UNIVERSITY OF CONNECTICUT
# Advance

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## Mathematician appointed dean of liberal arts and sciences

BY CINDY WEISS

Jeremy Teitelbaum, a mathematician and senior liberal arts and sciences administrator at the University of Illinois at Chicago, will join the University of Connecticut in August as the new dean of the College of Liberal Arts and Sciences.

Teitelbaum will replace Ross MacKinnon, who will retire this summer after leading the College for 12 years.

"We have recruited an outstanding new dean for the College," says Peter J. Nicholls, provost and executive vice president of academic affairs at UConn. "Jeremy brings to this position energy, enthusiasm, and an exciting vision for the College of Liberal Arts and Sciences."

Teitelbaum currently is senior associate dean of the College of Liberal Arts and Sciences and professor of mathematics at the University of Illinois at Chicago (UIC), a diverse, urban, public research university. He joined the mathematics faculty there in 1990 and at different times was associate dean for natural sciences, facilities, and academic programs before becoming senior associate dean in 2006.

"My experience tells me that public support and love for the University of Connecticut rests first on the quality and depth of the education that UConn's College of Liberal Arts and Sciences offers its undergraduates," said Teitelbaum. "I see the opportunity to lead a liberal arts college as distinguished as that at UConn as the chance of a lifetime."

At UIC, Teitelbaum is responsible for budgets and recruitment and retention of faculty. He has overseen innovations in teaching, such as the creation of the Mathematical Sciences Learning Center, where students receive peer tutoring.

He is a co-investigator on a National Science Foundation grant that is designed to increase the number of minority students seeking degrees in technical fields such as math, science, and engineering. He also has worked toward increasing faculty diversity, introducing measures to broaden hiring searches and to support the appointment of women in science and technical fields.

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PHOTO BY KATHRYN MARCHETTI/UIC PHOTO SERVICES

Jeremy Teitelbaum will join the University as dean of CLAS in August.

## Speaker says advances in genetics pose new human rights challenges

BY GREGORY HLADKY

A torrent of new information on human genetics could pose acute challenges to human rights in the near future, according to an expert in the history of medicine.

Daniel Kevles, a professor at Yale University, warns that dramatic advances in genetic science have "revived some of the old issues" surrounding the eugenics movement that flourished in the United States and Europe during the early part of the 20th century.

Kevles, author of *In the Name of Eugenics: Genetics and the Uses of Human Heredity,* gave the Second Annual Heinz and Virginia Herrmann Distinguished Lecture on Science and Human Rights at Konover Auditorium April 3. His talk was sponsored by the Program on Science and Human Rights of the Human Rights Institute.

Scientists and policy makers today face questions such as who should benefit from the remarkable new genetic therapies and cures, and whether employers and insurance companies should be allowed to screen for genetic traits and tendencies, Kevles said.

He said the possibility of genetic engineering carries huge ethical problems: "If the genetic enhancement of children becomes a reality, then those better off in talent and resources will only get richer."

Kevles said history provides some startling lessons for today's public policymakers.

"Eugenics is often dismissed as 'crank science,'" Kevles said. "But we need to bear in mind ... that science is in any day what scientists do and defend."

*see* **Eugenics lecture** *page 6*

## New dean of social work hails from Iowa

BY MICHAEL KIRK

Salome Raheim of the University of Iowa has been selected as the new dean of the School of Social Work, located at the Greater Hartford Campus. She will begin in August.

Raheim was previously senior associate to the president and director of the School of Social Work at Iowa, where she has been a professor of social work since 1997. She has also held positions at Augustana College in South Dakota, the University of Sioux Falls, The State University of New York at Albany, and Bowie State College, and was a visiting professor at the University of South Australia.

"I am delighted and honored to join the University of Connecticut and its School of Social Work," says Raheim. "The School's accomplishments in research and public service are impressive. There is a clear and strong commitment to promoting social and economic justice and improving human well-being. I look forward to working with the faculty, staff, and students to advance the school's contributions to social work practice statewide, nationally, and internationally."

Raheim recently served on the board of directors of the Council on Social Work Education (CSWE), the accrediting body for social work programs, among other leadership activities in the field. She was chosen as the 2007 CSWE Carl A. Scott Memorial Lecturer for her contributions to social and economic justice.

PHOTO SUPPLIED BY UNIVERSITY OF IOWA

Salome Raheim.

*see* **Social Work dean** *page 2*

## Inside

Photo by Frank Dahlmeyer

Allison Campitiello, a sophomore with a double major in English and journalism, sits in a tree by Mirror Lake.

# Women's polo team wins championship

by Richard Veilleux

The UConn women's polo team on April 5 captured its fourth consecutive national championship, beating Texas Christian University 19-13 in the finals, a victory that capped a perfect season for the squad.

The top-seeded Huskies reached the championship game by defeating Cornell in the Northeast Regional Tournament, 26-8, then routed Santa Barbara City College in the national semi-finals, 24-5.

In the finals, held at Kentucky Horse Park in Lexington, Ky., Texas Christian's horsewomen kept the game close for three chukkas (periods of play), before the UConn team pulled away to win in the fourth chukka. Two of the Huskies – Kelly and Elizabeth Wisner – were named to the All Star team. In the Northeast Regional, the Wisners and senior Elizabeth Rockwell were three of the four players named to that tourney's All Star team. Senior Lindsey Marrotte rounds out the team.

"They're incredible athletes, these young ladies," says Daniel Fletcher, head of the Department of Animal Sciences, which hosts the team. "Four in a row is pretty special."

For Rockwell, who with Kelly Wisner rode on all four championship teams, the high point of this year's tournament was beating Cornell in the regionals.

"They were number 2 in the country, and they had only missed going to the nationals once in 21 years, so it was great that we played so well as a team in that game," Rockwell says.

Playing against the likes of Yale, Cornell, the universities of Virginia and Massachusetts, and Skidmore and Vassar colleges, the Huskies cruised through the season with an 18-0 record, and became only the second team to win at least four consecutive championships. The Huskies have won seven national titles during the last 13 years.

"It was good to win," says Coach James Dinger, an associate professor of animal sciences. Although three of the players will be graduating this year, he says he is not worried about next year. "We have a lot of good players coming in," he says.

# Horticulture professor Dick Ashley dies

by Ashley Sporleder

Richard "Dick" Ashley, professor of horticulture and vegetable crops specialist, died March 26. He was 68.

Ashley specialized in weed-crop competition, nutrient management, protected vegetable culture, sustainable agriculture, and developing integrated pest management curriculum for primary schools. He wrote, published, and edited many refereed journal articles and proceedings, and taught undergraduate courses on horticulture production, garden center management, and marketing for nearly 35 years.

Ashley coordinated the Integrated Pest Management Program from 1996 to 2003, and twice served as acting head of the plant science department.

Derek Allinson, emeritus professor of plant science, calls him an "all-round, very fine faculty member who served the department well."

In addition to teaching, Ashley was passionate about research.

"He attempted and was successful in providing answers to problems faced by many vegetable growers not just in Connecticut, but throughout New England," Allinson says. "He was a consummate professional."

Ashley contributed many articles to the *New England Vegetable Management Guide* and also served as its editor for several years.

He was secretary-treasurer of the Northeast Weed Science Society and was awarded the society's Distinguished Member Award. He also was a member of the steering committee for the New England Vegetable and Berry Growers' Conference.

Ashley was active in the community, and served on the Coventry Republican Town Committee, the Coventry Board of Education, and the Coventry Town Council. He also served for many years as a dean at the Presbyterian Church of Coventry. In addition to horticulture, his interests included war history and battle strategies, coins, stamps, and sports.

After retiring from UConn in 2003, he enjoyed traveling and spending time with his family.

He is survived by his wife Sandra, two children, and three grandchildren.

Contributions in his memory may be made to the American Cancer Society, P.O. Box 22718, Oklahoma City, OK 73123-1718.

# Wallace Stevens program to present poet Alice Fulton

Acclaimed poet Alice Fulton will read from her work during the 45th annual presentation of the Wallace Stevens Poetry Program on April 22 and 23.

The program, which is presented by the English department in association with The Hartford Financial Services Group Inc. and The Hartford Friends and Enemies of Wallace Stevens, will also showcase the student winners of the Wallace Stevens Poetry Contest.

Fulton has published six acclaimed works of poetry and a book of prose. She has received many fellowships, including one from the National Endowment for the Arts, and her poems have appeared in *Poetry*, *The New Yorker*, *Parnassus*, *The Paris Review*, *The New Republic*, and *The Atlantic Monthly.* Her work has also been included in five editions of *The Best American Poetry* series, including the 10th anniversary edition, *The Best of the Best American Poetry, 1988-1997*.

