



**4** TALENTED GRAD STUDENT FINDS RIGHT FIT AT WSU



**5** ALCOHOL/CANCER RESEARCH HOLDS PROMISE FOR IMMUNE SYSTEM THERAPIES

**6** PULITZER WINNER HERE: JOURNALIST INVESTIGATES HEALTH, ENVIRONMENT



# WSU TODAY

January 23, 2009

Washington State University Faculty, Staff and Graduate Student News

www.wsutoday.wsu.edu

## Internal communication to be electronic only

Internal communication at WSU will be delivered electronically only, according to a policy announced by President **Elson S. Floyd** Jan. 14 as part of an effort to reduce operating costs and save resources.

As a result, WSU Today — the university's newspaper for faculty, staff and graduate students — will cease to be offered in print format. WSU Today will

(See "Internal," page 3)



Adjunct faculty member **Laurel Hansen**. (Photo by Steven Navratil)

## Of ants and adjuncts

Special faculty share expertise to enhance quality education

BY BILL LONDON  
WSU TODAY

**Laurel Hansen** knows ants. She earned her Ph.D. in entomology from WSU in 1985 and co-authored the book, "Urban Ants of North America and Europe," published last year by Cornell University Press.

Hansen, an instructor at Spokane Falls Community College, shares her entomological expertise as one of 1,011 adjunct faculty at WSU.

"My role as an adjunct is primarily to serve as a graduate adviser and to provide advice on urban entomology," Hansen explained. "I have a specific expertise that students can use. I also help community college students who are planning on going to WSU and work with extension programs in ant identification."

**Richard Zack**, chair of the department of entomology, said Hansen is one of a

(See "Adjuncts," page 8)



Tisnot



McMulkin



Spinner

## Functional fashion

Learning adorned by e-portfolio feedback from industry leaders

BY HOPE TINNEY  
UNIVERSITY RELATIONS

**D**on't talk to **Meriem Chida** about a disconnect between academia and the "real world." An assistant professor of apparel merchandising, she is determined that each of her courses be anchored by a problem that someone in the real world is trying to solve.

"I'm a strong advocate of bringing reality to the students," she said. Instead of creating hypothetical challenges, she approaches working professionals and asks, "Is there a problem we can solve for you?"

Last semester, for instance, students in her fashion forecasting class researched fashion trends and then submitted handbag designs to Butler Bag, a Philadelphia company, for its 2010 season.

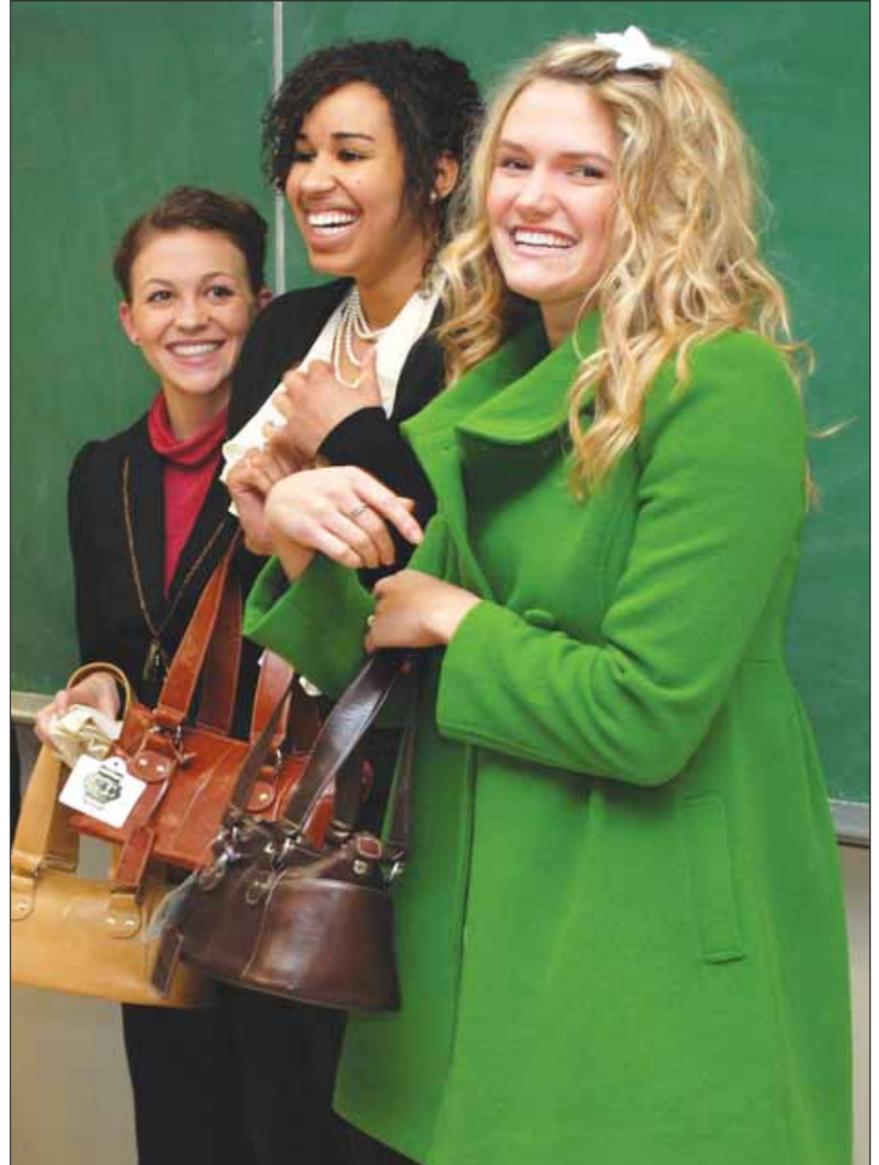
"Initially I thought, 'Oh, I just want to design a bag,'" said Shainna Williams, 21, "but that's not how fashion forecasting works."

"I never thought we'd have to do so much research before we could start designing," said Emily Spilker, 20.

That was the point, Chida said.

Worldwide partners

Chida, who joined the WSU faculty in August, has always worked with industry professionals but, when she arrived in Pullman, she realized geography was a problem. With the help of the Center for Teaching, Learning and Technology, she set up the course so that students submitted work through an e-portfolio format. Everyone involved could post their critiques on a massive



The top team in the fashion forecasting class earned new Butler bags for their proposals for the Philadelphia-based company. Team members include **Adrienne Duval**, left, **Shainna Williams** and **Emily Spilker**. (Photo by Becky Phillips, WSU Today)

spreadsheet anchored to a rubric that Chida created in collaboration with CTLT and her industry partners.

