Grants to test strategies to eliminate cancer disparities

Disadvantaged and minority populations are more likely to be diagnosed with and die from cancer than other groups in the United States. A five-year, $8.6 million grant will explore how improved information and referral systems can help eliminate these disparities.

The grant, from the National Cancer Institute, was awarded to the Health Communications Research Laboratory (HCRL) at the George Warren Brown School of Social Work and establishes the HCRL as one of only five Centers of Excellence in Cancer Communication Research nationwide.

The grant will enable the HCRL to test communication strategies to enhance prevention, early detection, and treatment of cancer in low-income populations. The research will take place in real-world settings with local partners, including the United Way of Greater St. Louis, Missouri Department of Health and Senior Services and Missouri Foundation for Health. The grant also supports research with the American Cancer Society to evaluate effects of a national cancer news service for minority-serving media.

"We know a lot about how to prevent cancer or detect it early, and many of these services are available free to those with low income or no insurance," said Matthew W. Kreuter, Ph.D., principal investigator of the grant and director of the HCRL. "But we need to do a much better job connecting people to these services."

Kreuter is a professor at the Brown School and holds an appointment at the School of Medicine. Additionally, he is a scholar at WUSTL Institute for Public Health.

The grant will fund three studies. In the first study, 3,564 participants statewide will receive referrals to free cancer prevention and screening services available close to home. Some will receive help from a personal assistant or individualized health information to act on the referral.

The second study will evaluate a news service that distributes localized cancer information to minority-serving newspapers. The American Cancer Society will select these newspapers through a national competition.

Treatment filters out bad cholesterol

Diet and lifestyle changes, combined with medication, can lower the risk of heart attack and stroke in patients with high levels of so-called bad cholesterol. But some patients genetically predisposed to high levels of LDL (low-density lipoproteins) don't respond well to drug therapy.

New School of Medicine physicians can help these patients with a technique called LDL apheresis, a treatment with an FDA-approved system known as HELP (Hepatic Endogenous Lipoprotein Precipitation), which filters LDL cholesterol out of the blood.

"The blood is separated into red cells and plasma, and the plasma is run through a device containing material that grabs on to bad cholesterol particles," said Anne Carol Goldberg, M.D., associate professor of medicine. "It picks up the particles that contain a protein found on LDL cholesterol and removes them from the blood. Then the plasma is put back together with the red blood cells, minus the LDL, and returned to the body."

The therapy reduces LDL cholesterol levels by at least 50 percent, according to Goldberg, a cholesterol specialist. Sometimes as much as one-third of a patient's LDL will be removed during treatment. Unfortunately, the bad cholesterol will begin to build up again in the days and weeks following treatment, so patients who qualify for the therapy must receive treatment twice a month.

The HELP system is designed primarily for people with inherited genetic defects that cause their LDL levels to be extremely high. Most have been seen at Treatment. Page 2

Founders Day gala to feature Newsweek editor Jon Meacham

Annual event honors faculty, alumni

Washington University's Alumni Association will commemorate the institution's founding at the annual Founders Day ceremony Nov. 8 at the American Center in downtown St. Louis.

A hallmark of the event is the presentation of the Distinguished Faculty Awards, the Distinguished Alumni Awards and the Robert S. Brookings Awards. The event also features a prominent speaker, and this year's guest is journalist and author Jon Meacham, editor of Newsweek magazine.

Tickets are available to the WUSTL community and alumni and can be reserved by calling 935-3212.

In 1995, Meacham arrived at Newsweek as national affairs editor. In this position, he covered some of the most significant news stories of the time, beginning with the Monica Lewinsky scandal and the impeachment process of President Bill Clinton. Under his direction, Newsweek was honored with two National Magazine Award citations for general excellence.


Both have enjoyed broad appeal as well as critical praise. Because of his broad-based knowledge of current issues, he is a frequent guest on national talk shows.

Distinguished Faculty Awards

The Distinguished Faculty Awards are being presented to four WUSTL professors who have demonstrated outstanding commitment to teaching and to intellectual and personal development. They are Elizabeth C. Childs, Ph.D., associate professor and chair of art history and archaeology in Arts & Sciences; Dorsey D. Ellis, Jr., dean emeritus and the William J. Ortwein Distinguished Professor of Law; Robert J. Rothmann, M.D., professor of pediatrics in the School of Medicine; and Gustab N. Yadamu, Ph.D., associate professor of social work and director of international programs at the George Warren Brown School of Social Work.

Elizabeth C. Childs

After earning an undergraduate degree in art history and anthropology and a doctorate in modern art history from Columbia University, Childs began teaching at the State University of New York at Purchase.

She joined WUSTL in 1993 as an assistant professor and was promoted to associate professor five years later. She is the first female chair of the art history and archaeology department.

Her research focuses on the relationship of colonialism, travel, and Latin choreography: Luna Negra

Dance Theater comes to Edison

Record
The Ploughman Poet

Workers admire their efforts to restore the statue of Scottish poet Robert Burns, located on the southeast side of campus adjacent to Wixey Hall. The eight-foot-tall bronze statue by Robert Ingersoll Aitken is part of the Mildred Lane Kemper Art Museum collection and was donated by the Burns Society in 1928. The statue cost $10,000 to create and $29,000 to restore to its original luster. A dedicated group of St. Louisans of Scottish descent raised the funds to cover the restoration, the first of many steps to making Burns a destination on campus. Facilities plans to create a stone path to the statue later this fall and will begin leveling the ground around the pedestal in the spring. The group's goal is to complete the restoration and landscaping in time for the 250th anniversary of Burns' birth, Jan. 25, 2009.

