Founders Day to feature acclaimed historian David McCullough

Annual event honors faculty, alumni

Washington University's Alumni Association will commemorate the institution's founding at the annual Founders Day celebration Nov. 7 at the Hyatt Regency St. Louis Riverfront.

A hallmark of the event is the presentation of Distinguished Faculty Awards, Distinguished Alumni Awards and the Robert S. Brookings Awards. David McCullough, the acclaimed historian and award-winning author, will deliver the keynote address. Tickets are available to the WUSTL community and alumni and can be reserved by calling 935-7378.

McCullough, a two-time winner of both the Pulitzer Prize and the National Book Award, has many bestsellers to his credit. His most recent book was "1776," published in 2006. His body of work covers a variety of subjects and characters, but all contain compelling narratives of American people.

McCullough's book "The Johnstown Flood," was published in 1968 to critical praise. Other works include "The Great Bridge," a history of the Brooklyn Bridge; "The Path between the Sea: The Creation of the Panama Canal," "Memorials on Horseback," which details the early years of Theodore Roosevelt; "Brave Companions," essays on extraordinary Americans; and "Truman," which became an HBO movie. In 2001, he released "John Adams," which was made into a popular HBO miniseries.

McCullough has appeared in television shows and documentaries, including several by Ken Burns. He hosted PBS's "American Experience" from 1988-1999. Among his many accolades are more than 40 honor degrees, the Presidential Medal of Freedom, the country's highest civilian award, the New York Public Library's Literary Lion Award; membership in the Guggenheim Fellowship and the Academy of Achievement, and the National Endowment for the Humanities Jefferson Lecturer.

His works have been published in 15 languages, and most significantly, all his books are still in print.

Distinguished Faculty Awards

The Distinguished Faculty Awards will be presented to four outstanding faculty members who have contributed to the intellectual and personal growth of their students.

They are: Laura Jean Berrut, M.D., professor of psychiatry in the School of Medicine; Michael R. DellaVesca, M.D., the Ferring Family Chair in Pediatric Cancer and Related Disorders and professor of pediatrics, of biostatistics and of neurology in the School of Medicine; Elbiera Skidowska, Ph.D., the Randolph Family Professor, professor of Spanish and chair of the Department of Romance Languages & Literatures in Arts & Sciences.

See Founders Day, Page 2

Omega-3 fatty acids don't improve depression in heart patients, study says

By Joe Dykeman

Depression is common in patients with heart disease and a risk factor for cardiac-related deaths. But antidepressants often don't improve symptoms in depressed heart patients.

In a new approach, School of Medicine scientists gave these patients antidepressants plus omega-3 fatty acids, which are known both for their heart benefits and for alleviating depression in some people. However, the combination therapy was no better than antidepressants alone, the researchers reported in the Oct. 21 issue of the Journal of the American Medical Association.

"A number of studies have shown omega-3 fatty acids in fish oil can reduce the severity of clinical depression in otherwise healthy people," said principal investigator Robert M. Carney, Ph.D., professor of psychiatry. "We thought adding omega-3 to an antidepressant drug might enhance the effect of the antidepressant therapy, but it didn't.

In this study, Carney and his colleagues looked at 122 depressed heart patients between 2006-2008. All patients received the anti-depressant drug sertraline (Zoloft) for 10 weeks and also got a capsule of omega-3 (Lovaza), the rest took a placebo capsule.

The researchers expected depression symptoms in patients taking both sertraline and omega-3 to improve more than those taking only the antidepressant drug. But after 10 weeks, there was no significant difference between the two groups.

"The majority didn't respond to the depression treatment to some extent, but there was no difference in improvement between those who got omega-3 and those who got the placebo," Carney said.

See Energy, Page 6

WUSTL to host national meeting on America's energy future

Chancellor to give opening address

Almost a dozen energy experts will present their views at a national meeting here Oct. 29 on America's energy future.

"WUSTL, with its strength in science and engineering, is in a position to develop and demonstrate several key technologies that will likely determine the country's energy options for many decades to come," the report stated.