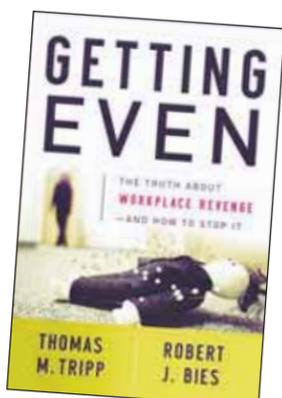
With the travel issue resolved, Chida was able to recruit a high-powered group of industry partners. In addition to representatives from Butler Bag, students also were critiqued by forecasters working with the Doneger

Group, the largest forecasting agency in the U.S.; Carlin Group International, a Paris-based agency with offices around the world; Patty Shapiro and Associates, with offices in Vancouver, Montreal and Toronto; Fashion Snoops, an online forecasting service; Nordstrom; Q.V.C. home shopping

(See "Fashion," page 8)

## Workplace revenge

New book looks at why it happens and how bosses can respond



The recent inauguration of a new president brings to mind the rocky transition of **WSU VANCOUVER** 2001. Clinton administration staffers, upset that Republicans beat the Democrats, removed or damaged the "W" keys on computer keyboards throughout the White House so, when George W. Bush took office, the new staffers could not type his nickname.



Tripp

Though workplace revenge like this usually is not violent, it does beat down productivity and company morale. Over the past 15 years, **Tom Tripp** — professor of management operations at WSU Vancouver — has been

collecting stories for a book on workplace revenge. "Getting Even: The Truth About Workplace Revenge and How to Stop It," co-written with Georgetown professor Robert Bies, will be released Jan. 26.

"It's about justice," Tripp says in the Clark County Columbian newspaper. "Does the employee perceive the workplace as fair? Does the workplace have fair grievance systems?"

Employees use several variables to judge fairness, Tripp says. For example,

(See "Revenge," page 6)

## WSU NEWS BRIEFS

For expanded versions of some of these articles, search **ONLINE** @ [www.wsutoday.wsu.edu](http://www.wsutoday.wsu.edu).

### College of Liberal Arts selects dean

**Douglas Epperson**, associate dean of the College of Liberal Arts and Sciences at Iowa State University, has been named dean of the College of Liberal Arts at WSU, effective Feb. 1.

Epperson said he is interested in WSU because of the quality and commitment of its people; because it is a land-grant institution; and because he wants to play a part in assessing and building on the university's strengths.

He received his Ph.D. in psychology from Ohio State University. His research focuses on assessment of the risk of future offenses by sex offenders and on women in science and engineering.



Epperson

### \$1.4M to study work hours and sleep

The Sleep and Performance Research Center at WSU Spokane has received a competitively awarded \$1.4 million contract from the Federal Motor Carrier Safety Administration's Office of Research to investigate the relationships between work hours in the transportation sector and drivers' sleep, performance and health.

The funding was awarded for three separate studies, which will be led by principal investigators **Gregory Belenky**, research professor and center director, and **Hans Van Dongen**, associate research professor and assistant director.

The outcomes will be relevant to any operational environment in which extended work hours, shift work and 24/7 operations are commonplace, including commercial aviation, hospitals, military operations and manufacturing.

### Business college appoints finance fellow

**John Nofsinger**, associate professor of finance, has been appointed as the Nihoul Faculty Fellow in Finance in the College of Business.

The fellowship will support Nofsinger's research in studying why people often make poor financial decisions and what steps can be taken to overcome those problems.

WSU alumni Tom and Linda Nihoul and their company — Nihoul & Associates, a financial advisory practice of Ameriprise Financial Services, Inc. — are long-time supporters of the college.



Nofsinger

### Breast cancer support group forming

WSU Counseling Services will offer a breast cancer support group for faculty and staff women beginning Feb. 5. Meetings will be 12:10-1 p.m. Thursdays in Lighty 286.

For more information, contact **Jane Barga** at 335-4511 or [jbarga@wsu.edu](mailto:jbarga@wsu.edu).

### 20 percent off surplus stores

WSU departments can save 20 percent off everything in the surplus stores warehouse through Jan. 30.

The sale does not apply to items being sold on consignment.

Buyers must bring a signed IRI to make a purchase for a department.

Shopping hours are 8 a.m.-4:30 p.m. On sale days, shopping hours are limited to the sale hours.

Pre-price sale days are every Friday; hours are 10 a.m.-4:30 p.m. Auction days are one Thursday each month; hours are 8:30 a.m.-4:30 p.m.

See **ONLINE** @ [http://facops.wsu.edu/Surplus/sur\\_public\\_sale.asp](http://facops.wsu.edu/Surplus/sur_public_sale.asp) for the auction-day schedule.

## WSUTODAY

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Ph.D. student George Mwaniki, left, and Tim VanReken work on the Boise project. (Photo courtesy of the College of Engineering and Architecture)

### BOISE AND BEYOND

## Air pollution study has broad implications

BY TINA HILDING  
COLLEGE OF ENGINEERING AND ARCHITECTURE

WSU researchers are studying winter air pollution in Boise, Idaho, and their results will broaden understanding of smog in metropolitan areas like Los Angeles and Mexico City.

A team from the Laboratory for Atmospheric Research — including **Tim VanReken**, assistant professor in the Department of Civil and Environmental Engineering — are sampling the air through January. The work is funded by a grant from the Idaho Department of Environmental Quality (IDEQ).

The project is the first to use all the instruments in the LAR's recently acquired mobile atmospheric chemistry laboratory. An \$800,000 National Science Foundation grant in 2007 funded the

lab, a trailer loaded with a suite of instruments to study the impact of fossil fuel and biological emissions on atmospheric chemistry related to air quality and climate change.

Nearly every winter, cold air settles into the Treasure Valley and other northern valleys — like Salt Lake City and Fairbanks, Alaska. When the air can't move and mix, pollutants remain trapped near the ground.

"The causes in Boise are not going to be the same as cities whose pollution is associated with warmer weather, but there will be a lot of similarities," said VanReken. "This data will help us understand other cities as well."

While government agencies have monitored pollutants generally enough to know when they have a problem, VanReken's group will collect detailed data on specific pollutants, such as sulfur dioxide, nitrous oxide, carbon monoxide, ozone and particulate matter.

Working with the Desert Research Institute in Nevada, the team will analyze the data to better understand the specific sources of pollution and how those pollutants contribute to the problem. For instance, they will be able to determine the specific contributions of wood stoves, car exhaust or factory emissions. Eventually, regulators will be able to develop strategies to address polluting entities and events.

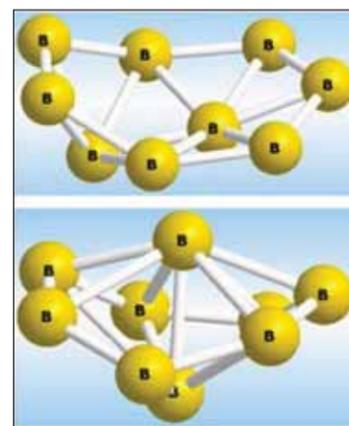
## Shapes of the future

### New boron structures examined for hydrogen fuel storage

A WSU Tri-Cities professor is among international collaborators who have discovered two new structures formed by boron that might have implications in hydrogen storage and other materials sciences challenges.

**Lai-Sheng Wang** and colleagues from Tsinghua University in China and Pacific Northwest National Laboratory in Richland discovered two never-before-seen boron atom arrangements. The arrangements are a rippling bowl shape, called a convex quasiplanar structure, and a battered three-dimensional puzzle, called a distorted heptagonal bipyramid.

Understanding the structures and energy involved in building and breaking boron clusters could help design hydrogen storage devices, according to an article in the sciences online journal and social networking site **ONLINE** @ <http://insciences.org>. These



Newly found bowl shaped and bipyramid boron structures.

devices are critical in developing cars and trucks that run on hydrogen, an alternative fuel that produces few pollutants.