The first reading will take place on April 22 at 1:15 p.m. at the Greater Hartford Academy of the Arts. Fulton will be joined by John Harrity, the high school winner of the Wallace Stevens prize and a Hartford resident, who will read the poem that earned him the scholarship.

The second reading will take place on April 23 at 8 p.m. in the Konover Auditorium, Thomas J. Dodd Research Center. Fulton will be joined by University winners Michael Pontacoloni, Katrina Leno, and Matthew Harding.

Pontacoloni, this year's first-place winner, is an English major and geology minor from Windsor. He also won the McPeek Scholarship Essay Competition earlier this year. He says he has been influenced by Robert Frost, Seamus Heaney, Elizabeth Bishop, and Paul Muldoon.

Leno, who won second place, is an English major from Somers. She considers Donald Barthelme, Gabriel Garcia Marquez, Russell Edson, and Roald Dahl as the main influences on her.

Harding, the third-place winner, is an English major from Enfield and a repeat winner of the Wallace Stevens prize. He cites *An Orange Message* by William Stafford as the earliest influence on his writing.

The mission of the Wallace Stevens Poetry Program is to promote poetry at UConn and in the Hartford area by offering two poetry readings each spring by a poet of national or international reputation.

Both events are free and open to the public.

For more information about the events or the Wallace Stevens Poetry Program, please visit UConn's Creative Writing Program web site at: www.longriver.uconn.edu.

## Social work dean *continued from page 1*

"Salome has a national presence in the social work field and has served in several leadership capacities in social work organizations," says Peter Nicholls, provost and executive vice president of academic affairs. "She brings to this position the energy, enthusiasm, and vision for the School of Social Work that will enable her to lead it to the next level of excellence. I am excited about this appointment."

A native of Baltimore, Md., Raheim received a bachelor's degree in social work from Bowie State, completed doctoral studies at The George Washington University, and received a master's degree from the Catholic University of America and a Ph.D. in communications studies from the University of Iowa. Her research interests include cultural competence, social justice, human rights, social and economic development, and organization and community practice. She began her career in 1976 as a psychiatric social worker in Prince George's County, Md.

UNIVERSITY OF CONNECTICUT
Advance

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Photo by Frank Dahlmeyer

U.S. Archivist Allen Weinstein speaks at Konover Auditorium on April 2.

# Archives vital to democracy, says speaker

by Elizabeth Omara-Otunnu

Open access to government records plays an essential role in a strong democracy, according to the head of the U.S. National Archives.

At the Archives, says Archivist of the United States Allen Weinstein, "we believe that full access to the documents that outline our rights, chronicle the actions of government officials, and record our national experience provides the transparency for a healthy and vital democracy."

Weinstein made his remarks during the 2008 RBS Greenwich Capital Seminar at the Thomas J. Dodd Research Center on April 2.

He said the National Archives provides access to the nation's records to all: "the scholar researching a book, the veteran seeking information to claim entitled benefits, the genealogist searching for family history, the reporter working on a current news story, the victim of a natural disaster trying to reassemble a life, and the individual citizen interested in the history of this country. All are welcome."

Weinstein traced the origins of today's National Archives to President Franklin Roosevelt's founding of the first presidential library in the 1940s.

In addition to bringing together the records of the past and housing them in one building, he said, Roosevelt also emphasized the duplication of records using the latest technology at that time, microfilm, so that if original archives were destroyed during wartime, a record would exist somewhere else.

Weinstein said that since the 1960s, the Freedom of Information Act (FOIA), a law ensuring public access to government records, has had a huge impact.

"FOIA has become the cornerstone of access to governmental records, and as such is pivotal to maintaining a robust democracy," he said.

The National Archives has released a wide variety of records as a result of FOIA, he said: the files of Supreme Court nominees John Roberts and Samuel Alito during their confirmation hearings, for example; official and confidential files of former FBI Chief J. Edgar Hoover; portions of files from independent counsels during the Iran-Contra and Whitewater controversies; and more recently, the scheduling files of former First Lady Hillary Clinton.

Weinstein, a former history professor, said the National Archives are indispensable to historians.

Records in the Archives document not only the actions of the U.S. government, but also the justifications and deliberations surrounding those actions, he noted: "These records are the lifeblood of historians, who write the story of the nation's past."

Two years ago, Weinstein said, he learned that thousands of publicly available records had been "quietly removed from the shelves" since 1999. An audit found that more than one third were wrongly reclassified, and that in some cases, unclassified documents were withdrawn to obfuscate the declassified documents that the originating agency was seeking to protect.

These actions were a serious threat to the traditions of openness, accessibility, and accountability, Weinstein said, and "must never, never, never be repeated."

Since then, the National Archives has been working to ensure that the improperly removed documents are back on the shelves.

Weinstein said digitization has opened up new opportunities for access to archival records.

In some cases, original documents are being made available through partnerships with private entities. One such partnership, with Footnote, a subscription-based web service, involves transcribing the 58,000 names on the Vietnam War Memorial and correlating them with military records so they can be searched by name, age, hometown, state, length of service, and unit.

The National Archives is also developing its own capability to digitize records, he said, including an initiative known as the Electronic Records Archives (ERA).

In the future, the ERA will provide Internet access to the electronic records of the U.S. government, including e-mails, web pages, digital images, databases, and satellite imagery, regardless of the software or hardware used to create them.

"The ERA will be our archives of the future, or what some have called our 'archives without walls,'" he said.

The National Archives also works to educate the public about the value of original historic documents, including the creation of a recently completed "family-friendly quasi-museum" in the Archives building in downtown Washington, D.C.

"The National Archives," he said, "is the great undiscovered treasure of Washington."

# New software helps protect against plagiarism

by Sherry Fisher

A new software package called Safe Assign, part of the enhanced version of the course software HuskyCT, can help teach students when they have failed to cite sources properly and, perhaps, reduce plagiarism. It complements the University's efforts to foster a culture of academic honesty.

The software allows faculty to check students' papers against sources on the Internet, a growing database of journals, and papers written by other UConn students. If a student chooses, a paper may be submitted to a global database of student papers, and Safe Assign checks these papers against student papers from other universities as well.

Kim Chambers, director of educational technologies, says Safe Assign can be used in several ways.

A faculty member may tell the entire class that they are working on a Safe Assign assignment. The papers are then submitted electronically, and automatically checked for proper citations. Or, using a feature called Direct Submit, faculty may check a particular student's paper to check for improper citations.

Faculty also can allow students to use Safe Assign themselves before submitting work.

"If you're a faculty member and check the box agreeing to allow students to check their papers first," says Chambers, "there are going to be significantly fewer instances of students turning in papers where citations were improper, leading toward plagiarism.

"I'm encouraging faculty and students to use this not simply to detect plagiarism," he adds, "but to teach students the process of scholarship and how to properly cite scholarly work."

A paper that has been checked through Safe Assign will have text taken from other sources highlighted in different colors. The exact text from the other source and a link to that source will appear on the paper.

"For example, you can look at the source in a particular paragraph to see how it matches something that's on the Web," Chambers says. "If there are citations from a journal, you can click on that link and see the phrase there and the phrase written in the paper. You have comparisons for everything cited in the paper. It would be a heads-up to the student to know 'I've quoted from this source, but I didn't properly attribute the source.'"

Safe Assign gives a percentage score to each paper submitted. "It might conclude that 11 percent of a particular paper came from other sources, or 2 percent, or 100 percent," says Chambers.

He says the percentage of agreement will depend on the nature of the assignment: "If you're giving students a literature review, you're going to want a fairly high percentage citing other sources. If it's a research paper, you might want only about 20 percent to be cited from elsewhere. Rarely will you want zero percent, unless it's a creative work or fiction."

Chambers says today's technology makes it easy to copy other work. "Twenty years ago, you would have to type something out of a book. Now you can go to Wikipedia, highlight two paragraphs, copy, and paste.

"Hopefully," he adds, "good pedagogical uses of Safe Assign will enhance student scholarship at UConn."

# Employee Recognition Week set for April 21-25

by Ashley Sporleder

Nearly 410 employees will be recognized for their service to the University, during the Employee Recognition Breakfast to be held at the Alumni Center on April 22, beginning at 9:30 a.m. Certificates will be given to individuals with 25 or more years of service.

