in 1966 and is an LLB. from Yale University.

For more information on Epstein's lecture, call 935-6419 or go online to law.wustl.edu/clarke/index.asp?ID=1058.

Assembly Series

What: Libertarian and legal scholar Richard Epstein
When: 3:30 p.m. Oct. 31
Where: Anheuser-Busch Hall
Admission: Free and open to the public

What: Feminist author and social activist bell hooks
When: 11 a.m. Nov. 1
Where: Graham Chapel
Admission: Free and open to the public

He has published more than 30 books and hundreds of essays and articles.

In 1965, a 14-year-old Woman was named by Publishers Weekly among the 20 most important women's books of the past year. She also was named in The Atlantic Monthly as "one of our nation's leading intellectuals.

Her work ranges from self-help to scholarly monographs to personal memoirs. Among her most notable books are: Teaching to Transgress: Education as the Practice of Freedom; Killing Rage: Ending Racism; Black: Memoria of a Ethnologist: Subsumed: Black People and Love; Where We Stand; Class Matters; and Rock My Soul: Black People and Self-love.

His most recent book, Wini- ariu, was published this year. Currently teaching at Berea College in Kentucky, hooks has also taught at Yale University, the University of Southern California, Oberlin College and City College, University of New York.

In addition to her teaching and writing, hooks is a frequent contributor to documentaries and dramas, including "Voices of Power," "Black Is . . . Black Ain't" and "Is Feminism Dead?"

An early scholar in the field of women's studies, hooks earned a bachelor's degree in English from Stanford University in 1977, a master's degree in English from the University of Wisconsin in 1978 and a doctoral degree in literature from the University of California, Santa Cruz, in 1983.

For more information, call 935-4620 or go online to assemblyseries.wustl.edu.

The Cox-Maze procedure is named for Cox, a former director of the Division of Cardiothoracic Surgery, who led the St. Louis research group that developed the technique in 1987. (The word "Maze" is a description of how the procedure looks.) The procedure, which reorganized treatment of atrial fibril- lation, calls for 10 precisely placed incisions in the upper chambers of the heart. The incisions are then sewn up and eventually form scars in the atrial tissue.

The scar tissue stops atrial fib- rillation (or fibrillation) by interfering with chaotic electrical signals that cause the, heart to contract irregularly. By placing roadblocks in the way of these misplaced electrical im- pulses, the Cox-Maze procedure redirects them down their normal route so that they stimulate regular heartbeats.

The clamp-like jaws of the radiofrequency ablation device latch onto a section of heart mus- cle and deliver a thin, focused line of energy that heats and ab- hlects the tissue. Ablation with the devices can replace all but two small incisions that would typi- cally be made during a traditional Cox-Maze procedure.

"We've not only reduced the time needed for the procedure, we've also made the procedure available to more patients," said Donaldson. "In addition to eliminating most of the incisions, the radiofre- quency ablation clamp removes the potential for error by moni- toring when the lesion goes all the way through the tissue and automatically shutting the power off at that point."

By simplifying the Cox-Maze surgery, the method will make the procedure available to more patients. "This has made it possi- ble to offer this curative opera- tion to almost everyone coming for heart surgery who has chronic atrial fibrillation," Donaldson said.

Other devices exist to create the Cox-Maze lesions without using a heart-lung machine.

Clamp Method now available to more patients — from Page 1

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Bacteria Ethanol extracted from photo-bioreactor — from Page 1

The model exists in nature where cyanobacteria form associations with plants and convert nitrogen into a useful form so that plants can use the nitrogen product.

At WUSTL, Pakrasi and his col- leagues have developed a photo- bioreactor to watch Cyanobacteria convert available sunlight into thick mats of green biomass from which liquid ethanol can be ex- tracted.

Pakrasi led the sequencing of Cyanobacterium 11342 at the Focus of a DOE "grand challenge project" that resulted in the sequencing and an- notation of a cyanobacterium gene that could yield clues to how envi- ronmental conditions influence key carbon fixation processes at the gene-mRNA-protein levels. Two of the most critical envi- ronmental and energy science challenges of the 21st century are being addressed in a systems biolo- gy program as part of a grand challenge project at Washington University.

Pakrasi is leading a grand chal- lenge project in membrane bio- sciences, and Brent Mishler, Department of Biology in Arts & Sciences, is leading a project involving the University.