See Energy, Page 6
Four faculty members

Michael R. DeBaun

Since joining WUSTL’s medical faculty in 1996, DeBaun has dedicated his research, teaching and practice to caring for children with sickle cell disease. As a leader on several teams that established the Silent Cerebral Infarction Transplant Trial, he helped establish the first international clinical trial in sickle cell disease. He also researches the epidemiology, clinical significance and genetic basis for asthma in children suffering from the disease. In the past 13 years, he has received more than $25 million from the National Institutes of Health to support his research. DeBaun does not confine his work to just the classroom and laboratory; he has established many community-based programs in St. Louis to raise awareness about the disease and increase the number of African-American blood donors. DeBaun earned an undergraduate degree in chemistry from Howard University. He received both a medical degree and a master’s degree in health services research from Stanford University Medical School in 1987. Returning to his home town, he began a pediatric residency at St. Louis Children’s Hospital and rose to pediatric chief resident and Pediatric Hematology/Oncology fellowship. In 1993, DeBaun earned another master’s degree in public health from Johns Hopkins University School of Hygiene and Public Health; he also completed an epidemiology fellowship at the National Cancer Institute. Locally, the medical school has honored DeBaun twice with the Pediatrics Clinical Health Award. At the Year level, he too received many notable awards, including the Burroughs Wellcome Translational Research Award and the Doris Duke Clinical Science Development Award.

DeBaun is an author of more than 100 scholarly articles and book chapters.

Elzbieta Sklodowska

Sklodowska teaches, researches and writes about modern Spanish-American literature with a focus on Cuban culture and literature. As an undergraduate in her native country of Poland, she took a trip to Cuba and now visits there annually to continue her research on contemporary Cuban narratives. Sklodowska earned a master’s degree in Spanish from the University of Warszawa and then moved to the United States to work on a doctorate, also in Spanish, which she earned from WUSTL in 1983. Returning to Poland, Sklodowska taught at the University of Warszawa and then moved back to the United States in 1987 as a Mellon Postdoctoral Scholar at the University of Pittsburgh. She joined the WUSTL faculty as an associate professor in 1991, she became a full professor six years later. As the chair of the Romance Languages and Literatures department, Sklodowska has demonstrated excellent administrative skills, she also has served on several academic committees and was recently appointed as a Faculty Fellow in the Office of the Provost.

A prolific author, Sklodowska has published seven books, including two edited volumes, more than 70 scholarly articles and book chapters.

Frank Yin

A native of China, Yin came to the United States to attend Massachusetts Institute of Technology, where he earned both a bachelor’s degree and a master’s degree in aeronautical engineering. He then went to the University of California at Berkeley, where he earned a doctorate in bioengineering as well as a medical degree. Yin researches the fields of biofluids and soft tissue mechanics, applying the concepts of structural analysis to blood vessels, heart valves, and arteries. After 19 years at the biomedical engineering and medical faculties at Johns Hopkins University, Yin was recruited in 1997 to lead WUSTL’s Department of Biomedical Engineering and direct the Institute of Biological and Medical Engineering.

Under his leadership, the Boggs Award was awarded $15 million from the Uncas A. Whitaker Foundation to construct a new building and hire new faculty. The department continues to show dynamic growth, with more than 16 faculty, 100 graduate students and more than 300 undergraduates in teaching and research. The new Stephen F. and Camilla T. Brauser Hall, when completed next year, will adjoin Whitaker Hall on campus and provide room for growth. Yin’s achievements have been recognized by many professional organizations. He is founding editor of the American Institute of Medical and Biological Engineering, a fellow of the American Society of Mechanical Engineers (ASME), a member of the National Advisory Council of the National Institute of Biological Imaging and Bioengineering, and a past president of the Biomedical Engineering Society.

Yin is sought after by numerous academic and industrial advisory boards. He currently is editor-in-chief of the ASME Journal of Biomechanical Engineering.

This is the first of a two-part story on Founders Day. The next issue of the Record will provide more information about Founders Day, including how members of the WUSTL community can submit nominations for future awards, visit foundersday.wustl.edu.
Gene mutation may reveal clues for treating lung diseases

By BETHEL MILLER

When Joseph Fairweather was born in 1999, he had an abnormality that caused skin to hang loosely from the body. They gave him the diagnosis of cutis laxa.

But his parents, Evelyn and Lee Fairweather, wanted to know what was wrong with their son. Joseph was an active baby. His parents weren't sure what they could do to help him get better.

The Fairweathers visited many physicians to find one who could help their newborn. Despite care from 10 specialists, Joseph died at 155 months.

Since Joseph's death, the Fairweathers have followed research on cutis laxa and related disorders. In searching for information on the condition, they became acquainted with Zeesh Urk, Ph.D., assistant professor of pediatrics, of genetics and of medicine at the School of Medicine.

Now, Urk and fellow researchers have found an answer to the mystery of Joseph's disease. Urban and colleagues at McGill University in Montreal, New York University and collaborating institutions have identified a recessive genetic mutation in four children born with similar abnormalities.

The children were born with abnormally developed lungs, gastrointestinal and urinary systems, skin, skull, bones and muscles. In addition, all had cutis laxa. Three of the children died from respiratory failure before age 2.

Details about the discovery of the mutation were published in the Oct. 15 online edition of the American Journal of Human Genetics.