This work began more than five years ago when Wang and collaborators were working on the structures of boron clusters. The team determined that the nine boron atoms

form a flat wheel structure. But experimental data hinted subtly that there might be more structures.

Wang, also an affiliate senior chief scientist at PNNL, and colleagues decided to see if there were other structures. The team began with 2003 data from photoelectron spectroscopy capabilities at the U.S. Department of Energy's environmental molecular sciences laboratory (EMSL), a national scientific user facility at PNNL. This data provided insights into the overall energy of the structure and how the electrons interact with each other.

The team performed complex molecular dynamics calculations, or Car-Parrinello calculations, on the nine-atom boron cluster. They ran the calculations on the supercomputer in EMSL. With the results of these calculations and advanced chemical theories, they found the two new isomers.

China's National Key Basic Research Special Funds, National Natural Science Foundation of China and the U.S. National Science Foundation funded this research.

## Deadline Jan. 28 for annual women's awards

Nominations for the WSU Women of Distinction and Woman of the Year awards will be accepted online through Jan. 28.

Four Women of Distinction awards are presented to a WSU alumna, employee, student and a woman outside WSU. All nominees are eligible for the Woman of the Year award.

Awards will be presented at the Women's Recognition Luncheon on March 11 in the CUB ballroom. The awards are presented annually by WSU in recognition of National Women's History Month.

Nomination forms may be submitted **ONLINE** @ <https://secure.wsu.edu/wod/index.html>.

## Diversity award to grad school leader

Long-time faculty member **Steven R. Burkett**, who will retire in May, has been selected to receive WSU's 2009 Faculty Diversity Award.

First arriving at the university in 1969 to teach sociology, Burkett in 1984 joined the Graduate School Office, where he is associate dean. One of his roles is to help WSU diversify its graduate student population — a task that takes him around the country to visit with students at colleges and universities.

His recruitment work has paid big dividends. For example, between 2005 and 2008, minority applications to attend graduate school at WSU increased from 10 to 16 percent and the number

admitted to WSU rose from 9 to 13 percent.

Among many accomplishments, Burkett brought the Ronald E. McNair Achievement Program to WSU in 1999. This federally funded program helps students of color prepare for graduate school.

Burkett was recognized Jan. 15 at WSU's Martin Luther King Jr. Celebration. He will receive the award formally during the Showcase celebration dinner March 27. This is the second year WSU has bestowed the Faculty Diversity Award and the first year it has been part of Showcase.



Burkett



### Abstract deadline Jan. 30

The deadline to submit an abstract for the 2009 Academic Showcase is Friday, Jan. 30.

Online registration for all other March 27 Showcase events will open Feb. 6 and close March 13.

WSU faculty, staff and students are invited to submit abstracts describing their original scholarship, research or artistic expression for possible display.

For more information, go **ONLINE @** [www.showcase.wsu.edu](http://www.showcase.wsu.edu).

## UNDERGRADUATE RESEARCH

### Emeritus Society hosts awards

The 120 retired faculty in the WSU Emeritus Society serve the university in a variety of ways. But they wanted a focus for the society as a whole and decided to support and encourage undergraduate research and scholarship.

In partnership with the Office of Undergraduate Education, the society will present its first awards for undergraduate achievement in scholarship and research at a banquet this spring.

"The awards are different from many in that we are trying to make sure students from across disciplines can compete," said **Tom Brigham**, professor of psychology and Emeritus Society advisory board member. Awards of \$500 and a certificate will be presented to four students,

one each in arts and humanities, biosciences, physical sciences and social, economic and behavioral sciences.

A fall campaign by the society raised money for the awards, Brigham said. A committee of emeritus faculty and OUE representatives will select the awardees.

Nominations are due March 9 in the Emeritus Society office, Owen Science and Engineering Library 443. Application details can be found **ONLINE @** [www.wsu.edu/emertussociety](http://www.wsu.edu/emertussociety).

The Emeritus Society is an organization of retired faculty working for the advancement of the university, community and state.

### Fraternity hopes College Hill cleanup effort will expand

Fraternity efforts to clean up College Hill are inspiring applause from neighbors and plans to expand the effort to other Greek houses.

Since October, members of Sigma Alpha Epsilon fraternity have spent Sunday mornings picking up litter, raking leaves and removing snow in a four-block area.

"After every weekend, we'd notice beer cans, cups and fast-food wrappers," said SAE member Kyle McKeeman. So he and frat brother Scott Hertzell developed the service

project to help improve their neighborhood.

**Thomas Brigham**, WSU psychology professor and 35-year resident of College Hill, said he was happy when he learned of the project but was not optimistic that students would follow through.

"Happily, I was wrong. Every other Sunday morning they've been there, even raking leaves for many of our older residents.

"But the ultimate test was the cold and rainy Sunday after the Apple Cup. When other

folks were on their way home (for Thanksgiving break), they were out picking up the neighborhood."

During winter, SAE members are on call to take out garbage and shovel snow for local residents. McKeeman and Hertzell are working with **Bobbie Ryder**, senior campus planner, and the College Hill Association to develop a map with different "territories" that could be adopted by other Greek organizations.

"Our goal is to have the whole neighborhood covered," said McKeeman. "That way, you take pride in your own block. We're excited to get other groups involved this spring."

## Internal ...

(Continued from page 1)

provide internal news and information via its website and other electronic formats.

Floyd urged departments to convert their internal communications to electronic delivery as promptly as possible. By July 1, all internal communication must be electronic.

This decision comes out of efforts by the administration and the University Budget Committee to cut operating costs. Printing and paper costs for WSU Today were \$20,531 for the 2007-2008 academic year.

The printed version of WSU Today will continue for a few issues so staff can prepare for the transition. An online survey will be launched asking for insights on how the WSU Today and internal communication staff can best meet their needs in Web and electronic formats — including features and formats via e-mail, websites, PDF formats and mobile devices.

"Although we are sad to see the WSU Today print format ended, this move provides WSU and

the internal communications staff with a myriad of new opportunities," said **Robert Frank**, director of internal communication and editor of WSU Today. "By working collaboratively with the WSU News Service and public information officers universitywide, we hope to provide better, more timely news and information."

The faculty/staff publication began 38 years ago, in September 1971, as an 8x11 weekly newsletter titled the University Bulletin. Three years later it was renamed the Bulletin Calendar and was enlarged to an 11x17 format. In 1989, it was redesigned and renamed WSU Week. In 2001, it was redesigned, converted to an 8-page biweekly titled WSU Today, and linked to a related website that is updated daily and provides a searchable online function.

"Please look for the upcoming survey, and let us know how we can best serve you," Frank said.

"If you are not yet a subscriber, please sign up for the university's e-mail newsletter, WSU Announcements, which delivers headlines daily."

To subscribe to WSU Announcements, go **ONLINE @** <http://announcements.wsu.edu>.

## AWARDS & HONORS

If you or someone you know has received an honor, please e-mail the information to Cynthia King at [cynking@wsu.edu](mailto:cynking@wsu.edu).