In 2004, the University was directly in- vesting $12 million in a professional development program designed to expand and strengthen their social skills. It's to dine for Fifty-four first-year law students practiced the art of fine dining as part of a pro- fessional development program designed to expand and strengthen their social skills. WUSTL law students Joan Newman (center) conducted the session, held earlier this month at the Whitmore House on the Danforth Campus. A former partner at the St. Louis law firm Thompson Coburn LLP, Newman has made it her business to help prepare aspiring attorneys for success in the legal pro- fession. Above, Newman looks in on law students Ross Kodner and Kathleen Tucker.
School of Medicine to hold 'smokeout' event

By BETT MILLER

In an effort to promote wellness among the School of Medicine employees, a smokeout event will be held on September 26, 2006, the National Quit Smoking Day. "It is an important day for us to come together and take a stand against tobacco," said Michael A. Kass, M.D., associate professor of ophthalmology and visual sciences. The event will help kick off the Tobacco-Free Campus Campaign, which has been in place for the past two years and is part of the School of Medicine's larger effort to promote a healthy campus environment.

The smokeout event will be held from 11 a.m. to 1 p.m. on the basement level of the School of Medicine, and will include activities such as smoking cessation counseling, information about resources available on campus, and live music. Attendees will have the opportunity to sign a petition opposing tobacco use on campus and to participate in a group photo to symbolize their commitment to a tobacco-free campus.

The campaign is part of a larger effort by the School of Medicine to promote wellness and reduce tobacco use among its employees. In addition to the smokeout event, the School of Medicine has implemented a number of other initiatives to promote a healthy campus environment, including a smoking cessation program, a weight management program, and a program to promote healthy eating and exercise.

The smokeout event is open to all School of Medicine employees, and is part of the School of Medicine's ongoing commitment to promoting wellness among its employees. "We want to create a campus culture that values health and well-being," said Kass. "By holding a smokeout event, we hope to send a strong message to our employees that tobacco use is not acceptable on our campus."
The Performing Arts Department (PAD) will present Fiddler on the Roof, one of Broadway's most beloved musicals, at its fall as its fall mainstage production.

In particular, Tevye and his wife, Golde, must find suitable husbands for their three older daughters: Tzeitel, Chava, and Hodel. Yet the girls are strong-willed and, breaking with custom, prefer to make their own matches.

"Fiddler on the Roof is about the disintegration of a way of life," said Jeffrey S. Matthias, sen- ior lecturer, who directs the cast of 45. "It's a very funny and very touching, but it's also bitter-sweet and universally powerful—something is alive in this world. It has all the textures of life."

The story begins when Yente, the traditional matchmaker, informally and well-intentioned, wants to warn Tevye. Yet Tevye resists. (Wolf is the same age as her father.) Meanwhile, Hodel, the second-oldest daughter, in love with Perchik, a radical student from Kyiv; while Chava, the middle daughter, begins a secret relationship with Fyedka, a handsome Russian peasant.

"Tevye was Hodel as completely unsatisfactory but Tevye�试 with him," Matthias explained. "Hodel and Perchik don't even allow Tevye's permission, which infuriates him."

"At the same time, Hodel is with a man she loves, so in a way Tevye is happy for. But Chava's suitor, Fyedka, is a gentile and completely outside the faith. That's where Tevye breaks."

Fiddler is loosely based on the book Tev and His Daughters (1949) by the Yiddish writer Sholem Aleichem (1859-1916).

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To ensure broad communication, certain key University policies are published on an annual basis in a special pullout policy section of the Record. These policies are also available in a number of other places, including the human resources Web site at http:\/\/hr.wustl.edu.

All members of the University community are essential to the continued endeavor for excellence in our teaching, research, service and patient-care missions. Establishing and sustaining an open, positive working and learning environment for faculty, staff and students is a shared responsibility. The policies contained in this section are intended to protect and support such an environment. Please become familiar with the content of these policies and the resources available to you.

Washington University is committed to the maximum use of all human resources and the goal of equal opportunity. Every effort shall be made to ensure that all employment decisions, University programs and personnel actions are administered in conformity with the principles of equal employment opportunity.

I want to take this opportunity to reconfirm the University's commitment to the objectives of equal opportunity in all aspects of our daily operations, including recruitment, hiring, training and promotion in all job titles without regard to race, color, religion, national origin, gender, sexual orientation, age, disability or any of the factors prohibited by law. Washington University is unequivocally opposed to the discrimination that is evidenced by policies or actions that impose unequal burdens, benefits or opportunities on protected classes.