The annual health open-enrollment period for the health- and dental-only plans, the health-and-child-care flex spending plans, the Health Savings Account (HSA) and the Retirement Medical Savings Account (RMSA) will be from Nov. 1 to 30.

Enrollments and changes to these plans made during the open-enrollment period and before the Nov. 30 deadline will be effective Jan. 1, 2009, for calendar year 2009.

The open-enrollment period is only the time during which employees and retirees may enroll in the flexible spending plans, the RMSA and the HSA.

Knowing how important it is for employees to make the best decisions when they are in need of care, the company's Office of Human Resources will hold 15 one-hour informational meetings for employees. These meetings provide employees with the opportunity to receive a further explanation of all of the benefit information included in the Health Open Enrollment brochure and to ask their general and specific questions, said Tori Lauman, director of benefits, who will be attending all of the open-enrollment meetings.

Can be found (as of Nov. 1) at www.wustl.edu/calendars/ or at yascale.com/eras/workshop/metrolouis.org.

For more information about open enrollment, contact the Dartmouth or Medical School Benefits Departments.

The health and vitality of the St. Louis region are important to us all. Great cities have great transit systems. Those of us who have lived here and who have enjoyed all that the greater St. Louis region has to offer must do everything possible to support Proposition M.

Please consider the future of our regional transit system and cast your vote "yes" on Proposition M. If you would like additional information, visit noresetmetrolink.com. Consider supporting Proposition M and hope that you will consider supporting this important proposal.

Sincerely,

Mark S. Wrighton

Mark S. Wrighton
in BJC Institute of Health recognition goes to Gordon, Holtzman

BY BETH MILLER

Jeffrey L. Gordon, M.D., and David M. Holtzman, M.D., have received the highest honors medical scientists in the United States can receive. Gordon is the Dr. Robert L. Glaser Distinguished University Professor and director of the Human Genome Center for Genome Sciences, and Holtzman is in the Andrew B. and Gretchen P. Jones Professor and chair of the Department of Neurology. Gordon is internationally known for his research on gut develop- ment and how gut microbes affect normal intestinal function and predisposition to cer- tain diseases. By understanding the quiescence genes present in gut microbial communities of obese and lean mice and by reestablishing the gut microbiota of transplanting these germ-free mice, he has shown that microbial communities of obese mice have an increased capacity to harvest calories from the diet. His work provided the basis for treating obesity and malnourished twins to join the faculty at WUSTL. Gordon earned a bachelor's degree in engineering from California Institute of Technology and completed a postdoctoral research at the National Institutes of Health. He has been on the faculty since 1981 and has mentored about 100 graduate students, fellows and postdoctoral fellows. His research has been published in the National Academy of Sciences and the American Academy of Arts & Sciences. He has published 400 research papers and holds 23 U.S. patents.

Holtzman is known as one of the leading experts in researching the underlying mechanisms that lead to Alzheimer's disease in an effort to improve diagnosis and treatment. In addition to serving as the Alzheimer's Dis- ease Research Center and the School of Medicine's Neurology Research Institute, Holtzman researches working with animal models of Alzheimer's and works closely with the Alz-heimer's Disease Research Center. His group has been actively researching revealing mechanisms underlying how danger- ous amounts of a protein called amyloid-beta may accumulate in the brain many years before symptoms arise. These basic science investigations have evolved over the years and now are focused to go into the clinic. Gordon earned a bachelor's and medical degrees from North- western University. He completed an internship, residency and fellowship at the Mayo Clinic in Rochester, Minnesota. He is a member of the National Academy of Sciences and the National Academy of Medicine.

Barnes-Jewish Hospital plans to open the BJC Institute of Health in late 2008. The 700,000-square-foot BJC Institute of Health is the result of a $230 million renovation and complete postdoctoral research at the National Institutes of Health. He has been on the faculty since 1981 and has mentored about 100 graduate students, fellows and postdoctoral fellows. His research has been published in the National Academy of Sciences and the American Academy of Arts & Sciences. He has published 400 research papers and holds 23 U.S. patents.

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Luna Negra Dance Theater blends ballet and modern dance with contemporary Latino and Afro-Caribbean forms.
Washington University Policies

Drug and Alcohol Policy

Introduction

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 promote 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 conformance with the principles of equal employment opportunity.

We want to take this opportunity to reaffirm 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, gender identity or expression, age, disability or veteran status.

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

Drug and Alcohol Policy

Washington University is committed to maintaining a safe and healthful environment for the members of the University community by promoting a drug-free environment as well as one free of the abuse of alcohol.

Washington University strongly prohibits the unlawful manufacture, sale, distribution, dispensation, possession or use of controlled substances or alcohol on University property or as a part of any University activity. All faculty, staff and students must comply with this policy as a condition of their employment or enrollment.