The event is part of Employee Recognition Week, April 21-25, which seeks to honor University employees of all departments, schools and colleges, including the regional campuses, for their contributions to UConn.

"It's meant to encourage supervisors to thank their employees and show their appreciation," says Shannon Page, educational assistant, who is coordinating the week.

Employee Recognition Week is sponsored by the Department of Human Resources.

# Guest professors program brings scholars to UConn

Four scholars have been awarded a short-term Guest Professorship at UConn during the spring or fall semester 2008: Robert Charles Pond, University of Liverpool, U.K., nominated by Mark Aindow of the chemical, materials, and biomolecular engineering department; Verta Taylor and Leila Rupp, University of California-Santa Barbara, nominated by Nancy Naples of the sociology department; and Manual deLlano, Universidad Nacional Autónomoa de México, nominated by William Stwalley of the physics department.

The Annual Guest Professorship (short-term) program is designed to bring distinguished visitors to campus each year for an intensive period of scholarly exchange with faculty members and graduate students.

This year's program for the spring semester and fall semester 2008 attracted five nominations from a variety of UConn departments. An ad hoc review panel considered each nomination and made recommendations to Gregory Anderson, vice provost for research and graduate education.

For further information about this program and other internal program support, please visit www.research.uconn.edu/ips/.

# Stem cells may help improve implantable glucose monitors

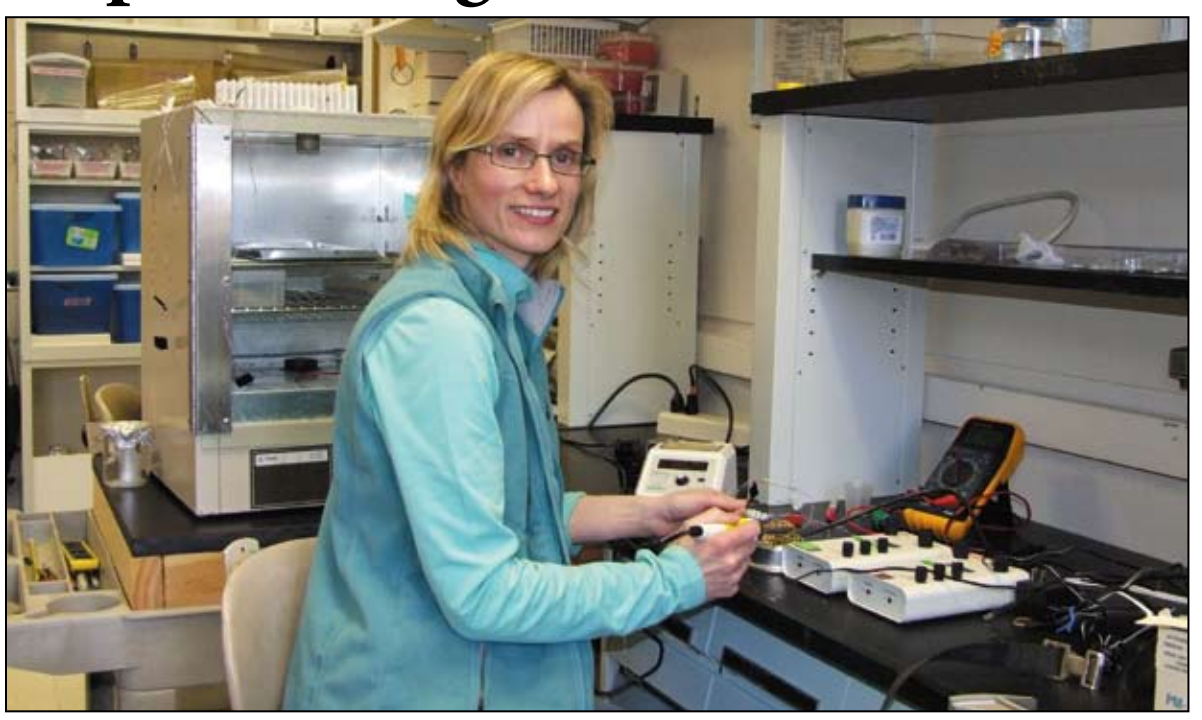

Photo by Kristina Goodnough

Ulrike Klueh, assistant professor of surgery, in her lab at the Health Center.

by Kristina Goodnough

Ulrike Klueh is studying the use of adult stem cells to help make the use of long-term implantable wireless glucose sensors a reality, with a $413,000 grant from the American Diabetes Association.

The sensors already exist, but need to be improved, because they tend to stop working fairly quickly.

"A long-term, implantable glucose sensor has remained elusive, because of the rapid loss of sensor function after implantation," says Klueh, who was a nurse in her native Germany and came to the Storrs campus to pursue a master's degree in chemical engineering. She went on to earn a Ph.D. in biomedical engineering.

"I like the interdisciplinary focus and the interrelationship of technology, engineering, chemistry, and biological processes," says Klueh, an assistant professor in the Department of Surgery.

"We believe the loss of sensor function is a result of sensor-induced tissue reactions, including inflammation and fibrosis, which ultimately causes the loss of blood vessels at the site of the sensor," she adds.

The body reacts to current implantable sensors inserted into the skin the same way it would react to a wood or metal splinter, mainly with inflammation, loss of blood vessels, and fibrosis.

With the grant, Klueh is focusing on new ways to suppress inflammation and fibrosis and promote new blood vessel formation around the sensor, using adult human blood derived stem cells.

If the principle stands up, then blood-derived stem cells from patients with diabetes could be safely removed, remodeled into "gene carrier cells," and injected back into the same patient at the site of the sensor, to extend the lifespan of the glucose sensor.

The use of an individual's own stem cells would reduce worries about potential rejection.

Currently, people who have diabetes monitor their blood glucose levels using external monitors and "finger sticking" for blood samples.

"If we can develop a reliable, workable, implantable glucose sensor that can be linked to an insulin pump, together they would act as an artificial pancreas, and that would revolutionize diabetes management," says Klueh.

If successful, she adds, the same approach could be used to develop implantable sensors that could detect and treat other diseases, such as cancer and heart disease.

# Education professors work to enhance math curriculum for elementary grades

by Karen Singer

Meerkats may soon be coming to a school near you – to help teach mathematics.

Not the ones on *Animal Planet,* but cartoon characters created by M. Katherine Gavin, Tutita Casa, and their colleagues, as part of a project to engage children's curiosity in learning geometry and measurement, and increase mathematics achievement.

Gavin, an associate professor in the Neag School of Education, is principal investigator and senior author of Project M2: Mentoring Young Mathematicians. Casa, an assistant professor in the Neag School of Education, is co-principal investigator.

Project M2 is funded by a five-year, $2.1 million grant from the National Science Foundation. It is designed for students in kindergarten through second grade.

It is an extension of Project M3, a series of 12 curriculum units for mathematically promising third, fourth, and fifth graders.

Gavin developed Project M3, along with Casa and colleagues including Linda Jensen Sheffield, Regents Professor of Mathematics Education at Northern Kentucky University, and Suzanne Chapin, an associate professor of mathematics education at Boston University. Project M2 is being devised by many of the same team.

Now in its sixth and final year, Project M3 uses content from the National Council of Teachers of Mathematics Standards, and teaching strategies from best practices in gifted education.

Project M2 will have two units per grade level, with each unit being four or five weeks long. That will enable students to develop a deeper understanding of math concepts, Gavin says, adding that a lot of math will be done in the context of scientific inquiry.

One of the units features two meerkat characters, Dru and Teller. The "detective duo" guide students through investigations such as simulated car crash tests with plastic eggs as passengers, and figuring out the amount of water they use while brushing their teeth – also a lesson in water conservation.

"A big piece of our project is students talking to each other about math as a community, not just answering questions posed by the teacher," Gavin says. She adds that students will write about their mathematical adventures in a journal, and will be encouraged to share their mathematical reasoning with classmates.

"What we're trying to do is use the same kinds of high-end strategies to work with students across all socio-economic sectors and all ability levels," says Gavin. "The goal is that these students will perform as well as our M3 students."

Mathematically talented students studying the M3 curriculum have outperformed control groups of similar ability students from the same schools on national standardized tests.

The U.S. curriculum is typically "a mile wide and an inch deep, meaning we try to cover about twice as many topics as the average country," Gavin says. She cites a 2004 Trends in International Math and Science study of 25 countries, in which American fourth graders ranked 17th in the world in geometry and 13th in measurement.