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

Ann B. Prenatt
Vice Chancellor for Human Resources

Washington University Policies

Oct. 26, 2006

Tension: Does high doses of stimulants result in intense personalitv disturbances including visual and auditory hallucinations, delusions and paranoia. Tolerance develops rapidly. Crack users do not develop tolerance to stimulant drugs (e.g. methamphetamine and cocaine). The use of cocaine causes a decrease in cardiac output resulting from stimulant or respiration failure. Stimulants are addictive and while withdrawn from stimulants show less damage than with depressants, depressions can make a person vulnerable to suicide.

Cannabis: The mood altering effects of marijuana are the result of the chemical delta 9 tetrahydrocannabinol (THC). THC is fat soluble and can remain in the body up to three weeks after smoking one marijuana cigarette. Consequently, routine urine screening will not detect marijuana use caught through urinalysis. Research indicates that regular use may have long-term effects on the user's brain, heart and reproductive organs. The continuous ingestion of high chemical doses found in marijuana make it particularly harmful to the lungs, heart and brain. Use and continued, lack of dilution and diminished attention span are some of the effects of regular marijuana use. Long-term use may result in psychological dependence and change in tolerance.

Alcohol: Abuse of alcohol can produce severe health risks, including death. Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including domestic violence, child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. Fetal alcohol syndrome is accompanied with irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming problem drinkers.

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

A. Drugs:

I. Introduction

Washington University is unequivocally opposed to the misuse of lawful drugs and the possession and use of unlawful drugs. Pursuant to the requirements of the Drug Free School and Community Act Amendments of 1989, Public Law 101-226, Washington University adopted the following Drug and Alcohol Policy.

The law requires that, as a condition of receiving federal funds or any other form of financial assistance under any federal or state program, Washington University must certify that it has adopted and implemented a program to prohibit unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as a part of any of its activities.

II. Standards of Conduct

A. Illicit Drugs:
The unlawful manufacture, possession, distribution or use of illicit drugs on Washington University premises or as a part of any of its activities by University students, employees or their guests is prohibited.

B. Alcohol:
Federal legislation prohibits the unlawful possession, use or distribution of alcohol. The possession and use of alcohol by non-intoxicated persons twenty-one (21) years of age or older, is according to Missouri law, lawful. University policies limit the lawful use of alcohol to appropriate occasions. Undergraduate students should contact the Office of Student Affairs for standards regarding appropriate use and possession of alcohol. Graduate students should contact their Dean's Office.

III. Legal Sanctions

A. Drugs:
The manufacture, possession, sale, distribution and use of illicit drugs is prohibited by city and county ordinance, state law and federal statute. Punishments range from fines of $50 to life imprisonment. The statutes and ordinances define the drugs deemed "illicit." The U.S. Supreme Court has also upheld the right of states to define cannabis as an illegal controlled substance on University property. Persons convicted of this offense can be sentenced to imprisonment

V. Drug and Alcohol Counseling, Treatment or Rehabilitation or Re-Entry Programs

A. University resources include the University Health Service, Danforth Campus, 362-5932, the Psychological Service Center, 395-4355, the Department of Psychiatry, 362-7002 and the Alcohol and Drug Counseling, Treatment or Rehabilitation or Re-Entry Programs, Campus Box 8052, (314-935-5152).

B. Numerous non-University counseling programs exist in the St. Louis metropolitan area. Many programs advertise extensive medical and psychological screening. Further information regarding such programs is available through the University Health Service or your private physician.

VI. Disciplinary Sanctions

In the event that appropriate disciplinary procedures are not successful, the student is subject to disciplinary procedures administered by the staff member's supervisor. As an initial step, a meeting may be held with the student at the discretion of the appropriate supervisor. Further disciplinary action will be considered. The student may have the right to a hearing before an appeals board. Violations of the codes of conduct will result in disciplinary sanctions. The violations of the codes of conduct will result in disciplinary sanctions. The University may terminate the residence hall contracts of students violating its standards.