Faculty and staff members are prohibited from reporting to work under the influence of alcohol, chemicals, or drugs, including legally obtained prescription drugs, which impair their work ability well up to and including termination and/or to require the employee to satisfactorily participate in a drug abuse assistance or rehabilitation program.

I. Standards of Conduct

Washington University strictly prohibits the unlawful manufacture, sale, distribution, dispensation, possession or use of controlled substances or alcohol on University property or as a part of any University activity. All faculty, staff and students must comply with this policy as a condition of their employment or enrollment. Faculty and staff members are prohibited from reporting to work under the influence of alcohol, chemicals, or drugs, including legally obtained prescription drugs, which impair the employee’s ability to perform normal work activities. All faculty and staff members must notify their immediate supervisor(s) within five (5) days of any criminal drug conviction, violation occurring in the workplace or in the conduct of University business, to notify appropriate government agencies of such conviction; and (2) within 30 days of receiving such notice, to take appropriate personnel action of suitable character in accordance with the principles of equal employment opportunity.

The policy is adopted in accordance with the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act.

II. Violations

Violations of the standards of conduct will be dealt with on a case-by-case basis following the policies and procedures applicable to, as appropriate, faculty, staff or students. Sanctions may include, among other things, reprimand, warning, suspension, probation, expulsion or termination. Referral to an appropriate assistance or rehabilitation program also may be appropriate. Referral for prosecution will occur for serious violations.

The Drug Free Workplace Act requires the University: (1) within 10 days after receiving notice that an employee has been convicted of any criminal drug statute violation occurring in the workplace or in the conduct of University business, to notify appropriate government agencies of such conviction; and (2) within 30 days after receiving such notice, to take appropriate personnel action of suitable character in accordance with the principles of equal employment opportunity.

III. Authorized Use of Prescribed Medicine

Faculty and staff members undergoing prescribed medical treatment with any drug that interferes with their work activity must report this treatment to their supervisor. Prescribed medication should be kept in its original container, which identifies the drug, date, and prescribing doctor.

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

Early recognition and treatment of drug or alcohol abuse is important for successful rehabilitation, and for reduced individual, personal, family and social disruption. Washington University encourages the earliest possible diagnosis and treatment for drug and alcohol abuse; however, the decision to seek diagnosis and accept treatment for drug or alcohol abuse is the responsibility of the individual.

The University encourages faculty, staff and students to seek assistance in dealing with a substance abuse problem, or those problems of a family member, by contacting available resources. University resources include Student Health Services (Danforth Campus, 314-935-6666); Student and Psychological Service Center (314-935-6555), the Department of Psychiatry (314-562-7002), and the Employee Assistance Program (1-800-765-9124).

Numerous non-University counseling programs exist in the St. Louis metropolitan area. Many programs advertise extensively in local media. Consultation with one’s personal physician is advised prior to self-referral to such non.academic programs. For further information regarding referral to such programs, contact the Student Health Services, School of Medicine Student and Employee Health, or your private physician.

V. Health Risks

Drugs: A detailed description of the health risks associated with abuse controlled substances is provided in the chart, Drug, Use and Effects, published by the U.S. Department of Justice’s Drug Enforcement Administration (hr.wustl.edu, Workplace Support, Key Policies); Appendix A.

Alcohol: Abuse of alcohol can produce severe health risks, including death. Alcohol consumption causes a number of marked changes in the body that can lead to severe effects that may 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 spouse and 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 information. 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.

Repealed use of alcohol can lead to dependence. Sudden cessation of alcohol intake may 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. These infants have irreversible physical and mental retardation. In addition, research indicated that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

VI. Legal Sanctions

Drugs: The manufacture, possession, sale, distribution, and use of controlled substances are prohibited by federal, state and local law; penalties range from fines to life imprisonment.

Section 193.214 of the Missouri statutes makes it a class A felony to distribute, possess or use a controlled substance on or near University property. Persons convicted of this offense can be sentenced to imprisonment for not less than one year and up to 10 years.

The Federal Controlled Substances Act prohibits the knowing, intentional, and unauthorized manufacture, distribution, or dispensing of any controlled substance with the intent to manufacture, distribute, or dispense. A detailed description of the penalties associated with illegal drug trafficking is provided in the chart, Federal Trafficking Penalties, published by the U.S. Department of Justice’s Drug Enforcement Administration (hr.wustl.edu, Workplace Support, Key Policies); Appendix B.

Alcohol: Missouri’s Liquor Control Law makes it illegal, among other things, for a person under the age of 12 years to purchase, attempt to purchase, or possess any intoxicating liquor (R.S.Mo. Section 311.325).

Violation of this provision results in a fine between $50 and $1000 and/or imprisonment for a maximum term of one year. County and municipality ordinances associated with abuse of controlled substances is provided in the chart, Drug Uses and Effects, published by the U.S. Department of Justice’s Drug Enforcement Administration (hr.wustl.edu, Workplace Support, Key Policies); Appendix A.

VII. Loss of Workers’ Compensation Benefits

The Missouri Workers’ Compensation Act requires the forfeiture of benefits or compensation otherwise payable to an employee when the use of alcohol or non-prescribed controlled drugs is in the chart, Drug Uses and Effects, published by the U.S. Department of Justice’s Drug Enforcement Administration (hr.wustl.edu, Workplace Support, Key Policies); Appendix A.