Elaine C. Davis, Ph.D., senior author and associate professor of anatomy and cell biology at McGill University, compared various tissues from a mouse genetically engineered to be missing a form of the LTB4 gene with skin tissue samples from one of the children. She found remarkable similarities. The mouse, provided by Daniel Rifkin, M.D., the Charles Aiden Posnider Professor of Medicine and professor of cell biology at NYU Langone Medical Center, showed similar connective tissue alterations as the patient, who had cutis laxa, lethal pulmonary complications and gastrointestinal and urinary disease.

Based on these observations, researchers in Urban's lab sequenced the LTB4 gene in the four children and confirmed they had mutations. They determined that the patients were the first described to show severe symptoms of a novel syndrome, which the researchers have named Urban-Rifkin-Davis Syndrome.

The findings have potential implications for newborns with underveloped lungs as well as older patients with severe lung diseases, including chronic obstructive pulmonary disease (COPD), said Urban, first author of the paper.

"Many newborns commonly have breathing difficulties" Urban said. "Part of the problem is that the lung is not developed properly, especially the alveoli, the tiny sacs at the end of the smallest airways that serve as a place for oxygen uptake and gas exchange. This finding helped us identify a gene essential for the development of alveoli and potentially provide a target for intervention in premature babies."

The researchers now are broadening their research into the new syndrome among other patients with cutis laxa. Urban heads the International Center for the Study of Cutis Laxa at St. Louis Children's Hospital. Urban and colleagues also are testing samples collected from patients with COPD for LTB4 mutations. When lungs are damaged with COPD, alveoli lose their elastic quality, and the walls between them are destroyed as they become thick and inflamed.

"Patients who may have a slightly reduced activity of LTB4 might be more susceptible to chronic lung diseases later in life," Urban said. "Identifying genes that are connecting these two results may help us devise ways to regenerate alveoli in patients with COPD."

PEDIATRIC BRAIN TUMORS TARGET OF STUDY

"If we can better understand how cancers draw support from the surrounding environment, we can look for ways to disrupt this support to facilitate tumor formation and growth," said David H. Gutmann. Gutmann, director of the University's Neurofibromatosis Center, said, "This should allow us to develop a more comprehensive picture of what happens and when, which will help us determine how best to prevent or treat pediatric brain tumors over time."

"Our Prevention Research Center brings together the disciplines required for NF1 tumor formation and development,"said Brownson is project director.

The main CDC grant of $4 million funds the core operations and research project of the center for the next five years. In addition, the CDC has awarded the Prevention Research Center funding for special interest projects:

• $200,000 will fund continued research on communications technology to control cancer to the Missouri Coalition for Tobacco Control.
• $100,000 will fund studies on the impact of policies such as physical education and bullying on school-based drug use at the Brown School.

"Researchers know that tumors in the environment, we can look for ways to disrupt its ability to facilitate tumor formation and growth," said David H. Gutmann, director of the University's Neurofibromatosis Center, said, "This should allow us to develop a more comprehensive picture of what happens and when, which will help us determine how best to prevent or treat pediatric brain tumors over time."

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Creole Corridor forum shows region's role in colonial history

By NEIL SCHROENBERG

Scholars from across the United States and Canada will gather at Washington University in St. Louis Nov. 7 for the inaugural Creole Corridor Symposium. The public is invited to attend the symposium, sponsored by WUSSTL and Les Amis (The Friends), the regions Creole cultural heritage preservation organization in St. Louis.

The Creole Corridor, located on both sides of the Mississippi River from St. Louis to New Orleans via Creole, Ill., to Chester, Ill., is in the nomination process to become a UNESCO World Heritage Site. The corridor provides the best introduction to French colonial America available anywhere in the United States. Colonial America was not exclusively defined by the 13 colonies and historic cities like New York, Boston, and Philadelphia.

In the same year that Williamsburg, Va., was founded in 1699, French Jesuit priests founded Cahokia, Ill., just across the Mississippi River from what would become St. Louis some 65 years later.

This three-day university faculty will join scholars from Canada, Yale University, Louisiana State University and the National Park Service as they present papers underlining the historical and cultural importance of the Creole corridor in colonial America. Baronne Isabelle de Laroulliere will present a guided tour of the corridor in colonial America. The tour will be held from 8:30 a.m. to 5:30 p.m. Nov. 6 and will begin at the Danforth Campus.

University Events

Cultural Events

University Events: "Ethnic Profiling: A Challenge to Democracy" series. Anheuser-Busch Hall, Bryan Cave Moot Courtroom. For information: humanvalues.wustl.edu. Deadline for submissions is noon the Thursday prior to publication date.