Programs:

- Alcohol and Drug Counseling, Treatment or Rehabilitation or Re-Entry Programs
- Cannabis: The mood altering effects of marijuana are the result of the chemical delta 9 tetrahydrocannabinol (THC). THC is fat soluble and can remain in the body up to three weeks after smoking one marijuana cigarette. Consequently, routine urine screening will not detect marijuana use caught through urinalysis. Research indicates that regular use may have long-term effects on the user's brain, heart and reproductive organs. The continuous ingestion of high chemical doses found in marijuana make it particularly harmful to the lungs, heart and brain. Use and continued, lack of dilution and diminished attention span are some of the effects of regular marijuana use. Long-term use may result in psychological dependence and change in tolerance.
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- If you have questions regarding any of these policies, please feel free to contact me or any of the individuals identified in the specific policies.
Policy on Sexual Harassment

I. Introduction and Policy Statement

Washington University is committed to having a positive learning and working environment for its students, faculty and staff and will not tolerate sexual harassment.

Sexual harassment is an attack on the dignity of individuals and the integrity of the university as an institution of learning. Academic freedom can exist only when every person is free to pursue ideas in a non-threating, non-coercive atmosphere of mutual respect. Sexual harassment can permeate the learning environment, the careers, educational experiences and innumerable settings and activities of all members of our university community.

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

II. What Is Sexual Harassment?

For the purposes of this statement, Washington University has followed the Equal Employment Opportunity Commission (EEOC) definition of sexual harassment for its student community: Sexual harassment is defined as any unwelcome sexual advance, request for sexual favor or other unwelcome verbal or physical conduct of a sexual nature whether committed on or off campus, when:

1. submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment or academic advancement;
2. submission to or rejection of such conduct by an individual is used as the basis or threatened to be used as the basis for employment or academic decisions or assessments affecting an individual;
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating or hostile environment for work or learning. Such conduct will typically be directed against a particular individual or individuals and will either be abusive or severely humiliating or will persist despite the objection of the person targeted by the speech or conduct.

Sexual harassment includes but is not limited to situations where one person has authority over another. In such situations, sexual harassment is particularly serious because it may unfairly exploit the power inherent in a faculty member's or supervisor's position. Sexual harassment can be verbal, visual, physical or communicated in writing or electronically. Some conduct obviously constitutes sexual harassment—such as a threat that a grade or promotion will depend on submission to a sexual advance. But whether particular conduct constitutes sexual harassment will often depend upon the specific context of the situation, including the participants' reasonable understanding of the situation, their past dealings with each other, the nature of their professional relationship (e.g., supervisor-subordinate, colleague, etc.) and the specific setting. The inquiry can be particularly complex in an academic community, where the free and open exchange of ideas and viewpoints preserved by the concept of academic freedom may sometimes prove disruptive, disturbing or offensive.

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

- requests for sexual favors
- hugging, rubbing, touching, patting, pinching or brushing another's body
- inappropriate whistling or staring
- veiled suggestions of sexual activities
- requests for private meetings outside of class or business hours for other than legitimate mentoring purposes
- use in the classroom of sexual jokes, stories or images in no way germane to the subject of the class
- remarks about a person's body or sexual relationships, activities or experience
- use of inappropriate body images to advertise events
- use of inappropriate clothing or body adornments

Members of the University community can expect to be free from sexual harassment and thus all members of the University community should guard against it. The fact that someone did not intend to sexually harass an individual is generally not considered a sufficient defense to a complaint of sexual harassment, although the reasonableness or the accuser's perception may be considered. In most cases, it is the effect and characteristics of the behavior on the complainant and whether a reasonable person similarly situated would find the conduct offensive that determine whether the behavior constitutes sexual harassment.

III. Confidentiality

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

If you want to discuss possible harassment in a more confidential setting or clarify your feelings about whether and how you wish to proceed, you may want to consult a social worker, therapist or member of the clergy, who is permitted, by law, to assure greater confidentiality. Clergy and counseling resources on campus are listed in Bearings, Ternion and Safety and Security on the Danforth Campus. In addition, any member of the faculty, staff or student community may contact the Student Counseling Services at 935-1980 for a confidential discussion and, if desired, referral to off-campus resources.

IV. Seeking Advice; Making a Complaint

If you believe that you have been sexually harassed, you have a number of response options, both formal and informal. Some people may wish to pursue informal means instead of or before forming a formal complaint; others will not. If an informal procedure is ineffective, the formal procedures will remain open to you. You should select the route you feel most appropriate for your circumstances. However you wish to proceed, you may consult at any time with the Danforth or Medical Center Sexual Harassment Response Coordinator listed for the cessation of unwelcome and offensive conduct.