### First Cougar Gold Scholar Award presented

**Ruth Bindler**, professor for the College of Nursing, will have additional time to focus on her research on childhood obesity thanks to a WSU Cougar Gold Scholar Award.

The new award program, established by the Office of the Provost, gives leading scholars the opportunity for extended and concentrated scholarly work over a period of three academic years.

Bindler will be released from half of the usual obligations of teaching, advising and service in order to devote more time to her research. For nearly two years, she has led a multidisciplinary team of WSU researchers in a fight against childhood obesity. This project, scheduled for completion in February 2011, will be one of many she hopes to focus on during her award period.

She also plans to lead the establishment of an interdisciplinary partnership of university and community health science professionals who will define collaborative topics and interventions in the area of pediatric obesity.



Bindler

### Martin Luther King Awards announced

Winners of the 2009 WSU Martin Luther King Jr. Distinguished Service Award for promoting equity and diversity are:

+ **Betsy Fradd**, media relations and event planning specialist at the WSU Puyallup Research and Extension Center, employee category. She led her WSU Extension 4-H Youth Development colleagues in organizing a pajama and book drive to help local underserved children last fall.

+ **Gail Gleason**, Ph.D. candidate in the College of Education and learning specialist for the Athletic Resource Center, student category. She spearheaded efforts to supply school materials to New Orleans children following Hurricane Katrina and created a non-profit organization matching teachers from that city with mentors from Washington.

+ WSU Health Advocates, group category, for promoting and maintaining the wellbeing, health and safety of WSU students and the community. The group coordinated display of the AIDS quilt on the Pullman campus and facilitated two productions of the Vagina Monologues, fundraiser for efforts to prevent violence against women and girls.



• **Chris Bruce**, above, director of the Museum of Art at WSU Pullman, as been recognized as the Northwest Curator of the Year by art critic Regina Hackett of the Seattle Post-Intelligencer newspaper. Since 2006, the museum has organized three exhibitions that have traveled to 13 museums in eight states.

• **Colleen M. Terriff**, a clinical associate professor in the College of Pharmacy, recently received the Bill Mueller Outstanding Mentor Award from the Washington State Pharmacy Association. Mueller is a past director of pharmacy services at the University of Washington Medical Center.



Terriff

• **Jeff Kallestad**, ag research tech 3, recently was named 2008 classified staff employee of the year by the WSU Puyallup Research and Extension Center. A new award, administrative professional employee of the year, went to **Vernene Scheurer**, computer systems administrator.

• **Birgitta Ingemanson** recently was awarded a certificate of appreciation from the U.S. consulate general in the Russian Far East for promoting mutual understanding between the United States and the Russian Federation. She published a book of letters telling the story of an American family in Vladivostok at the beginning of the 20th century. A museum in the city is hosting an exhibit this winter based on her research.



Ingemanson

# Top research, friendly spirit

## WSU wins over determined, talented graduate student

BY CINDY HOLLENBECK  
GRADUATE SCHOOL

When WSU graduate student **Laura Wayne** was 4 years old, she sat her mother down and said, "I want to go to kindergarten." She had felt envious, she says, when her two older brothers returned from school every day with homework.

Years later, when Wayne was 12, she asked her parents if she could go to Australia. Not realizing she was serious, they said, "Sure." Several months later, they were surprised to learn that through school fund raisers their daughter had earned much of the money needed for the trip, then paid the rest with money from her "self-made college fund." That year, Wayne flew to Australia where she was able to hug her favorite animal, the koala.

### Renewable oil

The Laura Wayne of today, a self-motivated and enthusiastic 23-year-old, has never lost that independent streak, nor the desire to learn. As a doctoral student in molecular plant sciences, she has more than enough homework now. She collaborates with **John Browse**, Regents professor of biochemistry and plant physiology at WSU's Institute of Biological Chemistry.

"It's gratifying to know that people believe in me and the work I do."

Wayne focuses on developing bioproducts — specifically, plant-derived industrial oils. She first uses a model organism called *Arabidopsis* to investigate how to produce castor oil in a more suitable agricultural plant, such as canola. Through this research, Wayne hopes to identify renewable sources for domestic oil production that will "benefit the environment, boost jobs and enhance the overall economy."

### High school head start

A high school science teacher initially helped lead Wayne into a career in science. Her high school offered a three-year class called Science Research in which students learned "the basics." The curriculum included reading and dissecting peer-reviewed journal articles, analyzing data using statistics, designing and writing a research proposal, and finding a mentor with whom to collaborate on a research topic.

Starting at age 16, Wayne worked in a laboratory every summer alongside a men-

tor at the State University of New York College of Environmental Science and Forestry (SUNY-ESF). This research and mentoring led Wayne to attend SUNY-ESF after high school.

Because she had racked up so many college credits through working in the laboratory, taking advanced high school classes, and attending courses at a community college, Wayne earned a bachelor's of science degree with honors in only six semesters.

### Mentors motivate

It probably comes as no surprise to learn that this intelligent, energetic young woman had her pick of universities, including Purdue and UC Davis, in which to pursue graduate studies. But Wayne chose WSU "because of its outstanding research and friendly atmosphere."

"I feel comfortable approaching professors I've never met before and asking them questions, which is important to drive research forward," she says.

She is a National Institutes of Health protein biotechnology trainee and graduate student scholar award recipient who truly appreciates working in the laboratory with Browse.

"He encourages self-direction," she says, "and allows for independent thinking by asking pointed questions. He's



Graduate student Laura Wayne. (Photo by Robert Hubner, WSU Photo Services)

laid-back, approachable and full of brilliant ideas, which motivates us further."

Wayne is also an Achievement Reward for College Scientists (ARCS) Fellow.

"The ARCS donors remind

me of family members who show a deep interest and pride in my work, and brag about me to their friends," she says. "It's gratifying to know that people believe in me and the work I do."

# Expertise in emergencies

## Career developments lead to college participation in local disaster response

BY LORRAINE NELSON  
COLLEGE OF PHARMACY

In the aftershock of the Sept. 11, 2001, terrorist attacks on the U.S., WSU's **Colleen Terriff** became more widely known for her expertise.

"The news was about anthrax and, because I had some experience with it, I was contacted by the news media," said Terriff, a pharmacy faculty member at WSU and clinical pharmacist at Deaconess Medical Center in Spokane.

Today, she and a colleague teach a class in emergency preparedness and response to pharmacy students, and they have led the College of Pharmacy to become an official member of the Spokane Regional Health District's emergency response team.

Terriff recently received the "Bill Mueller Outstanding Mentor Award" from the Washington State Pharmacy Association.

### Terror training

Two years before the Sept. 11 attacks, Terriff had been called upon to answer questions from hospital emergency department physicians when a Planned Parenthood Clinic in Spokane was the target of an anthrax hoax. From there, she was drafted as pharmaceutical coordinator on a citywide committee preparing Spokane for potential "Y2k" terrorism, so-named because a potential glitch as computers rolled over from the year 1999 to the year 2000 (Y2k) could have left the

Right, a pharmacy student is 'decontaminated' in a fall anthrax exercise in Spokane.

Below, Colleen Terriff talks with pharmacy students during the exercise. (Photos courtesy of the WSU College of Pharmacy)



U.S. vulnerable to terrorist attacks.