Friday, Nov. 6


Monday, Nov. 9


Tuesday, Nov. 10


Lectures

Washington University in St. Louis

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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 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.

I. Standards of Conduct

Washington University strictly prohibits the unlawful manufacture, sale, distribution, 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 medication, and 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 medication, and must comply with this policy as a condition of their employment or enrollment.

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

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

Violations of this policy will be handled according to existing policies and procedures concerning the conduct of faculty, staff and students.

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, 314-935-6660); Student and Employee Health (School of Medicine, 314-362-3523), the Psychological Service Center (314-935-6000); the Department of Psychiatry (314-362-7002), and the Employee Assistance Program (1-800-765-9140). 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-University 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.

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 are important for successful rehabilitation, and for reduced 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.

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V. Health Risks

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

A. 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 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.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including liver and heart damage, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Hydration can be life-saving, since the consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to the heart and the liver.

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

VI. Legal Sanctions

Drugs: The manufacture, possession, sale, distribution, or use of any controlled substance or chemical is prohibited by federal, state and local law; punishments range from fines to life imprisonment.

Section 192.13.2(a) Misouri statutes makes it a class A felony to deliver or distribute controlled substances in the St. Louis metropolitan area. Persons convicted of this offense can be sentenced to imprisonment for not less than 10 years.

The Federal Controlled Substances Act prohibits the knowing, intentional, and unauthorized manufacture, distribution, or dispensing of any controlled substance or the possession of any controlled substance with 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 Drug Enforcement Administration (hr.wustl.edu, Workplace Support, Key Policies).

Alcohol: Missouri's Liquor Control Law makes it illegal, among other things, for a person under the age of 21 years to purchase, attempt to purchase, or possess any intoxicating beverage. Violation of this provision can result in a fine between $50 and $1,000 and/or imprisonment for a period not exceeding one year. County and municipality ordinances contain similar prohibitions and sanctions.

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 other non-prescribed controlled drugs is the proximate cause of the employees' injury. At the discretion of the Act, the Act provides for a reduction in benefits or compensation when the employee is injured while using alcohol or other non-prescribed controlled drugs.

VIII. Testing Requirement for Commercial Drivers Licenses (CDLs)

To meet requirements of the U.S. Department of Transportation (DOT), the University has established a drug and alcohol testing program for its employees who are drivers of its commercial motor vehicles requiring commercial driver's licenses (CDLs), and who perform safety-sensitive functions. Other employees may also be subject to random testing. A detailed description of the drug testing program is provided in the chart, DOT Mandated Random Drug Testing, published by the U.S. Department of Transportation, Human Resources web site, Drug & Alcohol Policy.

The Drug & Alcohol Policy provides for a reduction in benefits or compensation when the employee is injured while using alcohol or other non-prescribed controlled drugs.

IX. Inspections

The University has no authority to require the employee to satisfactorily participate in a drug abuse assistance or rehabilitation program.
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-discriminating, non-hostile atmosphere of mutual respect. Sexual harassment is by definition 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 how 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, Section 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. 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 appropriate 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:

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 flirtatious 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 disquieting, disturbing or offensive to some.

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

- requests for sexual favors
- hugging, rubbing, touching, putting, pinching or brushing another's body
- inappropriate.whistling or staring
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. Report directly either orally or in writing to the person whose behavior is unwelcome. The most useful communications will have three parts:
      i. A factual description of the incident(s) including date, time, place and specific actions.
      ii. A description of the writer’s feelings, including any consequences of the incident.
   c. Ask a trusted friend or mentor to speak to the person whose behavior was unwelcome. The purpose of such conversations is the 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, you may use the procedures of this policy.

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 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 complaint and seek redress.

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, 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 complaint 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 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. Knowing-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.

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 and 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 the other 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 advisor.

Response Coordinator or one of the Advisors. It shall be the responsibility of these individuals to respond to allegations and reports of sexual harassment and refer them to other University officials for such response.

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 administrators must respond only when they receive a specific complaint alleging improper activity, but also when such matters come to their attention informally. Unconfirmed or unreported 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 benefit, such as sabbatical or research or travel funding
- transfer or change of job, class 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 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 Committee on October 19, 1995.

Approved by the Washington University Senate, April 22, 1996.

Revised approved by the Washington University Senate, April 28, 1997.

The above procedures supersede prior University Policies on Sexual Harassment.