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

The University seeks to protect the rights of all persons, accusers and accused, to fair procedures. Acquisitions of sexual harassment typically have injurious far-reaching effects on the careers and lives of accused individuals. Allegations of sexual harassment must be made in good faith and not out of malice. Knowingly making a false or frivolous allegation of sexual harassment, whether in a formal or informal context, will be treated as a serious offense under this policy and, where it applies, the University Judicial Code. If you believe you have been falsely accused of sexual harassment you may use the procedures of this policy or the University Judicial Code, where applicable, to seek redress. See Section IV.

VII. Possible Sanctions
Possible sanctions for a person found guilty of behavior in violation of this policy include but are not limited to the following:

- oral or written reprimand, placed in the personnel file
- required attendance at a sexual harassment sensitivity program
- suspension (for a period of time to be determined by the Coordinator or Advisor)
- fine
- demotion
- suspension, probation, termination, dismissal or expulsion

While counseling is not considered a sanction, it may be offered or required in combination with sanctions. Where alcohol is involved in the sexual harassment, such counseling may include an alcohol abuse program.

If an employee or student is accused of sexual harassment and, any of the sanctions set forth in the University Judicial Code may also be invoked.

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

Approved by the Washington University Senate Council, October 19, 1995.
Approved by the Washington University Senate, April 22, 1996.
Revision approved by the Washington University Senate, April 18, 2006.

This policy supersedes prior University Policies on Sexual Harassment.

Sexual Harassment Coordinators and Advisors (as of January 2000)

Dandarpark Campus
Coordinator: Ann B. Pensam – 955-7746
Advisors: Lorraine Gaith-Noak – 955-8048 (complaints by faculty, staff and others)
Kathy Steiner-Lang – 955-9109 (complaints by students and others)
John Drulak – 955-9467 (complaints by faculty and others)

Medical Campus
Coordinator: Legal Counsel – 362-4900
Advisors: Appleton Cotton – 362-7198 (complaints by faculty, staff and others)
Dr. Leslie Kuhl – 362-7181 (complaints by students and others)
Sanda Slaight – 362-4917 (complaints by staff and others)
I. Introduction and Policy Statement

Washington University is committed to having a positive learning and working environment for its students, faculty, and staff. This policy prohibits discrimination on the basis of race, color, age, religion, gender, sexual orientation, national origin, veteran status or disability, and (c) supports and enforces the Code of Conduct's key features.

II. What Is Discriminatory Harassment?

Discriminatory harassment is unwelcome and objectively offensive conduct that (a) has the purpose or effect of unreasonably interfering with an individual's work or academic performance, and (b) is based on an individual's race, color, age, religion, gender, sexual orientation, national origin, veteran status or disability, and (c) is severe, pervasive, and intimidating.

III. Confidentiality

The University of Washington will make reasonable efforts to ensure the privacy of all parties involved in an investigation. Accusations of harassment typically have injurious far-reaching effects on the careers and lives of accused individuals. The University seeks to protect the rights of all parties involved in an investigation, providing fair procedures.

B. Formal Procedures

Whether or not you have attempted to resolve a harassment claim informally, you may initiate a formal harassment grievance proceeding by filing a written complaint. This process may lead to a formal hearing at which evidence will be considered and witness testimony heard. If this is the course you wish to take, the Coordinator may mediate or arrange for mediation. The Coordinator may mediate or arrange for mediation. The Coordinator may mediate or arrange for mediation.

Complaints against students or student groups: Residential Life Center 10 Campus Box 1184

Complaints against faculty or staff: Faculty and Administrative Affirmative Action Policy

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Washington University Code of Conduct

Introduction

The Washington University Code of Conduct governs "members of the Washington University community," employees, volunteers, and those who do business with the University. It is based on the ethical and legal standards that guide their decisions and actions of all members. The University's Code of Conduct may be revised from time to time. The Code, along with a Questions and Answers document, is always available on the Web at codeofconduct.wustl.edu.

Compliance with Laws and University Policies

The University and each community member transact business in compliance with all laws, regulations, and University policies. The statements below outline the primary components of the Code of Conduct's key features.