VIII. Inspections

When the University has reasonable grounds to suspect that an employee unlawfully manufactured, distributed, possessed or used a controlled drug, alcohol or drug paraphernalia on University property or at any of its activities, the University reserves the right to inspect the employee’s locker, desk, or office University property under the control of the employee. The School of Medicine Human Resources office enforces the Drug & Alcohol Policy (http://alud.unl.edu/drug&alcohol) or contact the Director of Human Resources, at 362-4900.
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-threatening, non-coercive atmosphere of mutual respect. Sexual harassment is reprehensible and threatening to the careers, educational experience and well being of all members of our 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 get help. If you believe you have been falsely accused of sexual harassment, the procedures described below are also available to you. These charged with implementation of this Policy will, where appropriate, encourage and assist those who may believe they 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 adopted the Equal Employment Opportunity Commission (EEOC) definition of sexual harassment for an academic 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:

• Inappropriate whistling or staring
• Verbal suggestions of sexual activities
• Requests for private meetings outside of class or business hours for other than legitimate mentor-student purposes
•活下去 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 experiences
• Use of inappropriate body images to advertise events

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 determines 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 administrators 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 justify 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, Terrorism and Safety and Security on the Danforth Campus, In Case of Emergency, and the Student Counseling Services at 935-5980. At Danforth and Medical Campus, the University community may contact the Student Counseling Services at 935-5980 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 go informal means of complaint because it is easier, faster or means of complaint because it is easier, faster or avoids possible negative judgments. Informal procedures are not used to justify or enhance a sanction, other than an oral or written warning. If you believe you have been falsely accused of sexual harassment, the procedures described below are also available to you. These charged with implementation of this Policy will, where appropriate, encourage and assist those who may believe they have been sexually harassed.

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.

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A. Informal Procedures

1. If you feel comfortable dealing with the situation without assistance, you can:
   a. Clearly say “no” to the person whose behavior is unwelcome.
   b. Communicate either orally or in writing with the person whose behavior is unwelcome. The method of communication will have three parts:
      1. A factual description of the incident(s) including date, time, place and specific actions.
      2. A description of the writer’s feelings, including any consequences of the incident.
      3. A request that the conduct cease. Frequently, such a communication will cause the unwelcome behavior to stop, particularly where the person may not be aware that the conduct is unwelcome or offensive.
   2. If you would like to proceed informally, but with the assistance of someone else, you may:
      a. Ask the person’s supervisor, e.g., department chair, dean, director, housing office representative, academic advisor or resident advisor, to speak to the person whose behavior was unwelcome. The purpose of such conversations is the cessation of unwelcome behavior.
      b. Consult with the Coordinator or one of the Sexual Harassment Response Coordinators. In the Appendix and specifically charged with responding to sexual harassment inquiries and complaints, these individuals are thoroughly familiar with University policy on sexual harassment and are available to consult with victims of sexual harassment, those charged with sexual harassment, witnesses and supervisors of parties to a complaint. They can provide information about informal actions that might remedy the situation and discuss University policy on sexual harassment and procedures for resolving complaints.
      c. Ask the Coordinator to mediate or arrange for mediation. Mediation is a discussion and negotiation, with the help of a third party, designed to permit the parties to reach a mutually agreeable resolution of a dispute. If a person complaining of sexual harassment mediates, the person accused of harassment agrees and the Coordinator concludes that the mediator will be consistent with the University’s legal obligations in responding to and preventing sexual harassment, the Coordinator may mediate or arrange for mediation.

B. Formal Procedures

When you have attempted to resolve a sexual harassment claim through informal means, you may initiate a formal sexual harassment grievance proceeding by filing a written complaint. This process may lead to a formal hearing at which evidence will be considered and witnesses may be questioned. If this is the course you wish to take, the Coordinator can assist you in filing a complaint.

Complaints, prepared with or without the assistance of the Coordinator, can be filed with the following Committees, with a copy to the Coordinator for your campus:

**Complaints against faculty or staff**
- Faculty and Administrative Affairs Committee (complaints by faculty and administrative employees)
- Title IX Grievance Committee (complaints by students)
- Human Resources Advisory Committee (complaints by staff)

All of these committees may be contacted:
- c/o Office of Human Resources
- North Brookings Hall, Room 120
- Campus Box 1184
- 935-9990

Hearing procedures are set forth in the Washington University Discrimination and Sexual Harassment Hearing Procedures. These procedures may be obtained from the Office of Human Resources or from any Sexual Harassment Response Coordinator or Advisors.

Whether or not you choose to file a complaint, the University may be required, or may otherwise deem it necessary and protective of the academic community, to commence its own investigation.

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 refers to 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, 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. Accusations of sexual harassment typically have serious consequences for the careers and lives of accused individuals. Allegations of sexual harassment must be made in good faith and not out of malice. Knowledgeably 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.

VI. Obligations of Vigilance and Reporting

The University can respond to specific instances and allegations of harassment only if it is aware of them. The University therefore encourages anyone who believes that he or she has experienced sexual harassment to promptly come forward with inquiries, reports or complaints to seek assistance from the University. In addition, any University employee who becomes aware of instances or allegations of sexual harassment by or against a person under his or her supervisory authority must report it to those charged with responding to such allegations and reports: the appropriate dean, director or department head or other similar administrator or to the Sexual Harassment Response Coordinator or one of the Advisors. If such an individual chooses to file a complaint with the University, the Coordinator must assist and advise them in their complaint.