"The problem is that we're not starting children early enough in thinking deeply about math concepts," she says. "We know young children have an interest in math and the world around them and come to school loving mathematics, but by third grade and as they move into higher levels, many have math anxiety – often because they have memorized formulas rather than understood the concepts."

Gavin says another goal of the grant is to target traditionally under-represented students. The researchers will field test mainly at-risk students at 12 schools nationally, in Connecticut, Texas, Kentucky, and South Carolina.

Grade 2 curriculum units are being piloted this year, and will be field-tested during the 2008-2009 school year; units for other grades will follow.

As a youngster, Gavin loved Latin as well as math, but chose math as a career. She spent a couple of decades as a math teacher, before earning a doctorate at UConn in 1997 and becoming a math specialist at the Neag Center for Gifted Education and Talent Development. She wrote the M3 grant proposal in the hope of inspiring young mathematicians and challenging them to learn at high levels.

The M3 project has garnered many awards since 2004, including ones from the National Association for Gifted Children for exemplary curriculum for gifted education.

Photo by Frank Dahlmeyer

Katherine Gavin, right, associate professor, with Tutita Casa, an assistant professor, look over course-related materials for a math curriculum initiative known as Project M2.

M3 curriculum units have been purchased by schools in 43 states, as well as in Singapore, Japan, the Netherlands, and Canada. M3 also has become part of some summer programs, as well as the centerpiece of an after-school math enrichment club in four Connecticut public schools that is funded by the Travelers Companies Inc. through the UConn Foundation.

Gavin is especially pleased by children's reactions to the curriculum.

"They're actually hugging their student math journals," she says, "and staying in during recess to play math games."

# Wrongful discharge laws increase cost of doing business, study shows

BY DAVID BAUMAN

State laws to protect workers from being unfairly sacked have an unintended consequence: they contribute to companies' becoming less profitable.

Moreover, as the list of legal protections against wrongful discharge has grown during the past four decades, salary costs have gone up too.

These are the findings of a study by two UConn business professors to be published in the *Journal of Law and Economics* in May 2009. The study by Robert Bird and John Knopf, "Do Wrongful Discharge Laws Impair Firm Performance?" is one of the first to provide empirical evidence of the economic costs of these laws on firms.

"Scholars and policymakers have been debating for years whether legislating job security was bad for business," says Knopf, an assistant professor of finance. "Now we know that giving employees too many protections increases the financial burden on companies that hire them."

The professors surveyed more than 20 years of wrongful discharge laws across the United States, then compared that information with data from banks on the costs of operating in each of the 50 states.

They found that enforcement of wrongful discharge laws – while offering protection against arbitrary or unfair firings – impedes employers' performance.

These findings underscore a significant consideration for state policymakers to ponder in difficult economic times, says Bird, an assistant professor of marketing specializing in business law: "If a state wants to attract business but makes it hard to hire and fire people, companies are less likely to come."

The growth of state laws designed to curb wrongful discharge has made it far more challenging and costly for employers to fire an employee, says Bird. He notes that most workers have jobs that are covered by some wrongful discharge legal protection and that more than 10,000 wrongful discharge lawsuits are filed in state courts each year.

The cost of wrongful discharge litigation is huge. Jury awards, for example, can reach hundreds of thousands of dollars. In California during the 1980s, when wrongful discharge protection there was at its peak, the average wrongful discharge jury award was more than $388,000. Today, employers' concerns about the legal minefield of employment support an entire industry dedicated to advising and protecting firms against wrongful discharge litigation.

Until the 1960s, "employment at will" – which allowed firms to give employees a "pink slip" for any reason – prevailed as the legal rule regulating employment. But starting in 1959, when a California court ruled that a worker could not be fired for refusing to commit perjury, a growing number of legal exceptions have been imposed by courts.

Today 43 states, including Connecticut, recognize at least one of three categories of illegal firings. These are: public policy, such as forcing a worker to participate in an illegal act; implied contracts that can create enforceable terms that trump written contracts; and good faith policy, that prevents a firm firing a worker one day shy of qualifying for a pension, for example.

To examine the economic effect of job security protections, the researchers decided to study the impact of state wrongful discharge laws on bank performance. Because state laws vary in the scope of their job protection, and Congress, until recently, restricted state-chartered banks to operating in a single state, "comparing the two data sets offered a novel empirical way of matching widely available bank data with state employment law," says Knopf.

In their study, Bird and Knopf conclude: "We find that wrongful discharge laws increase salary costs and reduce the profitability of employers within a given state."

PHOTO BY FRANK DAHLMEYER

Robert Bird, left, an assistant professor of business law, and John Knopf, an assistant professor of finance, have studied wrongful discharge laws.

This is because wrongful discharge laws – despite their intended aim of providing job security – not only hinder performance by imposing litigation costs on firms, they also cause many employers to shy away from hiring new workers, because they fear being taken to court, say Bird and Knopf.

In addition, wrongful discharge laws may embolden employees to demand higher salaries in exchange for refraining from legal action, notes Bird. "That's not necessarily a good thing," he adds. "Higher salaries mean that firms are less willing to hire, and that means fewer jobs available for people who are unemployed or are looking to switch. On the other hand, the more firms are allowed to hire and fire, the more they reward good employees and the more willing they are to grow the business."

# Report says UConn education graduates stay in profession

BY JOANNE NESTI

A recent study sponsored by the Teachers for a New Era (TNE) program shows that an overwhelming majority of graduates from the Neag School of Education stay in the classroom for 10 years or more, and in far greater numbers than their colleagues nationwide.

"This study tells us in a powerful way that when teachers are given high quality, rigorous preparation such as they experience at the Neag School, they are more successful in meeting the diverse challenges of today's classrooms," says Richard Schwab, dean of the Neag School and a member of the National Commission on Teaching and America's Future.

"Their commitment to teaching remains at a high level for a long time and, most important, they stay in the profession," he adds.

Scott Brown, a professor of educational psychology and director of TNE, adds, "We see our five-year program as the key to that high level of commitment and teacher retention."

Using data from the Connecticut State Department of Education, the study looked at more than 66,000 teachers who were working in Connecticut between 1994 and 2005.

The group included 1,100 UConn graduates from either the Integrated Bachelor's/Master's program or the Teacher Certification Program for College Graduates in the Neag School of Education. Seventy-three percent of them were still classroom teachers in Connecticut 10 years after graduating from these programs. Among the non-UConn graduates in the sample group, just 58 percent were still teaching after 10 years.

A national average for the 10-year time frame is harder to ascertain, because data is difficult to obtain. For a five-year period, the retention average nationally is roughly 50 percent.

The second part of the study consisted of a questionnaire sent to more than 1,400 UConn education graduates from roughly the same time frame, 1994 to 2005. Eighty-one percent of respondents who stayed in teaching indicated that they did so because they enjoyed working with students and felt a sense of accomplishment and satisfaction in helping them learn. Those who left cited "burnout," as well as "changing career interests."

Schwab, who has written extensively about job stress, says schools can head off burnout by continuing to be "vibrant learning communities, with leaders who reinforce the importance of student achievement."

Brown credits TNE's tracking and support of its new teachers during their first two years of employment for helping them stay in the profession. TNE sponsors workshops that deal with everything from coping with "Meet the Parents Night" to innovation in the classroom.

"We think of Neag graduates as change agents in the schools where they're hired," Brown says. "While they have to be adaptable to the culture of their particular school setting, we also want them to be willing to try the new approaches they've learned during their preparation at the Neag School."

When a school is accepting of teachers' new ideas, Brown says, that can go a long way toward encouraging them to stay.

But Brown says longevity isn't the only thing that matters.

"I've seen 30-year-olds who are burned out in the classroom, and 50- and 60-year-olds with a high level of excitement and enthusiasm," he says. "Time alone isn't the key. It's a teacher's passion for teaching and learning that keeps him or her working at and dedicated to the job every day."

The report, *Who Stays and Who Leaves? A Study of Teacher Retention among University of Connecticut Neag School of Education Graduates* by Xing Liu and Scott W. Brown, is at www.tne.uconn.edu.

PHOTO BY JANICE PALMER

Brittany Richard, a 2006 teacher education graduate, is a special education inclusion teacher for Grades 3 and 4 at Batchelder Elementary School in Hartford. Here she is coaching Reyna Sanabria, while Samantha Ramos works on a paper.

Photo by Jessica Tommaselli

Shane O'Brien dances during the 17th Annual Light the Lodge Powwow at Gampel Pavilion on April 5. The event is hosted by the Native American Cultural Society.