Integrity and Ethical Conduct

Responsibilities of the Washington University community are governed by the highest ethical and professional standards of conduct as a part of its mission, the promotion of learning. To achieve this goal, the University relies on each community member's behavior, honesty, integrity, and good judgment. Each community member should demonstrate a commitment to each of these values in his or her actions.

Washington University operates in accordance with the Code of Conduct's key features.

Committees

All of these committees may be contacted: c/o Office of Human Resources, North Brookings Hall, Room 126

Campus Box 1184

Hearing procedures are set out in the Washington University Code of Conduct, Human Resources Advisory Committee

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Ann Hamilton to lecture on “The Practice of Work: From Silence to Speech” Oct. 26
Lecture to mark opening of Sam Fox School of Design & Visual Arts

By LANA OTTEN

Ann Hamilton, Ph.D., professor emeritus of the University of Texas at Austin, will deliver a lecture titled “The Practice of Work: From Silence to Speech” on Oct. 26. The talk, sponsored by the Sam Fox School of Design & Visual Arts at Washington University in St. Louis, will take place in Brown Hall, Room 100. A reception for Hamilton will precede the talk at 5 p.m. in Duncker Hall, Room 187.

Hamilton — a 1993 recipient of the MacArthur “genius” grant — has long been known for her large-scale installations that combine new technologies with traditional materials. She is the author of three books and her work has been shown in major exhibitions at MoMA, the Guggenheim Museum, and the Venice Biennale.

Since 1992, she has lived in Columbus, Ohio, where she earned a bachelor’s degree in textile design at the University of Wisconsin-Madison in 1985. From 1985-1991, she taught at the University of California, Santa Barbara. Since 1992, she has lived in Columbus, Ohio. She is a professor of art at The Ohio State University.

Hamilton’s work has been exhibited extensively throughout the world. In her 1999, her installation “The Paper of Remembrances” opened in the courtyard of the Tisch Professor of Arts and Sciences at Skidmore College. It was the artist’s first solo show in a major museum.

In 2002, she created a video screen that both obscured and transformed the neo-classical American pavilion, which appeared to ripple like water. Inside, newly uncovered alkyd illuminated intense, fuchsia-colored powder (distributed by a hidden mechanism) as it flowed slowly downward the surface of the video screen.

For Cyprus, an acclaimed 2004 commission for the United Nations, Hamilton fashioned a kind of indoor storm, filling the building with sheets of flurrying white paper. The paintings were continuously “inhaled” (in the artist’s phrase) by powerful mechanical systems, and a warm, sunlit glow. The installation continues often includes an office of her performance and she frequently has collaborated with dancers and musicians.

In 2006, she won the New York Dance and Performance “Bessie” Award for her installation “The Earth, My Home.” Appella, a collaboration with choreographer Meg Stuart and her company, Damaged Goods, toured Europe and the United States during the 1999-2000 season.

Another honor includes a Larry Aldrich Foundation Award (1996), a National Endowment for the Arts Visual Arts Fellowship (1993), the Smithsonian Medal for Science Communication (1992) and a Guggenheim Memorial Fellowship (1989).

A book about Hamilton’s work by Joan Wallis was published in 2002. For more information, call 935-9345 or e-mail: nara_herman@wustl.edu

Memorial reading to honor Charles Newman

The Department of English in Arts & Sciences will host a memorial reading in honor of Charles Newman, the University’s longest tenured faculty member, who died on May 20 at the age of 84.

The event, which is open to the public, will take place on Thursday, Oct. 26, in Dunster Lounge, Duncker Hall. It will feature readings and recollections of Newman by his colleagues as reminiscences by friends and former students.

Scheduled speakers include:

Woody Allen, director, actor, and screenwriter
Mary distinguished Professor Emerita of Humanities; Richard “Red” Waton, Ph.D., professor emeritus of philosophy; Margaretta Boyers, executive editor of the quarterly journal Salmagundi; and Robert Boyers, editor of Salmagundi and the Tisch Professor of Arts and Sciences at the University of Virginia.

A founding editor of the prescient literary magazine, Newman earned a bachelor’s degree from Yale University in 1960 and taught at Northwestern University from 1964-1975. He moved to the University of Chicago as professor of English and director of the Writing Seminars department in 1975-79.

Newman, born April 18, 1938-1985, Newman took a break from academia and was owner/manager of a horse and dog-breeding farm in Virginia, Va., while also working on his acclaimed novel White Jazz, which Newman first came to WUSTL as the Visiting Professor of Creative Writing in January 2002 and taught in the English Department. He also continued to publish, and his work appeared in more than 150 anthologies and 170 literary magazines.