Terriff co-authored an article about that experience, "Citywide pharmaceutical preparation for bioterrorism," in the *American Journal of Health-System Pharmacists*. News reporters found it through Google when they went looking after the Sept. 11 attacks. That propelled Terriff into a more public role.

She gave news interviews and lectured regionally and nationally. Because she had completed U.S. Department of Justice training a year earlier, she presented in-service trainings to emergency response professionals in Spokane.

### Engaging students

Always surrounded by students on

her day jobs as a professor and a pharmacist, Terriff began including some of the students in disaster exercises staged by the Spokane Regional Health District. Three years ago she teamed up with WSU colleague **Brenda Bray** to develop an elective course for pharmacy students about the role of pharmacists in public health emergencies.

Last September, students in the class found themselves in the middle of a staged anthrax scare at a U.S. Post Office in Spokane. The so-called "Spokane Anthrax" was the third such disaster exercise Terriff and pharmacy students had participated in. New this time was an electronic alert system the College of Pharmacy created to improve notification of team members and response time.

### Community team

Over time, the role of faculty and students has become invaluable. The Spokane Regional Health District acknowledges in a signed agreement (memorandum of understanding) with the college that the faculty and students provide needed expertise and manpower when other health care professionals may not be able to get away from their jobs to answer the call for help.

The college signed the agreement in August 2007, committing a response team of faculty and students to public health emergencies in any of the seven counties in eastern Washington. The health district, in turn, pledged to provide ongoing training. Either side may cancel the agreement with 30 days notice.

"It's important for us to stay involved in planning and response for emergency efforts in the community," Terriff said.

# Alcohol ravages immune system

## Studies revealing potential new therapies

BY BECKY PHILLIPS  
WSU TODAY

The finding was a paradox. In a study involving malignant melanoma, it was discovered that increased alcohol consumption resulted in decreased spread of the cancer into the lungs of mice.

Researcher **Gary Meadows** expected the mice to live longer as a result, but they didn't.

Last fall, Meadows was awarded a five-year, \$1 million grant from the National Institute on Alcohol Abuse and Alcoholism (NIAAA) in part to try to explain the mechanism behind this paradoxical discovery. As Dorothy O. Kennedy Distinguished Professor in the College of Pharmacy and director of WSU's Chronic Illness Research Center (formerly the Cancer Prevention and Research Center; see **ONLINE** @ [www.chronicillness.wsu.edu](http://www.chronicillness.wsu.edu)), Meadows also was being honored for his life-long career as a scientist and mentor to young investigators.

Meadows is among a handful of researchers who study the biomedical interplay between cancer and alcohol. For more than a decade he has doggedly pursued the rationale underlying the melanoma case, while coincidentally providing new insight on the role of the immune system in promoting or suppressing tumors. His work also offers hope for developing new therapies to treat immunologic deficiencies in alcoholics.

### Alcohol suppresses immunity

It's no secret to medical practitioners that alcohol abuse wreaks havoc on the body's immune system. High alcohol intake is immunosuppressive and can heighten susceptibility to viral, bacterial and fungal diseases. Alcoholics are more likely to get bacterial pneumonia and twice as likely to die from it as are nonalcoholics.

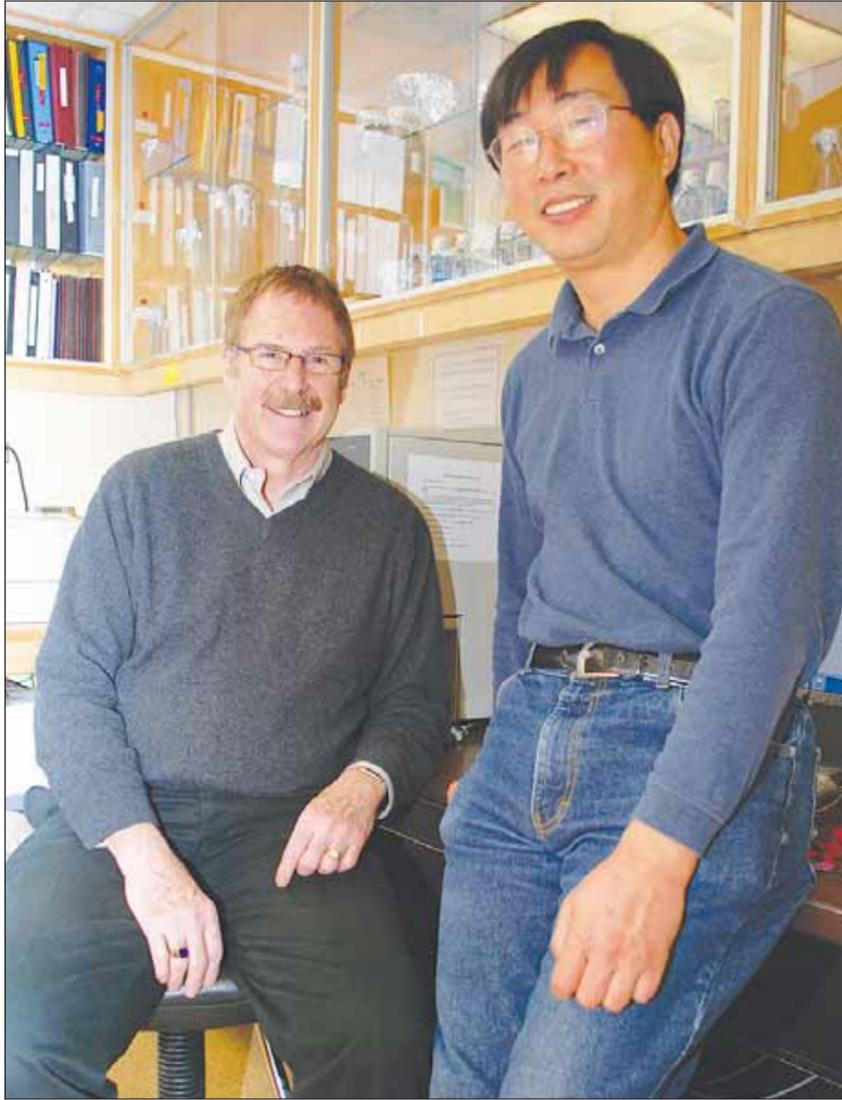
Alcoholism also raises the level of autoimmune antibodies in the blood and has been implicated in a number of cancers such as head, neck, lung, esophageal, pancreas and liver. Even low amounts of alcohol appear to increase the risk factor for breast cancer in women.

Although many researchers are investigating alcohol's role in infectious disease, fewer are studying the relationship between alcohol and cancer.

"There is very little published about the affect alcohol has on the growth and spread of cancer once you already have it," said Meadows. "Does it increase growth? Decrease growth? Affect the spread throughout the body? Does it affect survival?"

Hoping to answer those questions, Meadows and **Hui Zhang**, research assistant professor in the department of pharmaceutical sciences, are probing the complex processes of long-term, high-level alcohol use. With the NIAAA grant they also hope to explore the effects of low and moderate levels of alcohol on melanoma and other types of cancer.

"We know that one or two glasses



Gary Meadows, left, and Hui Zhang. (Photo by Becky Phillips, WSU Today)

### Mentoring part of grant

The National Institute on Alcohol Abuse and Alcoholism (NIAAA) grant not only allows **Gary Meadows** to focus on research, but also to spend more time mentoring new assistant professors or research assistant professors.