## GRANTS

The following grants were received through the Office for Sponsored Programs (OSP) in February 2008. The list represents only new proposals awarded, and excludes continuations. The list is supplied to the *Advance* each month by OSP.

| Prin. Investigator | Department | Sponsor | Amount | Award Period |
|---|---|---|---|---|
| Alphabetical, by Principal Investigator | | | | |
| Aindow, M. | Chemical, Materials, & Biomolecular Engr. | United Technologies-Pratt & Whitney | $5,000 | 1/07-6/08 |
| *Gamma Prime Phase Dissolution Kinetics in P/M IN100* | | | | |
| Bahr, B. | Pharmaceutical Sciences | Alzheimer's Drug Discovery Foundation/Inst. for the Study of Aging | $65,000 | 2/08-1/09 |
| *In Vitro Testing of New Lysosomal Modulatory Drugs for Reducing Tau Aggregates in a Hippocampal Slice Model* | | | | |
| Barnes-Farrell, J. | Psychology | National Society of Black Engineers | $23,362 | 2/08-10/08 |
| *2008 NSBE Student Survey* | | | | |
| Bucklin, A. | Marine Sciences | SPT Offshore LLC | $25,000 | 1/08-1/08 |
| *Charter of RV Connecticut by SPT Offshore LLC* | | | | |
| Couch, K. | Economics | Dept. of Labor/ Employment & Training Administration | $20,000 | 1/08-12/08 |
| *Job Displacement in Connecticut* | | | | |
| Dang, K. | Pharmacy Practice | Conn. Dept. of Public Health/West Hartford-Bloomfield Health District | $3,600 | 1/08-12/08 |
| *Elderly Medication Screening* | | | | |
| DeGuise, S. | Sea Grant College Program | Dept. of Commerce /National Oceanic & Atmospheric Administration | $41,500 | 2/08-1/09 |
| *Connecticut Sea Grant Program Knauss Marine Policy Fellowship, 2008, Tina O'Connell E/K-15* | | | | |
| Enderle, J. | Electrical & Computer Engineering | UConn Health Center | $300,365 | 8/97-8/07 |
| *Clinical Engineering Internship Program at the UConn Health Center* | | | | |
| Frisman, L. | School of Social Work Instruction & Research | Nat'l. Institutes of Health/Nat'l. Institute on Drug Abuse /Brandeis Univ. | $7,500 | 9/07-8/08 |
| *Treatment Engagement and Time to Recidivism for African-American Male Offenders* | | | | |
| Gorin, A. | Psychology – Center for Health, Intervention, & Prevention | Nat'l. Institutes of Health/Nat'l. Heart, Lung, & Blood Institute | $317,100 | 8/07-4/08 |
| *Modifying Obesogenic Homes: Impact on Weight Maintenance* | | | | |
| Hightower, L. | Molecular & Cell Biology | OxyHeal Health Group | $76,748 | 1/08-12/08 |
| *OxyHeal/UConn Project on Stress Conditioning Cultured Cells Using Hyperbaric Oxygen* | | | | |
| Jacobs, B. | Nursing Instruction & Research | Hartford Hospital | $58,000 | 8/07-8/08 |
| *Clinical Director of Ethics Consultation* | | | | |
| Johnston, R. | Agricultural & Resource Economics | Environmental Protection Agency/Univ. of Nevada | $27,929 | 9/07-3/09 |
| *Meta-Analysis and Benefit Transfer at Different Levels of Aggregation: Comparing Group-Averaged and Individual-Level Models Using Hierarchical Bayesian Methods.* | | | | |
| Kaminski, J. | Plant Science | U.S. Dept. of Agriculture /Cornell Univ. | $35,000 | 7/07-6/08 |
| *Northeast Plant Diagnostic Network* | | | | |
| Karan, O. | Educational Psychology | New London Public Schools | $13,678 | 8/07-5/08 |
| *Counseling Internship – Maria Fafalla Belval* | | | | |
| Kasi, R. | Institute of Materials Science | National Science Foundation | $475,000 | 2/08-1/13 |
| *CAREER: Block Copolymer Nanactuators from Liquid Crystalline and Ionomeric Units* | | | | |
| Kehle, T. | Educational Psychology | Waterford Public Schools | $13,678 | 8/07-5/08 |
| *School Psychology Internship – E. Leichter* | | | | |
| Kehle, T. | Educational Psychology | Glastonbury Public Schools | $13,000 | 8/07-5/08 |
| *School Psychology Internship – J. Korczak* | | | | |
| Kraus, C. | Center for Survey Research & Analysis | The Hartford Courant | $6,400 | 1/08-12/08 |
| *Public Opinion Polls* | | | | |
| Kuzovkina-Eischen, Y. | Plant Science | Environmental Protection Agency/Town of Sprague, Conn. | $24,960 | 2/08-12/08 |
| *Pilot Phytoremediation of Lead Contamination at the Mukluk Site, Town of Sprague* | | | | |
| Leyden, D. | School of Law Instruction & Research | Dept. of Treasury/ Internal Revenue Service | $85,000 | 1/08-12/08 |
| *Low Income Taxpayer Clinic* | | | | |
| Luh, P. | Electrical & Computer Engineering | ISO New England Inc. | $76,859 | 9/07-12/08 |
| *Short-Term Load Forecasting: Wavelet-Based Similar-Day Neural Networks* | | | | |
| Luh, P. | Electrical & Computer Engineering | EnvaPower Inc. | $22,177 | 12/07-5/08 |
| *Two-Level Wavelet Decomposition for Short-Term Load Forecasting of Mid-West ISO* | | | | |
| Maresh, C. | Kinesiology | Danisco USA Inc | $214,729 | 12/07-5/09 |
| *Betaine Study II: Study of Mechanisms in Skeletal Muscle* | | | | |
| Morris, T. | Plant Science | Iowa Soybean Association | $59,905 | 10/07-9/08 |
| *Analysis of Field-Trial Data to Begin Development of Nitrogen Fertilizer Recommendations Based on Field History and Cornstalk Nitrate Values* | | | | |
| Pasaogullari, U. | Conn. Inst. of Fuel Cell Research & Innovation | Nissan Motor Co. Ltd. | $41,577 | 2/08-1/09 |
| *Effect of Permeation on Net Water Transport in Polymer Electrolyte Fuel Cells* | | | | |
| Rozum, J. | Extension | Environmental Protection Agency/Conn. Dept. of Environmental Protection | $70,000 | 1/08-1/10 |
| *NEMO: Taking the Next Step Toward Water Quality Improvement through Education and Local Implementation of Low Impact Development* | | | | |
| Singer, M. | Center for Health, Intervention & Prevention | Nat'l. Institutes of Health/Nat'l. Institute on Drug Abuse/Fordham University | $157,890 | 9/07-7/08 |
| *Participant Perspectives on Drug Use/HIV Research Ethics* | | | | |
| Weiss, R. | Institute of Materials Science | American Chemical Society/Petroleum Research Fund | $55,911 | 2/08-1/10 |
| *Synthesis of PLA Ionomers* | | | | |

## Eugenics lecture *continued from page 1*

Kevles said the eugenics movement was based in large part on Darwin's theories of natural selection and new scientific research on heredity. The movement's adherents advocated the improvement of the human species through selective or controlled human reproduction.

Kevles said eugenics was discredited primarily because of its association with Nazi Germany's horrific sterilization policies and the death camps of World War II.

But "eugenics was not unique to the Nazis. It could and did happen virtually everywhere," he said.

Kevles said many people are stunned to learn that "liberal, democratic Sweden" sterilized approximately 60,000 people between the 1930s and the 1970s.

Between the start of the 20th century and World War II, two dozen American states passed laws authorizing the forced sterilization of "the feeble minded" and others labeled as genetically flawed. In 1927, the U.S. Supreme Court voted 8-1 to uphold Virginia's eugenics law, with the majority opinion written by Oliver Wendell Holmes Jr. And, according to Kevles, by 1930, California had sterilized some 6,000 people.

Kevles said the racial concerns of the American eugenics movement focused less on fears about blacks than on the waves of European immigration.

"Immigrants from eastern and southern Europe were not thought to be white," he said. He said many Anglo-Protestant Americans worried that they'd be outnumbered and overwhelmed by those they considered substandard humans.

But he said the post-Nazi revulsion against eugenics and the rise of the ideas of reproductive and civil rights have changed the nature of today's debate.

"Publicly mandated eugenics seems very unlikely in the West, especially in the United States, with its very strong commitment to civil liberties," Kevles said.