Newman’s work includes the novels New Sex (1966) and The Promenademaker (1973), as well as the seminal collection There Must Be More to Life Than This (1978). He has also produced the autobiographical A Child’s History of America and a critical study, The Postmodern Aura: The Art of Fiction in an Age of Illusion (1985). For more information, call 735-1170.

Football defeats Case Western; 2-0 in UAA

The football team notched its third consecutive victory with a 13-6 win over Case Western Reserve University Oct. 17 at Francis Field.

WUSTL improved to 3-1-2, 3-0-2 in the University Athletic Association (UAA), while Case Western Reserve fell to 3-4-2, 0-4-2 in the league.

The win sets up a match-up at home at noon Oct. 28 against Carthage College. Underclassmen’s WUSTL’s defense (2-0 in UAA), while Carthage’s offense (6-0 in UAA) was shut down by the Bears. The Bears also held their opponent under 100 yards rushing for a second straight time this season, as Carmen Mellon rushed for just 66 yards.

The Bears offense had a season-high 143 yards of total offense in the victory, including 26 in the second half.

Senior defensive end Drew Wellington led the Bears’ defensive unit with seven tackles (six solo) and 3.5 sacks for loss. He also had three sacks and a forced fumble in the win. Wellington increased his season total tackles to 113 for loss to 16.5 and upped his Defensive Player of the Week voting average to 2.79.

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Soccer

The No. 2 WPU soccer team defeated the University of Missouri-St. Louis 3-1 at the Francis Field House.

The Bears matched their all-time single-match block record (24) as defender Adam Bouton, goalie Whitney Smith tied the WUSTL individual single-match block record (seven) for the second time this season.

An UMStL scored the first two points in Game 1, WUSTL went on a 3-0 run to lead 3-2 at halftime with a 20-12 lead when Smith turned up with sophomore right-side attacker Nikki Morrison for a double block, and WUSTL won for its 28-24 win.

The Red and Green took Game 2, 2-0, but UMStL responded with 30-26 and 30-27 wins in Games 3 and 4, respectively.

In Game 5, the Bears pushed ahead 8-6, made 12-7 and cruised to a 1-5-7 win.

Morrison finished the match with 13 kills in 25 attempts and added six blocks. Of her 13 total blocks, seven were from her left side, while she also moved into eighth place on the WUSTL career blocks list with 388.

Men’s soccer defeats Grenville College

The men’s soccer team went into fall break on a positive note with a 2-0 victory over Grenville College Oct. 19 at Francis Field.

WUSTL took a 1-0 lead in the first half and tied two goals as sophomore Ben Ryan scored the first goal of the game for the Bears in the 18th minute, and freshman John Geer scored his fourth goal of the season in the 52nd minute.

Junior goalkeeper Kevin Berger added a penalty kick in the 75th minute to round out the scoring.

Washington University in St. Louis is a private, nonprofit research university dedicated to discovery and the advancement of knowledge. It is one of 148 selective liberal arts colleges and the nation’s oldest and provides an individual as the best in the country for his combined academic excellence and exemplary community service.

A 2006 Don Hanover Foundation award recipient for his contributions to a national All-America selection, Washington leads the Bears to a second-place finish in the UAA.

In Game 1, WUSTL defeated Grenville 2-1, with two goals by sophomore Ben Ryan (240, 247), two steals and an interception return for a touchdown in six games.

Sports

Men’s soccer: Dominos’ Pizza Sponsorship

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And more...
Tom Friedman's Pure Invention opens at Kemper Art Museum

Alumnus exhibition inaugurates College of Art Gallery; on view through December

BY LIAM OTTEN

Play-Doh, spaghetti and aluminum foil — sculptor and printmaker Tom Friedman's transformative, sometimes kitschy, artworks crafted of almost anything.

This fall, the Mildred Lane Kemper Art Museum will augment the new College of Art Gallery with Pure Invention, an exhibition of 30 works from the reknowned WUSTL alumnus. Drawn largely from Saint Louis' arts collections, Pure Invention is curated by Michael Byun, professor and director of the Sam Fox School of Design & Visual Arts. It features more than 60 artists, from faculty and students in the Sam Fox School and those affiliated with the Universidad Autonoma de Coahuila, Mexico.