Sexual Harassment Coordinators and Advisors (as of June 2008)

Danforth Campus

Coordinator: Anna B. Prenatt - 935-7766

Advisors: Lorraine Golfe-Rush - 935-8046
          Kathy Stener-Lang - 935-9510
          John Droshak - 935-6497

Medical Campus

Coordinator: Legalis Chandler - 362-4900

Advisors: Aprile Cotton - 362-7198
          Sandra Slade - 362-4937
          Bob Jewell - 362-8279
          Joan Williams - 362-8279
          Lamelle Coleman - 362-8277

Faculty and staff with sexual harassment issues, be they general or specific, formal or informal. You may wish to work with the Coordinator to select an appropriate course of action.

Complaints, prepared with or without the assistance of the Coordinator, can be filed with the following:

- Office of the Coordinator
- Life Residential Center
- Lien House, South 40
- Campus Box 1481
- 362-1990

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 Advisor.

Complaints against students or student groups:

Office of the Judicial Administrator
Residential Life Center
Lien House, South 40
Campus Box 1250
935-4174
935-7776 (fax)

Complaints against staff, faculty and/or students with sexual harassment issues, be they general or specific, formal or informal. You may wish to work with the Coordinator to select an appropriate course of action.

All of these committees may be contacted:
- c/o Office of Human Resources
- North Brookings Hall, Room 126
- Campus Box 1481
- 362-1990

Hearing procedures are set forth in the Washington University Judicial Code, found in Bearing and Washington University Faculty Information. These procedures may also be obtained from the University Judicial Administrator or from the Sexual Harassment Response Coordinator or Advisor.

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.

See Section IV.

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; 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 complaint 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 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.

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 and 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 the other 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. It shall be the responsibility of these individuals to respond to allegations and reports of sexual harassment and refer them to other University officials for such response.

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 administrators must respond only when they receive a specific complaint alleging improper activity, but also when such matters come to their attention informally. Unconfirmed or unreported 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 benefit, such as sabbatical or research or travel funding
- transfer or change of job, class 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 guilty of sexual harassment, any of the sanctions set forth in the University Judicial Code may also be invoked.
Washington University Policies

Harassment Policy

I. Introduction and Policy Statement

Washington University is committed to having a positive and constructive learning and working environment for its students, faculty, and staff. University policy prohibits discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, or veteran status. With these policy statements, Washington University seeks to protect the rights of all persons who are employed or are enrolled at the University. 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 harassment, the Coordinator may mediate or refer a complaint to mediation, which is the cessation of offensive behavior. The purpose of such conversations is the cessation of offensive behavior.

II. What Is Discriminatory Harassment?

Discriminatory harassment is unwelcome, offensive conduct that (a) has the purpose or effect of interfering with an individual's work or education; or (b) is so severe, pervasive, or persistent that it creates an intimidating, hostile, or abusive environment.

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 harassment, the Coordinator may mediate or refer a complaint to mediation, which is the cessation of offensive behavior. The purpose of such conversations is the cessation of offensive behavior.

IV. Seeking Advice; Making a Complaint

If you believe that you have been harassed, you have a number of options available to you. You may file a formal and informal complaint with the Coordinator, or you may contact a social worker, therapist or member of the clergy, who is in a position to advise you about your options. If you have made a formal complaint with the Coordinator, you should be notified of the outcome of your complaint before it is decided. If you feel that you were not adequately informed to allow you to make an appropriate decision, you may appeal the decision to the Coordinator.

If you would like to proceed informally, but with the assistance of someone you trust, you may:

a. Ask the person's supervisor, e.g., department chair, dean, housing office representative, academic advisor or resident advisor, to speak to the person whose behavior was offensive. This person can help mediate and ensure that the discussion is productive.

b. Ask the Coordinator to mediate or arrange for mediation.

Mediation is discussion and negotiation, with the help of a third party, designed to permit the parties to reach a mutually acceptable resolution of a dispute. If you believe that harassment creates a hostile environment, you should contact the Coordinators or Advisors.

V. Protection of Rights

Washington University will not tolerate retaliation or discrimination against persons who report or challenge harassment or against those who testify, assist or participate in any investigation, proceeding or hearing involving a claim of harassment. In this context, retaliation means conduct that is designed to affect adversely or interfere with employment or education and is motivated by an intent to harm or the perception of harm to a person or to his or her participation in the filing or investigation of an allegation of harassment. Any such retaliation -- or any encouragement of retaliation -- is prohibited by Washington University policy and law, independent of whether the particular claim of harassment is supported. If you believe you have been subjected to retaliation in violation of this policy you may use the procedures described above to complain and seek redress.

The University seeks to protect the rights of all persons, accustomed and unaccustomed to violence.

A. Exceptions

Exceptions to the policy against harassment based on any of these classifications will be made to the extent necessary and protective of the academic community, to commence its own investigation.