Any dean, director or department head or other similar administrator who becomes aware of information indicating a significant likelihood of sexual harassment must report such information to the Sexual Harassment Response Coordinator for the appropriate campus. These individuals must respond promptly only when they receive a specific complaint or report alleging improper activity, but also when such matters come to their attention informally. Unconfirmed or unsubstantiated allegations should be clearly labeled as such and reports should indicate any steps already taken to investigate or otherwise respond. Administrators may wish to consult with the Coordinator or any of the Advisors prior to investigating or otherwise responding to any situation involving alleged harassment.

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
- an apology to the victim
- oral or written warning
- loss of salary or benefits, such as sabbatical or research or travel funding
- transfer or change of job, loss or residential assignment or location (i.e., removing the person from being in a position to retaliate or further harass the victim)
- 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 students or student groups are found to be guilty of sexual harassment, 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.
Revised approval by the Washington University Senate, April 22, 1996.

This policy supersedes University Policies on Sexual Harassment.

**Sexual Harassment Coordinators and Advisors**

as of June 2008

**Danforth Campus**

Coordinator: Ann B. Pettman – 935-7746

Advisors: Lorraine Golfe-Baksh – 935-8046 (complaints by faculty, staff and others)
Kathy Sene-Lang – 935-5910 (complaints by students and others)
John Drobak – 935-6487 (complaints by faculty and others)

**Medical Campus**

Coordinator: Legal Chandler – 362-4900

Advisors: Apryle Cotton – 362-7198 (complaints by faculty, staff and others)
Dr. Leslie Kahl – 362-7481 (complaints by students and others)
Sandra Stedge – 362-4937 (complaints by students and staff)
Bob Jewell – 362-8279 (complaints by staff and others)

Joni Williams – 362-8279 (complaints by staff and others)
Lamelle Coleman – 362-8277 (complaints by staff and others)

**Advisors**

- John Drobak – 935-6487
- Jon Williams – 362-8279
- Lamelle Coleman – 362-8277
- Lorraine Golfe-Baksh – 935-8046
Discriminatory Harassment Policy

Washington University Policies

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 based on the basis of race, color, age, religion, gender, sexual orientation, national origin, marital status, veteran status or disability. Harassment based on any of these classifications violates University policy and will not be tolerated..

II. What Is Discriminatory Harassment?

Discriminatory harassment is unwelcome and objectively severe conduct that is so severe and pervasive that it unreasonably interferes with an individual's work or educational environment. It is conduct that is sufficiently severe to create a hostile environment. Each individual's perspective and the context of the situation must be taken into account.

Washington University Policy on Harassment.

III. Confidentiality

The University will strive to protect, to the greatest extent practical, the privacy of persons involved in a harassment proceeding. The rights of the individual parties will be balanced against the University's responsibilities to its community, to the individual parties involved, and to the broader public interest. The University will strive to ensure that the rights of all parties will be protected.

Compliance with Laws and University Policies.

Washington University is committed to the highest ethical and professional standards of conduct as an integral part of its mission, the promotion of learning.

IV. Seeking Advice/ Making a Complaint

If you believe that you have been harassed, you may select from a number of response options, both formal and informal. Some people may wish to pursue informal means of addressing the concern or complaint; others who choose to file a complaint may select the informal route you feel most appropriate for your circumstances. However, you should be aware that such informal procedures will not necessarily resolve the concern or complaint.

Institutional Grievance Committee.

V. Protection of Rights

The University will not tolerate retaliation or discrimination against persons who report or charge harassment or against those who testify, assist or participate in any investigation, proceeding or hearing involving a complaint of harassment, in this context, retaliation means speech or conduct that adversely affects another's terms or conditions of employment or education, or otherwise interferes with or attempts to interfere with another's rights under this policy. The University is committed to providing a safe and healthy work and learning environment. The University will not tolerate retaliation or discrimination against persons who report or charge harassment, in this context, retaliation means speech or conduct that adversely affects another's terms or conditions of employment or education, or otherwise interferes with or attempts to interfere with another's rights under this policy.

Confidentiality.

The University and each community member should respect the confidentiality of the complaining party and the accused person. The University will strive to protect, to the greatest extent practical, the privacy of persons involved in a harassment proceeding. The rights of the individual parties will be balanced against the University's responsibilities to its community, to the individual parties involved, and to the broader public interest. The University will strive to ensure that the rights of all parties will be protected.

Washington University Code of Conduct
Civil engineering no longer admitting new students

Beginning this fall, the School of Engineering & Applied Science no longer will admit students to the bachelor of science degree in civil engineering and will seek re-accreditation for the degree program when it expires Sept. 30, 2013.

The decision was made by the Department of Mechanical, Environmental and Civil Engineering.

The degree is accredited by the Accreditation Board for Engi- neering, Technology (ABET), the board for postsecondary degree programs in applied science, computing, engineering and technology.