"The NIAAA is very interested in bringing new investigators into the field of alcohol research," he said.

of wine don't suppress the immune response," said Meadows. "However, we don't know how they affect cancer metastasis or growth."

Other studies in the field have suggested that binge drinking may enhance metastasis.

### Natural killer cells

The immune system is composed of an infantry of white blood cells that guard the body against disease, debris and aberrant "mutant cells." B- and T-lymphocytes are well-known players in this system, but another type of lymphocyte — the natural killer cell (NK) — is important for removing mutant cells in the early stages of cancer.

NK cells also produce cytokines — small proteins that play a role in immunity, inflammation and the production of blood cells.

In research trials following the original melanoma study, Meadows and Zhang were among the first to

validate how heavy alcohol use disables this front-line immune defense. They found that chronic alcohol consumption decreases the number of NK cells and T-lymphocytes in the body — mainly through destruction in the spleen. Additionally, alcoholism is known to shut down the production of a key cytokine called IL-15.

### Cytokines to the rescue

Continuing their scientific sleuthing, Meadows and Zhang recently completed a study showing that the destruction of NK cells in the spleen can be reversed. By treating mice with cytokines — IL-15 in combination with IL-15 receptor alpha — they were able to reduce NK cell death in the spleen while simultaneously increasing cell numbers in circulation. The treatment worked even for control mice that drank only water.

In the future, Meadows believes that IL-15 could be a promising new treatment to help correct immune dysfunction in chronic alcoholics. It may also be an emerging therapy for controlling the growth and metastasis of melanoma and other tumors.

"We are very excited about these possibilities and continuing our research," said Meadows. "Melanoma has been a kind of model for developing immunological approaches to the treatment of cancer. It is one of the few tumors where treatments, such as vaccines, are being developed."

For more information, see **ONLINE** @ [www.pharmacy.wsu.edu/PharmSci/meadows.html](http://www.pharmacy.wsu.edu/PharmSci/meadows.html).

## Stiff fines assessed for drop-offs on pedestrian malls

WSU pedestrian mall areas have been expanded, and drivers are reminded that unauthorized vehicles can be fined for driving in the areas, even to drop off passengers.

Library Road pedestrian mall has been extended north to the old Bookie building. Wilson Road from Stadium Way to the CUB has been converted to a pedestrian mall.

Access is restricted to vehicles displaying disability permits, departmental permits, mall service permits, commercial permits or exempt license plates. Vehicles without proper authorization will be subject to traffic infraction or parking fines (\$124 and \$100 respectively).

People needing vehicle access to pedestrian malls may contact Parking and Transportation Services at 335-PARK (7275).

## WSU NEWS BRIEFS

### Health Sciences Library refocused, renamed

The Health Sciences Library in Wegner 170 has been renamed the Animal Health Library and will serve primarily the faculty, staff and students of the College of Veterinary Medicine.

Planning has begun for the transfer of pharmacy books and journals to Owen Science & Engineering Library. The disposition of most medical and basic science books and journals will be determined later with input from faculty, students and staff.

A small group study room and small table seating have been added, and shelves have been removed to create more open spaces. The goal is to make the AHL more student centered and study focused. The lower level of the library will be vacated and ultimately occupied by the College of Pharmacy.

**Vicki Croft** will continue as the head of the AHL, with **Joan Campbell** as library archives and paraprofessional 5.

### Dining Services offers 500-calorie meals

Dining Services has added 500-calorie meals at its three WSU Pullman cafés and at Carlita's Mexican Grille and Espresso in the CUB.

Carlita's offers Southwest Chicken Salad for \$4.99 and Santa Fe Rice Bowl for \$5.65. Carlita's also features refried beans, black beans and Mexican rice as healthy side dishes.



Northside Café, Hillside Café and Southside Café will serve the same daily 500-calorie meal 11 a.m.-2 p.m. Monday-Friday. The meals will feature a protein-rich entrée, a low-fat grain or starch and a nutrient-dense vegetable.

"The chefs and I are working diligently to create an upscale and exotic menu for the 500-calorie meals," said **Shawn Hoch**, associate director of culinary.

### Interim associate dean of students named

After six years as assistant director in the WSU Office of Student Conduct, **Chris Wuthrich** has been named interim associate dean of students.

The position opened when **Heidi Stanton** returned full time as director of the Gender Identity/Expression and Sexual Orientation Resource Center.

Wuthrich will be responsible for overseeing student conduct.

The position is interim because the university's hiring freeze prevents the division from conducting a formal search.

## Expanding research into chronic illness

The WSU Cancer Prevention & Research Center has a new name, the Chronic Illness Research Center (CIRC), and is expanding its role to include research into other chronic illnesses.

"We hope the change

will enable interdisciplinary teams of researchers to obtain grants that may have otherwise not been awarded to WSU," said **Gary Meadows**, director of the center. "Our role is to connect researchers with

common interests and facilitate their collaboration."

The need for the center is based on the prevalence of chronic diseases, which are responsible for seven out of every 10 deaths in the U.S., according to the U.S.

Centers for Disease Control and Prevention.

The CIRC seeks to improve health through excellence in research, education, outreach, fundraising, research development and public policy.



Natchee Red Bear. (Digital image from "Deep Wave Healing: Reclaiming Sacred" meditation video)

## Indigenous artist/activist to deliver Hockenull lecture

Artist and activist LisaNa M. Red Bear is the Jo Hockenull Distinguished Visiting Lecturer at WSU for 2008–2009.

Selected by the Department of Women's Studies, Red Bear will speak at 6 p.m. Wednesday, Feb. 4, in the Fine Arts auditorium following a 4:30 p.m. opening reception for her exhibit, "Threshold: Reclaiming Sacred,"

in Gallery 2. The exhibit continues through March 13.

A reception for Red Bear will be at 6 p.m. Tuesday, Feb. 3, at the Native American Cultural House, 975 B St. in Pullman.

Of Apache, Mexica and Andalusian heritage, Red Bear works in new media, glass, ceramic and mixed media to create compositions "to honor ancestors

and celebrate the sacred beauty in life."

She was selected for her commitment to education, community and social change, said Linda Heidenreich, chair of women's studies.

The Hockenull series was launched in 1996 to honor the former professor of fine arts who served as director of women's studies for more than a decade.

# What's Happening

PERFORMANCES/LECTURES/ART/MUSIC/

EVENTS/CLASSES

January 23 - February 7

### Exhibits

**Cast bronze sculptures** by Ross Brown, through January, library, WSU Vancouver. Hours 8 a.m.-10 p.m. Monday-Thursday, 8 a.m.-6 p.m. Friday, and 10 a.m.-7 p.m. Saturday.

**Mixed media** commenting on the fight for wealth, through Jan. 30, Art Center, Consolidated Information Center, WSU Tri-Cities. Hours noon-6 p.m. Monday-Thursday.

**Photographs by Jodi Tripp**, through Feb. 13, Administration gallery, WSU Vancouver. Hours 8 a.m.-9 p.m. Monday-Thursday, 8 a.m.-5 p.m. Friday.