Pure Invention is one of three Kemper exhibitions scheduled this fall, along with an installation of the permanent collection — at Kemper Art Museum. All exhibitions are free and open to the public and remain on view through Dec. 31. Hours are 11 a.m.-6 p.m. Mondays, Wednesdays, Thursdays and Saturdays; 11 a.m.-4 p.m. Fridays, and 11 a.m.-6 p.m. Saturdays and Sundays. The museum is closed Tuesdays.

For more information, call 935-4523 or go online to kemperartmuseum.wustl.edu.

WUSTL co-sponsors regional writing center conference

BY SUSAN KILLENBERG-MCGEE

More than 225 writing center professionals will attend the Midwest Writing Centers Association (MWCA) 35th annual regional conference Oct. 26-28 at the Crowne Plaza Clayton Hotel. WUSTL and Fontbonne University are co-sponsoring the conference, titled "Ripe for the Frontier: Look Up, Look Out!"

"Writing center administrators and tutors from all around the Midwest will come together to explore a variety of ways to encourage and support student writing," said Denten Sally, director, The Writing Center at WUSTL and a member of the MWCA conference planning committee.

"Washington University is planning an informal, open conference. There will be many opportunities to share ideas and to engage in dialogue about writing center work, and much to look forward to afterward. Conferences..."

Several members of The Writing Center will attend in the conference to focus on writing center theory, research and future directions.

"Salli will participate in two panel discussions. In the first one, "Mentoring in the Center: How We Help: Faculty, Peer Tutors" and "Small College, Big Impact," she and Serita R. Muhal, a doctoral candidate in English at the University for the Arts, New York, among other speakers on "The Literary Memoir."" She will discuss what writing center professionals can do to engage in dialogue with writing center professionals in the arts.

"Our writing center is unique because we work with professional writers. In addition to examining the issues surrounding writing center administration, I think the daylong conference will help students get a variety of ways to work with writing center professionals in the arts," she said.

Salli also will attend a brief session with other tutors and presenters at the conference titled "The Literary Memoir: How one creative writing as-
Community service honored

By Neil Schoenherr

WUSTL has been listed on the Wall Street Journal's Community Service Honor Roll since 1996. The program, launched in 1993 as a reflection of our students' passion and enthusiasm for community service, has grown to cover every corner of the University, and they do so with creative, team-oriented and scalable service projects. Stephanie Kurtzmann, graduate and associate director of the Richard A. Grunsky Institute for Public Service at WUSTL, has been listed on the Wall Street Journal's Community Service Honor Roll since 1996. The program, launched in 1993...
John W. Clark, Ph.D., the Wayman Crow Professor of Physics and chair of physics in Arts & Sciences, works on a problem with Haochen Li, a doctoral student who has been his research assistant for four years and served as his teaching assistant in two courses. "John has been a great adviser and mentor to me," says Li. "I especially respect him for his original mind, his energy and dedication to research. Almost every time I talk with him about research, I get inspired by him."

"John's tenure as department chair has been marked by quiet dignity," says James A. Miller, Ph.D., the Albert Gordon Hill Professor of Physics. "He is a leader who is respected for the important role that he has led a diverse and sometimes demanding faculty to a continuous progress and kindness." Since the mid-1980s, Clark's research has been increasingly interdisciplinary. An early interest in teach traditional models for quantum mechanics led to work with Charles M. Anderson, Ph.D., research professor of neurobiology, aimed at a theory of neural information processing that embodies fundamental principles of probability theory.

"His lectures at professional meetings have been invaluable," says Campbell. "They are deep and thorough, both pedagogical and intellectual. In the many-body physics community, I believe that he is more often asked to give pedagogical lectures at professional meetings than any other member of that community, both because of the impact and timeliness of his research as much as the importance of the advice he offers."

"He is always a first-rate colleague," says Clark. "Clark is a contributor as a collaborator with and mentor to hundreds of physicists worldwide and is a leader in his role on numerous international advisory committees and editorial boards and as organizer of many conferences in several different subfields of physics. His lectures at professional meetings have been invaluable," says Campbell. "They are deep and thorough, both pedagogical and intellectual. In the many-body physics community, I believe that he is more often asked to give pedagogical lectures at professional meetings than any other member of that community, both because of the impact and timeliness of his research as much as the importance of the advice he offers."

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