The decision of the department was based on a desire to focus its intellectual efforts and resources and to build on existing strengths in areas such as biomedi- cal engineering and materials science.

Law school intersession offers intensive study opportunities

By Jessica Martin

The School of Law will hold intersession courses Jan. 5-9, 2009, allowing students to take a one-unit short course in a subject that enriches their education.

Top attorneys, professors and other legal professionals will teach these classes.

Interim programs include:

* Chapter 11 Strategies for the Business Lawyer
* Comparative Property and the Law: Select Topics, Chile and United States
* "Taking Down the City: "Housing Law," "Introduction to Intellectual Property Law"
* "Law and the Practice of International Diplomacy"

BY NIEL SCHOENHERR

The Latin American Studies program in Arts & Sciences is sponsoring the 2008 South by Midwest conference, which is called "Rethinking Latin America in the 21st Century.

Free and open to the public, the conference will be held Nov. 7-8 at the Knight Center on the Danforth Campus.

The conference will be an interdisciplinary gathering with participation of specialists in their fields who shed light on processes of change currently happening in Latin America.

"The conference seeks to encourage the current enrichment of Latin American intellectual focus of two-day conference"

FOR MORE INFORMATION: Contact the Latin American Studies program at 935-4610 or visit law.wustl.edu/register/index.php?id=4766.

Latin American intellectual focus of two-day conference

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Founders Day
Honors go to four faculty, four community members — from Page 1

A fitting tribute

Michael Greenfield, J.D., the George Alexander Madill Professor of Contracts and Commercial Law, and his wife, Claire Halpern, cut the ribbon during the dedication of the Green-Arnold Classroom in Seigle Hall. The new classroom — the first in the School of Law named for a current faculty member — is a tribute to Greenfield’s tireless work with other faculty, students, administrators, alumni, architects and contractors to ensure that the law school’s physical facilities are among the best in the country. “Mike Greenfield has given 40 years of priceless sweat equity into this law school, as a teacher and scholar as well as a member of the Board of Trustees,” said Kent Syverud, J.D., dean of the law school and the Ethan A.H. Shepley University Professor. “The classroom in Seigle Hall is a particularly fitting recognition of his selfless service to our school.”

exoticism and the avant-garde in its style and handling before World War I. An international career in modern European art, she is serving as a consultant for two exhibitions. During her career, she has served in research or consultant capacities to the Metropolitan Museum of Art, the Guggenheim Museum and the Peggy Guggenheim Collection in Venice, Italy. As an active teacher, Childs also holds a courtesy appointment in the gender and sexuality studies in Arts & Sciences. She has co-taught courses in several academic departments and has been called on to expand a new survey course as well as a plan for a senior capstone seminar for the Sam Fox School of Design and Visual Arts. Her teaching has been honored by the Arts Council twice and by the Graduate Professional Council with an Outstanding Mentor Award.

In her books and scholarly articles, Childs has covered such topics as Picasso’s work in caricature, French impression painting and photography, exoticism within European modernism and art censorship since the Renaissance.

Dorsay D. Ellis Jr.
Ellis joined the New York law firm of Cravath, Swaine and Moore earning a law degree from the University of Chicago in 1963. But five years later, he changed course, joining the University of Iowa law faculty, beginning what was to become a distinguished 40-year career. While at Iowa, he began yet another important career path in higher education by befriending the first and later vice president for finance and A fitting tribute

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Dorsay D. Ellis Jr.
Ellis joined the New York law firm of Cravath, Swaine and Moore earning a law degree from the University of Chicago in 1963. But five years later, he changed course, joining the University of Iowa law faculty, beginning what was to become a distinguished 40-year career. While at Iowa, he began yet another important career path in higher education by befriending the first and later vice president for finance and university services. He came to WUSTL in 1967 as a law school dean. Under his direction, the college expanded by virtually every measure increased the number and value of scholarships; increased size, diversity and academic stature of the faculty and the student body; led the establishment of a joint graduate program with East Asian studies; and increased the number of graduate programs for international students. Most important, Ellis led the initiative to construct Anheuser-Busch Hall, which opened in 1997. As a member of the faculty, Ellis made a mark on law education at WUSTL by expanding the law school’s international dimensions and creating new courses emphasizing comparative and international aspects. Most recently, he led the planning for the School’s Transnational Law Programs. This summer, he was appointed dean emeritus and the William R. Orthwein Distinction Professor of Law and continues to serve as academic director of the transnational program.

Robert J. Rothbaum
As professor of pediatrics and clinical director of the Division of Pediatric Gastroenterology and Nutrition at the School of Medicine, Rothbaum has devoted his long career to the improvement of care for children. In this capacity, he oversees the clinical side of the Division of Pediatric Gastroenterology and Nutrition at Children’s Hospital Medical Center in Cincinnati.

Gautam N. Yadama
While many faculty in the George Warren Brown School of Social Work focus on issues of power in the United States, Yadamas’ research is geared toward helping developing countries advance their understanding of how to reduce poverty. He teaches courses on social and economic development policy and the role and use of theory in applied social research.

Thomas Childs’ research projects in China, India, Nepal, Mongolia, and Bhutan, as well as other countries, Yadamas’ work is with institutions to help local communities create sustainable development. One such project involves understanding the role of micro-institutional mechanisms for managing quasi-public goods in China and Vietnam.