**Paintings by Wayne Herndon**, through March 13, Engineering life Sciences gallery, WSU Vancouver. Hours 8 a.m.-9 p.m. Monday-Thursday, 8 a.m.-5 p.m. Friday.

**"Running the Numbers,"** photo prints about America's consumer culture, through April 4, Museum of Art, WSU Pullman. Hours 10 a.m.-4 p.m. Monday-Saturday, Thursday until 7 p.m.

### Conferences

**Sustainable ag conference**, Feb. 10-12, Shilo Inn, Richland. Contact Don Nelson, nelsond@wsu.edu.

**Western Regional Honors Council** conference, March 5-7, Davenport Hotel, Spokane. \$150-\$275; register **ONLINE** @ [www.capps.wsu.edu/wrhc](http://www.capps.wsu.edu/wrhc).

### Friday, January 23

**Jazz combo**, 3:10 p.m., Kimbrough concert hall.

**Track and field**, WSU Indoor Open, 4 p.m., indoor practice field.

**Faculty artist series concert**, Meredith Arksey, violin, 8 p.m., Bryan theater. Tickets \$5-\$10, WSU students free.

### Saturday, Jan. 24

**Track and field**, WSU Indoor Open, 9 a.m., indoor practice field.

**Swimming** vs. Boise State, 11 a.m., Gibb pool.

**Men's basketball** vs. USC, 3 p.m., Beasley coliseum. Tickets **ONLINE** @ <http://wsucougars.cstv.com/tickets/wast-tickets.html>.

### Monday, Jan. 26

**Banff Film Festival**, 7-9 p.m., CUB auditorium.

### Tuesday, Jan. 27

**Jazz guitar** by John Stowell, with WSU music faculty, 8 p.m., Kimbrough hall.

### Wednesday, Jan. 28

**Mentoring and motivating seminar** for AP staff, 2-4 p.m., FSHN T-101 and videostream to other locations — see **ONLINE** @ [www.apac.wsu.edu/Home](http://www.apac.wsu.edu/Home). Registration is required to Gayle Anderson, 335-8344 or anderson53@wsu.edu.

### Thursday, Jan. 29

**Pulitzer-winning journalist** Andrew Schneider, 7 p.m., Todd auditorium. A reception will follow.

### Monday, Feb. 2

**Children's entertainer** Red Grammar, 7 p.m., Bryan theater. Tickets 335-1514.

### Wednesday, Feb. 4

**Indigenous activist/artist** LisaNa M. Red Bear talks at 6 p.m., Fine Arts auditorium.

### Thursday, Feb. 5

**Festival of Contemporary Art Music**, see **ONLINE** @ <http://libarts.wsu.edu/artmusic>.

### Friday, Feb. 6

**Festival of Contemporary Art Music**, see **ONLINE** @ <http://libarts.wsu.edu/artmusic>.

### Saturday, Feb. 7

**Festival of Contemporary Art Music**, see **ONLINE** @ <http://libarts.wsu.edu/artmusic>.

**Tennis** vs. Sacramento State, 11 a.m., outdoor tennis center.



Andrew Schneider. (Photo courtesy of CEREO)

## Pulitzer prize winner featured

### Journalist talks about environmental, health investigations

Journalist Andrew Schneider will address the news media's role in environmental issues and public health at 7 p.m. Thursday, Jan. 29, in Todd auditorium. A reception will follow.

The winner of two Pulitzer Prizes and numerous other journalism awards, he is senior national correspondent for investigations at the Seattle Post-Intelligencer. He has

worked for the Baltimore Sun, St. Louis Post-Dispatch and Newsweek, among others.

Schneider's stories explain complex government and corporate cover-ups of actions that have killed workers, harmed the public and damaged the environment. His 2004 expose of the asbestos industry (An Air That Kills: How the Asbestos Poisoning

of Libby, Montana, Uncovered a National Scandal) has been cited as one of the most important works of environmental journalism.

Recently he investigated tainted honey imported from China.

Schneider's visit to campus is sponsored by the Center for Environmental Education, Research and Outreach (CEREO).

## Revenge ...

(Continued from page 1)

they might compare themselves to others and assess whether they work harder than their colleagues, and whether they do so for less money.

Those who feel the workplace is fair and that they're respected are less likely to commit acts of revenge.

Acts like that of the Portland barista who served decaf to rude customers.

Among many findings, the authors report that men are slightly more likely to seek revenge than women, and younger people are more likely than older people.

"But the punch line is that it's not so much who your employees are. Rather, you should worry about how you treat them," Tripp says.

### Cautionary tale

The book includes the story of three military workers who conspired against their micromanaging boss. The employees, who divided a 24-hour day, began to ask his permission on everything, calling frequently and interrupting his sleep. Three weeks later, the boss had a nervous breakdown. His career was over.

"You can't change their personalities, but you have to think about your management style."

And employees have to consider whether or not revenge is worth it. Tripp advises a "count to 10" approach. Because, he says, "If you're going to stay, you have to repair the relationship."



### Running the numbers

Photo prints about America's consumer culture on exhibit through April 4 at the Museum of Art, WSU Pullman, portray such throwaway items as light bulbs, plastic bottles and prison uniforms.

## POSITIONS & NOTICES

### Classified staff

These listings are current as of Friday, Dec. 12. For listings that are updated daily, please see **ONLINE @** [www.wsujobs.com](http://www.wsujobs.com) and click on "search postings" in the navigation bar at the left.

**Administrative assistant 3.** Educational leadership & counseling psychology, Spokane. Closes Jan. 26.

**Program specialist 2.** GEAR UP, Tri-Cities. Closes Jan. 26.

### Exempt staff

See **ONLINE @** [www.hrs.wsu.edu/employment/fapvacancies.aspx](http://www.hrs.wsu.edu/employment/fapvacancies.aspx).

**Academic coordinator.** Nutrition and exercise metabolism, Spokane. Contact Vicki Burnham, 335-4750. Closes Jan. 26. (5101)

### Faculty

See **ONLINE @** [www.hrs.wsu.edu/employment/fapvacancies.aspx](http://www.hrs.wsu.edu/employment/fapvacancies.aspx).

**Asst/assoc/full professor,** two positions. Crop & soil sciences. Contact Lisa Clyde, 335-2822. Closes March 1. (5196, 5197)

### HRS courses

Human Resource Services offers thousands of online professional development courses and publications to WSU employees and students at no cost. Live instructor-led courses are available. Visit **ONLINE @** [www.hrs.wsu.edu/train](http://www.hrs.wsu.edu/train) to access your personal learning account.

**Department Chairs/Directors Workshops, ONLINE @** [www.hrs.wsu.edu/chairs](http://www.hrs.wsu.edu/chairs)

**Research Administration Series, ONLINE @** [www.hrs.wsu.edu/RAS](http://www.hrs.wsu.edu/RAS)

**Supervisory Training Series, ONLINE @** [www.hrs.wsu.edu/supervisor](http://www.hrs.wsu.edu/supervisor)

**Enhanced Supervisory Training Series, ONLINE @** [www.hrs.wsu.edu/enhanced](http://www.hrs.wsu.edu/enhanced)

**Global Resources/Training/Education, ONLINE @** [www.hrs.wsu.edu/great](http://www.hrs.wsu.edu/great)

**Fiscal Management Resources, ONLINE @** [www.hrs.wsu.edu/fiscal](http://www.hrs.wsu.edu/fiscal)

**Employee Benefits Orientation,** 9 a.m.-noon Monday,

Jan. 26, French Ad 139. No fee.