In 1990, the human genome project was begun in the U.S., with the goal of identifying and mapping the more than 20,000 genes in human DNA.

Some experts fear this project may "spark a revival of negative eugenics, that is, state programs of intervention in reproductive behavior so as to discourage the transmission of so-called 'bad genes'," he said.

Kevles said rising health care costs could trigger a taxpayer rebellion "against paying for the care of those whom genetics dooms to severe disease or disability."

Employers and insurance companies may well seek to screen potential employees for "diseases that would result in costly medical or disability payouts," he said.

The issue of who should be able to benefit from the advances in genetic science and medicine is made more difficult by the fact that some 45 million Americans lack health insurance, he said.

"If genetic diagnostics, therapies, and cures are not equitably available to all," Kevles added, "then the marvelous and growing arsenal of knowledge and technology will only compound, worsen, and intensify the current inequities."

# CALENDAR Monday, April 14, to Monday, April 21

Items for the weekly *Advance* Calendar are downloaded from the University's online Events Calendar. Please enter your Calendar items at: http://events.uconn.edu/ Items must be in the database by 4 p.m. on Monday for inclusion in the issue published the following Monday.
**Note:** The next Calendar will include events taking place from Monday, April 21, through Monday, April 28. Those items must be in the database by 4 p.m. on Monday, April 14.
If you need special accommodations to participate in events, call 860-486-2943 (Storrs), or 860-679-3563 (Farmington), or 860-570-5130 (Law School).

## Libraries

**Homer Babbidge Library.** Hours: Monday-Thursday, 8 a.m.-2 a.m.; Friday, 8 a.m.-10 p.m.; Saturday, 10 a.m.-10 p.m.; Sunday, 10 a.m.-2 a.m.
**Dodd Center.** Reading Room hours: Monday, 10 a.m.-7 p.m.; Tuesday-Friday, 10 a.m.-4 p.m.; Saturday, noon-4 p.m.; Sunday, closed. Research Center hours: Monday-Friday, 8:30 a.m.-4:30 p.m.; closed weekends.
**Pharmacy Library.** Monday-Thursday, 8:30 a.m.-10 p.m.; Friday, 8:30 a.m.-4:30 p.m.; Saturday, 10 a.m.-5 p.m.; Sunday, 1-9 p.m.
**Health Center Library.** Hours: Monday-Thursday, 7 a.m.-11 p.m.; Friday, 7 a.m.-7 p.m.; Saturday, 9 a.m.-5 p.m.; Sunday, noon-10 p.m.
**Law Library.** Monday-Thursday, 8 a.m.-11 p.m.; Friday, 8 a.m.-9 p.m.; Saturday, 9 a.m.-5 p.m.; Sunday, 1-9 p.m.
**Avery Point Campus Library.** Hours: Monday-Thursday, 8:30 a.m.-7 p.m.; Friday, 8:30 a.m.-5 p.m.; closed weekends.
**Greater Hartford Campus Library.** Hours: Monday-Thursday, 9 a.m.-9 p.m.; Friday- Saturday, 10 a.m.-5 p.m.; Sunday, closed.
**Stamford Campus Library.** Hours: Monday-Thursday, 8 a.m.-9 p.m.; Friday 9 a.m.-4:30 p.m.; Saturday, 11 a.m.-4 p.m.; Sunday, closed.
**Torrington Campus Library.** Hours: Monday-Thursday, 9:30 a.m.-6:30 p.m.; Friday-Sunday, closed.
**Waterbury Campus Library.** Hours: Monday-Thursday, 8:30 a.m.-7 p.m.; Friday, 10 a.m.-4 p.m.; Saturday, 10 a.m.-2 p.m.; Sunday, closed.

## University ITS

**Help Desk Hours**: Call 860-486-4357, Monday-Friday, 8 a.m.-5 p.m.

## Ph.D. Defenses

**Monday, 4/14 – Chemistry.** *Part I: Chemical Vapor Deposition and Optimization of Ceramic Coatings of Metal and Fiber Substrates. Part II: Microwave/Ultrasonic Synthesis of Metal Oxide Nanomaterials: Characterization and Applications,* by Edward Nyutu (adv.: Suib). 1 p.m., Room A304, Chemistry Building.
**Monday, 4/14 – Plant Science.** *Regulation of Surface Polysaccharides in the Bacterial Agent of the Stewart's Wilt Disease of Pantoea Stewartii Subsp. Stewartii,* by Aurelien Carlier (adv.: Bodman). 1:30 p.m., Room 109, Advanced Technology Laboratory.
**Wednesday, 4/16 – Materials Science & Engineering.** *Strain Engineering of Epitaxial Ferroelectric Thin Films on Anisotropic Substrates*, by Gursel Akcay (adv.: Alpay). 9 a.m., Room IMS159, Gant Science Complex.
**Wednesday, 4/16 – Human Development & Family Studies.** *Mothers' Resolution of Their Young Children's Psychiatric Diagnoses*, by Joan Kearney (adv.: Britner). 10 a.m., Deans' Lounge, Family Studies Building.
**Wednesday, 4/16 – Human Development & Family Studies.** *How Homeless Families Function, Based on the Perceptions of Heads-of-Families*, by Haneefah Al-Haqq (adv.: Britner). 1 p.m., Dean's Lounge, Family Studies Building.
**Thursday, 4/17 – Chemistry.** *Biocatalysis with Cross-Linked Enzyme-Polylysine Films in Microemulsions*, by Peterson Guto (adv.: Rusling). 3 p.m., Room A304, Chemistry Building.
**Monday, 4/21 – Biomedical Science.** *Musashi Regulates Alternative Splicing*, by Joowon Lee (adv.: Gravely). 10 a.m., LM034, Main Building, Health Center.

## Lectures & Seminars

**Monday, 4/14 – Hascoe Distinguished Lecture in Physics.** "Gold Nanoparticles, Peptides, and Electron Transfer," by Flavio Maran, University of Padova. 4 p.m., Room P38, Gant Science Complex.
**Monday, 4/14 – Stamford Faculty Colloquium.** "Why Repealing Minimum Wage Laws Makes Sense for the Working Poor," by William Alpert. 5 p.m., GE Classroom, Stamford Campus.
**Tuesday, 4/15 – International Social Work Panel.** "Micro-Credit/Micro-Finances: Long-term Solution for Ending Poverty," panel presentation. 12:15 p.m., Zachs Community Room, Greater Hartford Campus.
**Tuesday, 4/15 – African American Studies Lecture.** "The Search for Lost Black Communities: Exploring the Past," by Vibert White, University of Central Florida. 4 p.m., Class of 1947 Room, Babbidge Library.
**Tuesday, 4/15 – Stamford Faculty Colloquium.** "Faces of Women Entrepreneurs Around the World," by Kathleen Dechant. 5 p.m., Room 132, Stamford Campus.
**Tuesday, 4/15 – Marine Sciences Lecture.** "Stellwagen Bank National Marine Sanctuary: Management Challenges for a Multiple Use Marine Protected Area," by Craig MacDonald, Stellwagen Bank Marine Sanctuary. 7:30 p.m., Room 103, Marine Sciences Building, Avery Point Campus.
**Wednesday, 4/16 – Out-to-Lunch Lecture.** "Puerto Rican Lesbians in Connecticut: Cultural Representations," by Lawrence LaFountain-Stokes, University of Michigan. Noon, Room 403, Student Union.
**Wednesday, 4/16 – Social Work Lecture.** "Environmental Justice: Issues, Policies, Solutions," by Veronica Famira, New York Lawyers for the Public Interest, and Kwabena Kyei-Aboagye, Fordham University. Noon, Zachs Community Room, School of Social Work.
**Wednesday, 4/16 – Statistics/Physics Colloquium.** "A New Approach to Monte Carlo: Simulations in Statistical Physics and Beyond," by D.P. Landau, University of Georgia. 4 p.m., Room 344, CLAS Building.
**Wednesday, 4/16 – 'Recent Cases' Law Lecture.** A Law School course in which a different faculty member each week presents a recent case of interest. 5 p.m., Room 110, Chase Hall, School of Law.
**Wednesday, 4/16 – David Ivry Memorial Lecture.** "Synagogue Excavations at Nabratein in Galilee and Rabbinic Tradition," by Eric Meyers, Duke University. 5 p.m., Class of 1947 Room, Babbidge Library.
**Wednesday, 4/16 – India Studies Lecture.** Julie Evans, painter, will talk about Indian miniature painting. 6 p.m., Room 106, Art Building.
**Wednesday, 4/16 – Stamford Faculty Colloquium.** "'Non Mollare – Don't Give In': The Assassination of Carlo and Nello Rosselli," by Joel Blatt. 6 p.m., Gen Re Auditorium, Stamford Campus.
**Thursday, 4/17 – Ecology & Evolutionary Biology Seminar.** by Monique Turmel. 4 p.m., Room 130, Biology/Physics Building.
**Thursday, 4/17 – Stamford Faculty Colloquium.** "Value Chain Effects on Your Brand," by Wynd Harris. 5 p.m., Room 132, Stamford Campus.
**Friday, 4/18 – Animal Science Seminar.** "Investigation of Antimicrobial Properties of Caprylic Acid, Monocaprylin and Sodium Caprylate against Dermatophilus Congolensis," by Satyender Valipe. Noon, Room 209, White Building.
**Friday, 4/18 – Statistics Colloquium.** "End-point Estimation for Decreasing Densities: Asymptotic Behavior of the Penalized Likelihood Ratio," by Jayanta Kumar Pal, Duke Universtity.
**Monday, 4/21 – Stamford Faculty Colloquium.** "The Effectiveness of Credit Default Insurance in Mitigating Mortgage Default Losses," by Norman Moore. 12:30 p.m., GE Global Classroom, Stamford Campus.
**Monday, 4/21 – India Studies Lecture.** "Gujarati Weddings and Textiles," by Donald Johnson, University of Minnesota. 4 p.m., Class of 1947 Room, Babbidge Library.