Yadama has served as consultant for such major institutions as the United Nations Children’s Fund, the World Bank, the Rockefeller Foundation, and the World Food Programme. He is a retired member of the Board of Directors of Save the Children-UK and the Down Syndrome Association.

Yadama is a former member and has served on the boards of the World Council for Children’s Health and the United Nations Children’s Fund. He is a member of the Board of Trustees of the University of Melbourne and serves on the board of the Children’s Hospital Medical Center.

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

Yehuda Ben-Shahar, Ph.D., joins the Department of Biology in Arts & Sciences as assistant professor. Ben-Shahar earned a bachelor of science degree from Tel Aviv University in Tel-Aviv, Israel. He earned a master's degree in biostatistics from the University of Urbania-Champagne and had several years of postdoctoral experience as a Howard Hughes Medical Institute Fellow at the University of Iowa College of Medicine. His research uses both Drosophila and honeybees to investigate the genetic architecture of human individual differences, or “blindspots” (Oxford 2008). He is known for his work on hypoglycemia and his work as a Howard Hughes Medical Institute Lieutenant Governor and as chair of the Department of Molecular and Quantitative Biology.

Pamela Jakiela, Ph.D., joins the Department of Economics in Arts & Sciences as assistant professor. She earned a doctorate from the University of California, Berkeley. Her research examines factors that influence how women participate in the labor market, whether they choose to work, how much they work, and the roles of gender and social inequality in influencing the choices and outcomes of women.

Da-Ren Chen, Ph.D., associate professor of mechanical engineering and materials science at the University of Pennsylvania, has received a three-year, $335,000 grant from the National Science Foundation for research titled "Modeling and Simulation of Aerosol Dynamics and Mobility in a Personal Nonaquatic and Space Environment." His expertise includes the development of computational models for the simulation of aerosol dynamics and mobility in various environments, including personal and space environments.

Robert E. Krueger, Ph.D., joins the Department of Psychology in Arts & Sciences as assistant professor. Krueger is a behavioral geneticist and personality psychologist interested in understanding the origins of individual differences in personality and psychological traits. His work often examines how these traits can be used to inform educational and clinical interventions.

Claire Solomon, Ph.D., joins the Department of Romance Languages and Literatures in Arts & Sciences as assistant professor of French. Her research focuses on the development of critical writing skills in the Romance languages and literatures.

Gwen Bennett, Ph.D., assistant professor of art history, and archaeology in Arts & Sciences, has received a three-year, $335,000 grant from the Andrew W. Mellon Foundation to study ancient Chinese landscapes. The grant will allow Bennett to expand her ongoing fieldwork and scholarship into the ancient landscapes of the Chengdu Plain in China's Sichuan Province.

The Chengdu Plain was home to some of the earliest states in East Asia, dating back to the second millennium BC. Bennett's research explores the relationships between landscape change and social evolution.

Bennett launched the Chengdu project as a one-year pilot study in 2005-06, centering on Gucheng, one of nineteen known late Neolithic walled sites in the region.

After a subsequent field season in 2006-07, she developed a two-tiered process, consisting of an intensive, full-cover-surface survey, as well as future research aimed at exploring the implications of this study. The grant will allow her team to expand their research efforts to cover more than 30 square kilometers surrounding Gucheng.

The Chengdu project will provide several opportunities for students, including an opportunity to work with leading scholars in the field and to contribute to a growing body of research on ancient Chinese landscapes.
Jacques Baenziger seems to be hooked on trying new things. Many people are fond of flaunting the latest fads in clothing, technology, hobbies or foods, but Baenziger evinces a much deeper commitment to novelty: He signs up for first-of-their-kind ventures that last for years.

From attending an experimental college in Florida to breaking in the new M.D./Ph.D. program at Washington University to his field of scientific research — an important area of biomedicine long set aside as just too hard to pin down — Baenziger always seems to pick the route where, he says, there's "no road map and no idea if anyone's going to succeed."

"I admit it. I've had a kind of picaresque path," says Baenziger, M.D., Ph.D., professor of anatomical and molecular pathology and of cell biology and physiology. "But if something looks like a good opportunity to me, I take it."

New country, school

Baenziger didn't have much of a say at the time, but this trend can be traced back to the first year of his life. Baenziger was born in Vevey, Switzerland, a year old, his father, an engineer who worked for Nestle at its headquarters in Vevey, was offered a chance to go to Stamford, Conn.

"They were moving a division to the United States," Baenziger says. "The head of that section offered me and my dad the opportunity to come over and being fairly adventurous, he and my mom decided to do it. It was a pretty easy move."

When Nestle moved the division back to Switzerland years later, Baenziger's parents decided to stay in the United States, even though it meant giving up his father's pension, because they thought it would give their son more opportunities educationally and professionally. They moved to Tennessee, where Baenziger had a bedroom with a "spectacular" view of the Great Smoky Mountains.

After graduation from high school in Vevey, Baenziger entered the Tulane College of Florida, in Sarasota, where the main building was the former mansion of the Ringling Brothers of circus fame. Baenziger was a member of the third class at the new university, which was not yet accredited and gave no grades but had famous faculty members like Arnold Toynbee, a well-known historian. "I can remember being one of only one or two students in organic chemistry class," he says. "That was great because I was basically doing synthesis projects for the professor. But it was also intimidating because whenever he asked a question, I had no one to hide behind."