Introduction

The Washington University Code of Conduct governs "members of the University community"—employees, students, volunteers, and those who do business with the University. It is the criteria by which we evaluate our conduct and decisions. The Code of Conduct can be modified from time to time. An up-to-date version of the Code, along with a Questions and Answers section, is always available on the web at codeofconduct.wustl.edu.

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this Policy is published in many places, including Bearings, University community may contact the Student

Architect Massie to speak for Sam Fox School Nov. 2

BY LIAAM OTTEN

William Massie, architect, professor and director of the architecture department at the Sam Fox School of Visual and Environmental Studies at Washington University in St. Louis, will present the Kemper Art Museum Permanent Collection Tours. Monday, Nov. 2

Monday, Nov. 9
3 p.m. Science Lane Center; 1 p.m. The Woman's Club of Washington University Meet The Leaders Panel — the first in a series of 10 all-day events that give professionals the opportunity to meet with current students and faculty and to learn about the Sam Fox School programs.

5 p.m. Computer Language and Literature Discussion. "The End of the World. Why not? A Frequent Disaster." (Reception immediately follows in Multiv stories.)

5 p.m. Immunology Research Seminar Series. "Losses of Graft Versus Host Disease following Islet Transplantation."

6 p.m. Romance Languages & Literatures Collection Tours. Madrid Center, Ente di Topico y la Real Academia Española, and Instituto Cervantes, Madrid. University of St. Thomas, Spain. (The lecture and tours are open to the public.)

5-8 p.m. Knoll also will deliver a colloquium titled "The Deep History of Life" at 4 p.m.

Wednesday, Nov. 11

12:30 p.m. Knoll also will deliver a colloquium titled "The Deep History of Life" at 4 p.m.

Thursday, Oct. 29
8 a.m. The Woman's Club of Washington University Meet The Leaders Panel — the first in a series of 10 all-day events that give professionals the opportunity to meet with current students and faculty and to learn about the Sam Fox School programs.

8 p.m. Jazz at Holmes. "Ragtime." (Also 8 p.m. Oct. 31; 2 p.m. Nov. 1.)

Friday, Oct. 30

Monday, Nov. 2
2 p.m. Knoll also will deliver a colloquium titled "The Deep History of Life" at 4 p.m.

More information for various events call 935-6276.
Greenhouse gas inventory: further reductions ahead

By Jessica Daum

Washington University has completed its greenhouse gas emissions inventory, a key component of the University's strategy plan, announced Matt Malten, assistant vice president of Sustainability.

This report identifies the University's "carbon footprint" and will be used to develop a greenhouse gas reduction strategy that includes the University's impact on global climate change. Although no federal, state or local regulations require the University to report its current greenhouse gas emissions, the University determined it was necessary to voluntarily document its inventory. Malten said.

"The University has chosen to be a leader by demonstrating how we can reduce our greenhouse gas emissions, our energy use and costs, and our impact on human-induced global climate change," Malten said. "Completing this inventory was a necessary first step for us to do that."

The inventory was completed in accordance with industry-recognized standards and compares the University's greenhouse gas emissions from Fiscal Year 2009 (313,500 metric tons of CO2 equivalents) with the emissions in Fiscal Year 2009 (499,500 metric tons).

The University chose to compare its current numbers with Fiscal Year 1990 because 1990 was the first year that WUSTL began tracking greenhouse gas emissions. Fiscal Year 1990 also is the baseline year in the Kyoto Protocol, which is an international agreement made in 1997 among nations to reduce greenhouse gas emissions.

The report also compares the amounts of direct University emissions from purchased electricity and other emissions from the University's operations to 1990.

The University's direct greenhouse gas emissions actually have decreased since 1990 despite significant growth. Malten said. Emissions ratios show that the University’s per square foot and emissions per the operating budget have decreased, Malten said.

While direct emissions and several emissions categories decreased, overall emissions, energy indirect emissions and other emissions categories increased.

"The inventory reveals several important points," Malten said. "First, our emissions are increasing and that is in large part due to the physical growth of the University. But the inventory also reveals that, although we are seeing our emissions increase, we have done so in a way that is continuously improving our energy efficiency."

"This is a clear indication that our energy efficiency initiatives that began in the early 1990s are being very successful and that they provide a key to our future greenhouse gas reduction strategy," Malten said.

The report found that much of the University’s greenhouse gas emissions (approximately 87 percent) come from either purchased electricity or stationary fuel combustion at the University. Both provide campuses with heating and electricity.

While the University already has taken measures to reduce its greenhouse gas emissions, there still is much to be done, Malten said.

"We have clearly demonstrated that we can become more efficient and less greenhouse gas intensive, but we are not in a normalized position," Malten said. "The change is occurring at an increasing rate and we are not there yet."