## Exhibits

**Wednesday, 4/16 through Monday, 5/12 – Student Union Gallery.** *Art Department Show.* Hours: 11 a.m.-9 p.m., Room 310. Free admission. Opening 4/16, 7-9 p.m.
**Through Sunday, 4/20 – Alexey von Schlippe Gallery.** *The Question: "If there is a God, what one question would you ask?"* installation by Pamela Gordinier; photographs by Gretchen Higgins; paintings by Lise Lemeland; and paintings by Annelie Skoog. Hours: Wednesday-Sunday, noon-4 p.m. Admission $3; free for members and students.
**Through Wednesday, 4/30 – Health Center.** *Quilting Pleasures,* cloth and paper quilting by Phyllis Small. Daily, 8 a.m.-9 p.m., Main and Mezzanine Lobbies.
**Through Sunday, 5/11 – William Benton Museum of Art.** *The 2008 Master of Fine Arts Exhibition*. Also, through Sunday, 5/11, *Rome, Italy and Europe* and *Marcus Garvey: The Centennial Exhibition.* Hours: Tuesday-Friday, 10 a.m.-4:30 p.m.; Saturday & Sunday, 1-4:30 p.m. Free admission. Wednesday, 4/16 – Emily Schubert will discuss the MFA Exhibition.
**Through Friday, 5/16 – Babbidge Library.** *Remnants, Glyphs and Palimpsests,* paintings by Pamela and Frank Bramble, Gallery on the Plaza and Stevens Gallery. For hours, see Libraries section.
**Through Friday, 5/16 – Dodd Center.** *The Ethnic American Press,* Gallery; also, *His & Hers, New Yorker Cartoons,* by Michael Maslin & Liza Donnelly, West Corridor. For hours, see Libraries.
**Through Wednesday, 6/11 – Celeste Le Witt Gallery.** *In the Moment,* paintings by Rita Bond; *Pubs/ Structures/Large and Small,* paintings by Arthur Bredefeld. Daily, 8 a.m.-9 p.m.
**Ongoing. State Museum of Natural History & Connecticut Archaeology Center.** *Human's Nature: Looking Closer at the Relationships between People and the Environment.* Hours: Tuesday-Saturday, 10 a.m.-4 p.m.; Sunday & Monday, closed. Free admission, donations welcome.


Photo supplied by Thomas J. Dodd Research Center

The front page of a Korean publication on display in the *Ethnic Press* exhibit at the Thomas J. Dodd Research Center. See Exhibits.

## Film

**Monday, 4/21 – India Film Series.** *Bhaji on the Beach.* 6:30 p.m., Room 106, Art Building.

## Performing Arts

**Monday, 4/14 – The UConn Jazz 10tet.** Earl MacDonald, director. Featuring new, unrecorded music by Grammy Award-winning composer Jim McNeely.8 p.m., von der Mehen Recital Hall. Tickets $7, free with student ID.
**Tuesday, 4/15 – Percussion Ensemble.** Peter Coutsouridis, director. 8 p.m., von der Mehden Recital Hall.
**Friday, 4/18 – The Conn-Men Spring Concert.** A cappella group. 7 p.m., Student Union Theatre.

## Sports

**Monday, 4/14 – Baseball vs. Northeastern.** 3 p.m., J.O. Christian Field.
**Tuesday, 4/15 – Baseball vs. Hartford.** 3 p.m., J.O. Christian Field.
**Tuesday, 4/15 – Softball vs. Quinnipiac.** 3:30 p.m., Softball Field.
**Wednesday, 4/16 – Softball vs. Brown.** 4 p.m., Softball Field.
**Friday, 4/18 – Baseball vs. Seton Hall.** 3 p.m., J.O. Christian Field.
**Friday, 4/18 – Women's Lacrosse vs. Cal Berkeley.** 6:30 p.m., Sherman Family Sports Complex.
**Saturday, 4/19 – Baseball vs. Seton Hall.** Noon, J.O. Christian Field.
**Saturday, 4/19 – Track and Field: UConn Select Invitational.** 1 p.m., Sherman Family Sports Complex.
**Sunday, 4/20 – Baseball vs. Seton Hall.** Noon, J.O. Christian Field.
**Sunday, 4/20 – Women's Lacrosse vs. Georgetown.** 1 p.m., Sherman Family Sports Complex.

## Potpourri

**Wednesday, 4/16 – Black Law Students Association Inspiration Night.** An evening to strengthen the diversity pipeline. 6 p.m., Starr Reading Room, School of Law.
**Wednesday, 4/16 – Litchfield County Writers & Artists Project.** Susan Kinsolving and Elizabeth MacDonald speak on creativity. 6:30 p.m., Hogan Lecture Hall, Torrington Campus.
**Wednesday, 4/16 – Slam Poet.** Slam Poet Gemineye. 7 p.m., SU Theatre.
**Thursday, 4/17 – Civil Workplace Seminar.** Learn more about what behaviors are/are not acceptable in the workplace and what options are available. Open to members of the AFSCME and CEUI bargaining units. 9 a.m.-noon, Student Union Ballroom.
**Friday, 4/18 – PTR Forum.** Information session for faculty and administrators. 3-5 p.m., Shippee Dining Hall.
**Saturday, 4/19 – Butler-McCook House Tour.** Tour of Harford's oldest house. 10 a.m., Hartford. Advance registration required: $15 ($10 for Museum of Natural History members)
**Saturday, 4/19 – Decus Hispaniae – Music of Medieval and Renaissance Spain.** Collegium Musicum with Eric Rice, director. Music from the Las Huelgas manuscript, the llibre vermel, and Renaissance composers. 8 p.m., St. Thomas Aquinas Chapel.
**Sunday, 4/20 – Fun Run.** The Athletic Training Students Club will host a 2.5 mile Fun Run. 10 a.m., Fairfield Way. Registration fee $10 per person.
**Sunday, 4/20 – UConn History Talk.** A look at UConn's past through photographs from the University Archives, by Mark Roy. 3-4 p.m., Parish House, Storrs Congregational Church, North Eagleville Road. Dessert served at 2:30 p.m.
**Sunday, 4/20 – An Afternoon with *New Yorker* Cartoonists.** Husband and wife Michael Maslin SFA '76 and Liza Donnelly, cartoonists for the *New Yorker* magazine, will discuss their careers and the history of cartooning. 2 p.m., Konover Auditorium.

## Sneakers sought for recycling

The Division of Athletics, the Student Athlete Advisory Committee, Environmental Policy, Residential Life, and the EcoHusky Student Group are co-sponsoring the campus-wide Sneaker Recycling Drive and Mount Sneaker.

The goal is to collect more sneakers than ever, creating the largest Mount Sneaker at UConn to date. Collection bins have been placed in residential halls, academic buildings, dining halls, and athletic and recreational facilities. The collection will continue until Earth Day, April 22.

Donate your sneakers (no flip-flops, sandals, pumps, dress shoes, or boots), and help UConn reach the goal of more than 4000 lbs. Then stop by and check out Mount Sneaker in front of Gampel Pavilion on Earth Day.