A tricky transition

Unfortunately, having no class grades made getting into medical school tricky. Baenziger did well enough on his MCATs to be accepted at Johns Hopkins University but couldn't get a scholarship there.

A professor recommended checking with WUSTL, which was just starting a new M.D./Ph.D. program.

"They already had the two students they were going to take, and those were all they could afford to support," he says. "But I made a deal with the head of the department and the dean of the medical school for partial support. And I did as well as or better than the others in that first year, they'd start supporting me from then on."

Baenziger won his bet, and, in 1975, he became one of the first WUSTL M.D./Ph.D. graduates. As he looks back, he marvels at how much he learned, not just in human biology and science, but also in terms of the limits of the human brain and the 24-hour day.

"There's sometimes an expectation when you go into an M.D./Ph.D. program that you're going to be excellent at absolutely everything," he says, laughing. "That doesn't always work out."

Baenziger, who remembers having to "beg for a little less homework" during graduate school, says the secret is to recognize what is most interesting and potentially professionally useful in the huge array of knowledge and training that the M.D./Ph.D. program offers.

"Of course, you still have to be competent in the other areas, but, at some point, you have to decide that there are things you like more and you are going to put more effort into," he says. "Eventually, it clicks, and I guess that's called maturity."

Sugars' contributions

The area that clicked for Baenziger under the mentorship of Stuart Komnick, M.D., Ph.D., now the David C. and Betty Farrell Professor of Medicine, was the study of how sugars and other carbohydrates affect biology. Known as glycobiology, that field, like many of Baenziger's ventures, is rich with novelty and uncertainty but also deep with potential for new insights.

Added carbohydrates are the most common alteration to proteins after they have been assembled from instructions in DNA. Nearly all the proteins in the blood and on the surface of cells have sugars attached. The changes these sugar attachments cause in the properties of proteins may help explain one of the biggest mysteries of biology: why humans have many fewer genes than biologists expected. If adding different sugars allows cells to do two or more jobs with one protein, then the cell needs fewer genes.

Although this idea is widely accepted, it has been difficult for biologists to demonstrate. Unlike proteins, sugars aren't built up by an enzyme in an organized set of instructions. Sugars' chemical structures are huge and much greater potential for diversity than proteins and often are more flexible and prone to move about. The consistency of the sugar attachments can vary, too. Depending on a variety of factors, the sugars may almost always, sometimes or occasionally be added to a protein.

Baenziger, who has worked on these problems for more than three decades, found a unique set of sugars consistently added to certain reproductive hormones made by the pituitary gland. He identified the enzymes that add the sugars to the hormones and showed that disabling one of those enzymes led to a sharp increase in fertility in mice.

"One could imagine that, if down the road you have people who have fertility problems, it could be partially related to a defect somewhere in this very complicated system, and we might think about trying to modify it," Baenziger says.

Baenziger was recognized with glycobiology's highest award, the Karl Meyer Award, in 2002. He went from A to Z in working out a very important pathway that represents a major milestone in the field," Komnick said. "He did it in a careful and innovative way that led to the development of methods that are of much use to many other people who work in this area. He represents what a true physician/scientist should be."

"Renaissance guy"

Graduates of the Baenziger lab describe him as an outstanding mentor.

Baenziger was a great role model for M.D./Ph.D. students, particularly in helping us understand how basic research interfaces with clinical research," says Eric Green, a 1994 M.D./Ph.D. graduate of the School of Medicine.

Green, new scientific director of the National Human Genome Research Institute, remembers "lots of laughter, camaraderie and serious science" in the Baenziger lab.

Karen Colley, Ph.D., a 1987 doctoral graduate who is now a professor of biochemistry and molecular genetics at the University of Illinois at Chicago, says she admires both Baenziger's intellectual instincts and the diverse array of personal hobbies he is involved in during his free time.

"Jacques is a real Renaissance guy, what with his interests in scuba diving, underwater photography, collecting orchids, sailing and classical guitar," she says. "I hope when I get past the kid-raising stage, I can do fun things like he does."

Baenziger is married to Nancy Baenziger, Ph.D., associate professor of neurobiology, whom he met while on his first interview for the M.D./Ph.D. program at WUSTL. "She teaches the first-year medical school course on histology and I teach the second-year course on pathology, so she shows them what it's supposed to look like, and I show them it looks like when it's messed up," Jacques Baenziger says with a chuckle.

Jacques Baenziger

Born: April 19, 1948
Family: Wife, Nancy; Additional hobbies: Rock climbing, biking, cooking, singing Medieval and Renaissance music at workshops and concerts around the country
Favorite places to eat: Altos, a restaurant in the Central West End, and The Crossing in downtown Clayton.

Lindsay Steiner Taylor, a graduate student in molecular biology, and Jacques Baenziger, M.D., Ph.D., look at real-time polymerase chain reaction data in Baenziger's lab. "Jacques was a great role model for M.D./Ph.D. students, particularly in helping us understand how basic research interfaces with clinical research," says Eric Green, a 1994 M.D./Ph.D. graduate of the School of Medicine.