"Omega-3 is an essential fatty acid, which means we have to get omega-3 for patients with depression and bipolar disorder," Carney said. "And they don't have it."

"Mental illnesses are the biggest burden on society, and part of that burden is medication for mental illnesses," Carney said. "We need to continue to look at ways to reduce the burden of mental illness on society."
Of note

Richard L. Axellbaum, Ph.D., professor of energy, environmental and chemical engineering, has received a two-year, $88,000 grant from the National Aeronautics and Space Administration for a project titled "Whale Behavior: A Novel Approach to Clean Energy Extraction." Allison Brockmeyer, a fourth-year doctor of audiology student in the Program in Audiology and Communication Sciences, received a $30,000 William F. Austin Scholarship from Starkey Laboratories Inc. The scholarship recognizes outstanding audiology graduate students pursuing clinical, teaching and research careers in audiology. 

Roger D. Chamberlin, D.Sc., associate professor, and Ren K. Gyton, Ph.D., professor and associate chair, both in the Department of Computer Science & Engineering, have received a three-year, $543,473 grant from the National Science Foundation for research titled "CPS: Small: Large-Scale Wastewater Treatment." 

Mark A. McDaniell, Ph.D., professor, and Todd Braver, Ph.D., professor, both in the Department of Psychology in Arts & Sciences, have received a two-year, $780,796 grant from the National Institute on Aging for research titled "Neural Mechanisms of Age-Related Changes in Proactive Memory." 

Alice Patterson, M.D., the Evarts A. Graham Professor of Surgery and chief of the Division of Cardiothoracic Surgery, was awarded the Barrow New Horizons Hospital Foundation's President's Lifetime Achievement Award Sept. 15. Patterson was selected for her outstanding leadership, teaching, patient care and impact on his field at the School of Medicine, Barrow's Jewish Hospital and around the world. 

D.R. Rau, Ph.D., professor of biostatistics, and Rakshi Nagrajan, M.D., Ph.D., associate professor of pathology and immunology, along with the Medical College of Wisconsin, have received a $962,912 two-year grant from the National Institute of Health for research titled "Development of Data Ontologies for Integrating Multi-Center Cardiovascular Studies." This grant is supported by the American Recovery and Reinvestment Act. 

Joseph D. Schreiber, Ph.D., the Alumni Professor of Pathology and Immunology and professor of molecular microbiology, has received a five-year, $1,907,602 grant from the National Institutes of Health for research titled "CPS: Small: Low-Impact Monitoring of Lung Cancer with Red Ginseng Extracts." 

Sports

Football snaps losing streak

Junior running back Jim O'Brien had 89 yards on the ground and senior running back Matt Glenn ran for 79 yards and a touchdown as the football team snapped a two-game losing streak in a 26-14 win at Ohio Wesleyan University Oct. 24. 

The Bears allowed 206 yards of total offense in the game and forced turnovers. In the first quarter alone, the team allowed just 13 yards of total offense and forced five Ohio Wesleyan punts. Senior linebacker Bryce Busselman led the defensive unit with a career-high eight stops, while senior linebacker Andrew Berryman and linebacker Kyle Huber and defensive end John Schneider, both juniors, added seven tackles apiece. 

WUSTL (3-1-4) opens University Athletic Association play Saturday, Oct. 31, at Carnegie Mellon University in Pittsburgh. 

Women's soccer on 12-game win streak

The second-ranked and women's soccer team has repeated its unbeaten streak to 12 games with a 3-0 victory over Pomona College Oct. 30 at Francis Field. 

Junior Kate Southworth picked up her first win of the season in goal playing the first half, while sophomore Lilian Ham and assistant Hillary Stephany split time in the second half. 

WUSTL (11-2-1, 3-0-1 UAA) opens University Athletic Association play Oct. 30, at Waltham, Mass.

Notables

Celebrating service to the law school Daniel Keating, J.D., vice dean and the Tyrell Williams Professor of Law, presented the crowd-pleasing "10 Hard Lessons Learned in the Dean's Office (With Help from Dilbert)" during an Oct. 15 event celebrating his service to the School of Law. Past law school deans and other members of the University community honored Keating with presentations and touch- ing memories. For more than 16 years, Keating has had various roles in the law dean's office, including associate dean, vice dean and dean. On Jan. 1, 2010, Keating will step down as vice dean. "I am looking forward to taking my first-ever sabbatical and returning to full-time teaching and scholarship," he said. Peter Joy, J.D., professor of law, will succeed Keating as vice dean.

Aging

"Scholars on the productive engagement of the older population point to the wealth of knowledge, skills and experience that older adults can contribute to society and recommend policies that support older adults in productive roles," Morrow-Howell said.