UConn has participated in the Nike Reuse-a-Shoe efforts since 2005, in cooperation with Nike, the National Recycling Coalition, and Willimantic Waste Paper Company Inc. The recycled sneakers are used for synthetic tracks and turfs, playground surfaces, and tennis courts. For more information visit: www.ecohusky.uconn.edu/sneakerrecycling.htm

# Senior Year Experience gets students in gear for graduation and beyond


Photo by Jessica Tommaselli

Angela Green, left, an Amica representative, talks to Nicole Newman, a senior majoring in finance, at the Just In Time Fair in Rome Ballroom. The fair, held in March, was sponsored and organized by the UConn Co-op, in collaboration with Senior Year Experience and other departments through the Senior Programming Committee.

by Sherry Fisher

Personal adjustment, social life, moving home, financial planning, career preparation, and other life skills are taught to UConn seniors in the Senior Year Experience (SYE) program.

The 10-week, one-credit course is designed to provide information and experiences to help seniors make a smooth transition as they move beyond college. SYE works in collaboration with the Department of Career Services and other offices on campus.

"We want to help students succeed after graduation," says Daniel Doerr, director of SYE, "and we want to give them the support they need as they transition out of their senior year. We also want to celebrate and recognize their accomplishments as seniors."

The course is divided into lectures and discussions.

The discussion of career preparation covers writing resumes, applying for jobs, filling out applications for graduate school, and the interview process.

"We want to make sure that students know how to write resumes, what to expect at job interviews, how to start the job search, how to conduct informational interviews, and that they understand the value of networking," Doerr says. "We address the personal money management and personal finance piece so they have exposure to budgeting, and an understanding of how they can start working on their long-term financial security. We also teach them about insurance and banking options, as well as assessing the financial packages that come with job offers."

Lectures are generally given by guest speakers, often from industry, or by a staff member from UConn's Career Services. Discussions are led by UConn staff members and graduate students in the higher education and student affairs master's degree program.

The discussions are experiential and activity-based, says Doerr. For example, students may practice networking by mingling at a mock "cocktail party," or develop 60-second "commercials" to practice marketing themselves.

"If we give them a chance to practice, it will help them when they're in that particular environment," he says.

Another activity requires students to conduct interviews with people in their field of interest, and then write up what they've learned.

"It gives them a chance to practice doing an interview, and also gives them a better understanding of the particular field they're interested in pursuing," Doerr says.

The final written assignment requires students to reflect on their undergraduate experience, how they acquired the skills they have, and how that will help them be successful in the future.

"That helps them make some meaning of their undergraduate experience," Doerr says. "They reflect on how their time here has helped them grow personally, professionally, and intellectually."

Doerr says another important component of SYE is the programming outside the classroom. For example, "Countdown to Commencement," a combination information fair and celebration, reaches students in a broad way, he says. Students can have lunch, and pick up information at resource tables run by the UConn bursar's, registrar's, financial aid, alumni, and career services offices.

"It's also a great place for students to mingle," Doerr adds.

Beth Shapiro Settje, a counselor in career services, is also a discussion leader.

"I try to do activities that encourage students to share their opinions and to answer each other's questions," she says. "They're hearing from their peers, and they're learning that their thoughts and feelings are not isolated. They're also learning that the career services office offers a lot of different resources."

Discussion leader Conor O'Rourke, a graduate student in the higher education and student affairs master's degree program, says an exercise in budgeting was an eye-opener for students.

"In college, most students don't pay rent, utilities, or insurance, or have to dress up to meet clients," he says, "so some students were surprised to find out how expensive it is to live outside of the college world."

# Gift expands Navigator program for Health Center cancer patients

by John Sponauer

Even 10 years on, Carolyn Deal remembers the way she felt when she was first diagnosed with cancer.

Deal, the president and COO of William Raveis Real Estate, Mortgage, & Insurance, says the diagnosis of cancer arouses strong emotions, often in overwhelming and unforeseen ways.

"When you're first diagnosed, you only halfway hear the things people are telling you," says Deal, who has coped with the disease for the past 10 years. "You don't even know what questions to ask. And you quickly find that the more you ask other people, or the more you look online, the more overwhelmed you get, because everyone's cancer is different."

That experience, and her company's strong support of the Carole and Ray Neag Comprehensive Cancer Center during the past four years, has led to a $750,000 pledge from the William Raveis Charitable Fund Inc. to expand the center's existing Navigator Care Program.

The program pairs newly diagnosed patients with trained volunteers who assist them through the treatment process. It is currently focused on breast cancer patients. Raveis' support, in collaboration with the American Cancer Society, will allow for full-time Navigator staff on site, and will expand the program to serve patients with other cancers as well.

"We've seen how cancer affects our company," says Lorraine Megenis, vice president of operations at Raveis. "A very high percentage of our 1,900 sales associates are female. If they haven't gone through cancer themselves, their sisters, mothers, or friends have. We feel the support given to patients through the Navigator program is a necessity."

William Raveis, chairman and CEO, says, "We've always supported research and education, but this is something that is helping people here and now. The big picture is vital, but so is making sure that we assist individual patients and their families through our philanthropy.

"We're excited to see where the Navigator program will go in the years to come, as it continues to expand and grow," he adds.

Nancy Baccaro coordinates the existing Navigator program. She says the service can make a huge difference for patients at any stage of their journey through diagnosis, treatment, and care.

"When patients enter the health care system with a complicated condition like cancer, it's overwhelming," she says. "But through the Navigator program, we have an opportunity to decrease that anxiety, guide and direct a patient, and, most importantly, give the patient knowledge. With knowledge comes power and control, in a situation where patients often feel powerless. The Navigator acts as an adjunct to the professional provider and serves as the eyes and the ears of the patient throughout the process."

Dr. Carolyn Runowicz, director of the Neag Comprehensive Cancer Center, says Raveis' support allows the Center to expand the scope of the Navigator program and help more patients. "We've seen how useful it has been for patients with breast cancer," she says, "and recognize the need to provide this service for all our patients. This program is a real resource for patients, and helps to empower them to become more active partners in their treatment and recovery."

That support is something Deal believes would have been helpful in her case.

"When I learned about the Navigator program, I remember thinking how useful this would have been for me," she says. "To have someone take you through the process, represent you, educate you, help prepare you, and offer that support, that adds so much for the patient."

## CLAS dean *continued from page 1*

His mathematics research is in number theory, one of the ancient branches of pure mathematics that often concerns the prime numbers. He has worked jointly with mathematics professor Peter Schneider of the University of Muenster, Germany, in the area of p-adic geometry, or analyzing the properties of systems of equations "near" a particular prime number. Before joining UConn in mid-August, he will give a series of lectures on this subject in Paris.

Teitelbaum also has been active in teacher development and mathematics education, working with math educators at UIC to teach professional development courses for Chicago public school teachers, and teaching number theory and the fundamentals of arithmetic to teachers.

A native of New York City who grew up in Denver, Colo., he earned a BA in mathematics summa cum laude from Carleton College, a small liberal arts institution in Northfield, Minn., and a Ph.D. in mathematics from Harvard University, where his thesis adviser was the number theorist John Tate. He was on the faculty of the University of Michigan before joining UIC in 1990, where he is a tenured professor.

He has been a Sloan Research Fellow and a National Science Foundation Graduate Fellow and Postdoctoral Fellow, and has lectured and taught in China, Israel, and Germany.

His wife, Mona Teitelbaum, is a fourth grade teacher at Oliver Wendell Holmes School in Oak Park, Ill. Their daughter is a freshman at Williams College in Williamstown, Mass., and their son will graduate this year from Northwestern University in Evanston, Ill.

In announcing Teitelbaum's hiring, Nicholls thanked MacKinnon, who joined CLAS in 1996.

"He has brought the College to a very high level of excellence in all its endeavors, and I know that we are all appreciative of this fact," Nicholls said.

A retirement reception for MacKinnon will be held April 23 from 4 to 6 p.m. at the UConn Foundation building.

MacKinnon will leave UConn at the end of June. In the interim, until Teitelbaum arrives on Aug. 15, Harry Frank, associate dean of CLAS and professor of chemistry, will assume the duties of dean.

Nicholls also thanked the search committee and its chair, Jeremy Paul, dean of the School of Law.

CLAS is the largest academic unit at the University, with 600 faculty, 23 departments, and more than 12,000 students. Nearly 75,000 UConn alumni are CLAS graduates.