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A wealth of experience

Moraña brings international visibility to the Latin American Studies Program

"Having to leave Uruguay in my late 20s opened my eyes to different kinds of cultural issues related to ethnicity and social inequality," she says. "I encountered different intellectual agendas and ideological perspectives, which was very productive for my career."

Political unrest in Uruguay in the 1970s and '80s caused the voluntary and forced emigration of thousands of its citizens as they sought political asylum in countries throughout the world. For Moraña, the event became a turning point in her life.

Because she left Uruguay voluntarily, she was able to return, going back often to collect material and write about the development of cultures under extreme censorship.

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Because she left Uruguay voluntarily, she was able to return, going back often to collect material and write about the development of cultures under extreme censorship.

"I encountered different intellectual agendas and ideological perspectives, which was very productive for my career," she says. "We have some truly outstanding faculty members here," she says. "But I think we can also improve. I recognize that the University is going through some difficult financial times and we do need to be cautious, but at the same time, we need to be persistent in our goals of pursuing what we want to achieve. We always update and enhance our academic offerings."

Mabel Morana (left) with her daughter Juliana Varela (right), lecturer in Spanish in Arts & Sciences, with Varela's daughters Lucia (top), 2, and Altana, 4.

Title: The William H. Gass Professor in Arts & Sciences and director of the Latin American Studies Program in Arts & Sciences

Born: Montevideo, Uruguay

Research Interests: Spanish-American colonial literatures, particularly those of colonial Mexico, and national and modernity, cultural criticism and cultural theory, and contemporary Latin American narrative

Traveling and spending time with her family.

Student and teacher

Born in Uruguay, Moraña spent seven years as professor of literature and philosophy at Instituto de Profesores Artigas in Montevideo.

She left the country in 1975 for Venezuela, where she studied philosophy at Universidad Simon Bolivar in Caracas and worked as a researcher at the renowned Centro de Estudios Latinoamericanos Romulo Gallegos.

She then moved with her family to the United States, where she earned a doctorate in Hispanic literature from the University of Minnesota in 1983.

Her dissertation was on literature and national culture in Latin America from 1910-1940.

Her first positions were as a lecturer at the University of Washington in Seattle and as assistant professor of Spanish and Portuguese at the University of Southern California. In 1995, she joined the University of Pittsburgh, where she chaired the program in Latin American literature and culture and served for 10 years as director of publications of the Instituto Internacional de Literatura Iberoamericana.

She came to Washington University in 2005 following visiting appointments at Harvard University; the University of California, Santa Cruz; and several universities in Europe and Latin America.

Moraña has devoted much of her time to contemporary literature and cultural studies, particularly critical theory applied to peripheral societies and Latin American cultures. She has produced numerous collected books on topics such as the reinterpretation of intellectual functions in Latin America, Iberian and neo-baroque in Latin American culture, and problems related to gender literature.

She has also published more than 25 collected books and has authored several books on topics related to cultural theory in Latin America.

A new direction

Morana spends about 25 percent of her time in the department of Romance languages and literatures and 25 percent in the International & Area Studies Program, where she directs the Latin American studies track. She was hired to help bolster Latin American studies and has made great strides.

In connection with the corresponding departments, she was instrumental in hiring two key appointments: Ignacio Sanchez Prado, Ph.D., assistant professor of Spanish and of international and area studies, who was one of her students at the University of Pittsburgh; and Derek Purdie, Ph.D., assistant professor of anthropology in Arts & Sciences and of international and area studies.

"With them, we are trying to expand the field to include some areas not currently covered in Romance languages and literatures, especially Andean studies," Moraña says. "That’s such an important area where so much social change has taken place recently, and we really don’t have any experts in those topics in this department," she says.

Optimistic about the future

Moraña has two daughters who have traveled the world with her. Juliana Varela is a lecturer in Spanish at the University and lives in St. Louis. Varela has two daughters: Altana, 4, and Lucía, 2. Rosalba Bermúdez, Moraña’s older daughter, is an artist splitting time between San Francisco and New York.

"It’s wonderful having at least one of my children here, but I will always be Uruguayan," Moraña says. "I love spending time with my grandchildren, my whole family. We are a very close family."

When she’s not researching or teaching one of her three current course offerings, Morana loves to travel throughout the world and regularly gets back to Uruguay to see family.

She enjoys her job at the University and is optimistic about the future of the Latin American Studies Program.

"We have some truly outstanding faculty members here," she says. "But I think we can also improve. I recognize that the University is going through some difficult financial times and we do need to be cautious, but at the same time, we need to be persistent in our goals of pursuing what we want to achieve. We always update and enhance our academic offerings."

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