**New Employee Orientation,** 1:30-3:30 p.m. Monday, Jan. 26, French Ad 139. No fee.

**Cultural Competency Training,** 9-11:30 a.m. Tuesday, Jan. 27, Lewis Alumni Centre 210. No fee.

**Funding at WSU,** 9:30-11:30 a.m. Tuesday, Jan. 27, Lighty 405 and videoconferencing. No fee.

**Personnel Position Payroll Electronic Routing Management System (PERMS) Training,** 9:30-11:30 a.m. Wednesday, Jan. 28, French Ad 139 and videoconferencing. No fee.

**Mentoring and Motivating: Invite Your Staff to Come Along,** 2-4 p.m. Wednesday, Jan. 28, Food Science and Human Nutrition T-101 and videoconferencing. No fee.

**Cultural Competency Training,** 9 a.m.-noon Wednesday, Jan. 28, Heritage House. No fee.

**Cash Handling,** 9-11 a.m. Thursday, Jan. 29, French Ad 139. No fee.

**WORQS Training,** 1:30-3 p.m. Thursday, Jan. 29, Lighty 405 and videoconferencing. No fee.

**State Ethics Law,** 9:30-11 a.m. Tuesday, Feb. 3, Lighty 405 and videoconferencing. No fee.

**FERPA Roundtable Discussion,** 1:30-3 p.m. Tuesday, Feb. 3, Murrow West 55 and videoconferencing. No fee.

**Cultural Competency Training,** 9 a.m.-noon Wednesday, Feb. 4, Heritage House. No fee.

**Coaching the Van Driver II,** 9-11 a.m. Wednesday, Feb. 4, Lighty 403. No fee.

**Finding and Getting Library Resources,** 9-11 a.m. Thursday, Feb. 5, Holland/Terrell library 103. No fee.

**Travel: Basic Forms and Procedures,** 9 a.m.-noon Thursday, Feb. 5, French Ad 240Q and videoconferencing. No fee.

**Purchasing Card Training,** 1:30-3:30 p.m. Thursday, Feb. 5, French Ad 240Q and videoconferencing. No fee.

### Shared leave

The following employees have been approved for shared leave:

**Brenda Grubbs,** Capital Planning & Development/Spokane. Direct questions to Sally Wickizer, [wickizer@wsu.edu](mailto:wickizer@wsu.edu).

## Anita Hill headlines women's lunch

Anita Hill will be the featured speaker at WSU's annual women's recognition luncheon 11 a.m.-1 p.m. Wednesday, March 11, in the CUB ballroom.

The event celebrates Women's History Month. The annual Women of Distinction and Woman of the Year awards will be presented.

Hill, a professor of law, public policy and women's studies at Brandeis University, was thrust into the public spotlight when she testified about sexual harassment before the Senate Judiciary Committee during Clarence Thomas' confirmation hearing to the U.S. Supreme Court.

After the hearing, she began speaking to audiences internationally about social and political

### Deadline Feb. 1 for art by women

Women are invited to submit art in any media to the fifth annual Reinterpreting Reality exhibition. Deadline is Feb. 1; the show runs in March during Women's History Month.

New this year, the show will be located at multiple venues at WSU, in Pullman and in Moscow. The exhibition examines women's artistic expressions about racism, multiculturalism, gender, sexual identity, stereotypes and womanhood.

problems facing the world.

Her biography, "Speaking Truth to Power," was published in 1995.

### REGISTER BY FEB. 6

## Overeating and dead zones

### Corporate social responsibility also topic of seminar series

The Chancellor's Seminar Series at WSU Vancouver continues this spring with Friday **WSU VANCOUVER** presentations, noon-1:30 p.m., in the Firstenberg Student Commons.

• **Feb. 13,** "How the gut tries to tell the brain to stop," by **Bob Ritter,** WSU Pullman. Ritter's research focuses on determining how the gastrointestinal tract communicates with the brain to produce satiation, a process that terminates food intake.

• **March 13,** "Coastal nutrient over-enrichment," by **John Harrison,** WSU Vancouver. Increased nutrient loading in freshwater and coastal



areas has been associated with adverse environmental consequences, including the increased frequency and severity of low-oxygen zones known as "dead zones."

• **April 10,** "Using corporate social responsibility to create long-term competitive advantage," by **Joseph Cote,** WSU Vancouver. Critics have argued that the traditional share-

holder focus is insufficient and companies need to act in a socially responsible way to be successful. But in practice, the value of corporate social responsibility appears mixed.

Tickets for each seminar cost \$25, including lunch and parking, or \$60 for all three. Register by Feb. 6 **ONLINE @** [www.vancouver.wsu.edu/css](http://www.vancouver.wsu.edu/css) or call 360-694-2588.

### Supervisory training series begins Feb. 17

Supervisor training for spring 2009 begins Feb. 17. Training is required of new supervisors, but all supervisors, managers and leads are encouraged to participate.

Determine eligibility and access the schedule **ONLINE @** [www.hrs.wsu.edu/Supervisory+Training](http://www.hrs.wsu.edu/Supervisory+Training).

Washington Administrative Code (WAC) 357-34 requires that eligible civil service supervisors

complete a minimum of 24 hours of training. Employees appointed to a permanent supervisory or management position must be enrolled within six months of appointment unless organizational requirements require a delay.

For more information, call Human Resource Services at 335-4521.

## Fashion ...

(Continued from page 1)

network; and General Mills.

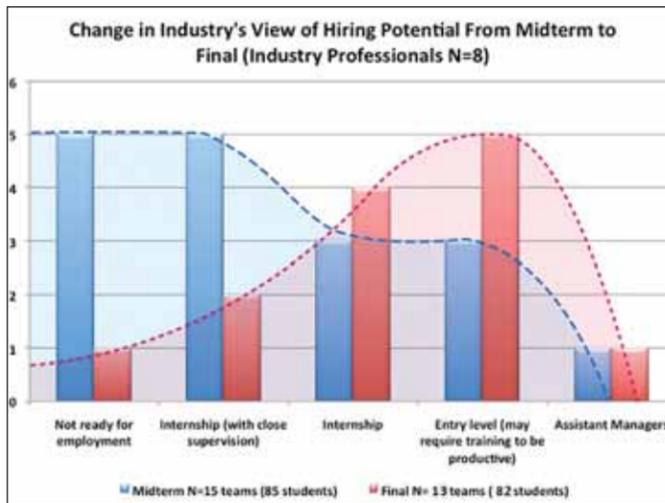
Chida said she was solely responsible for assigning student grades in the class, but the course was designed so that students got feedback from multiple people and multiple perspectives: not just industry professionals, but also from other faculty members and from their peers.

Not surprisingly, Chida said, the peer critiques were the most complimentary and the industry reviews were the most critical. (The faculty critiques, she said, tended to be in the middle.)

### Layered feedback

**Theron DeRosier**, a CTLT instructional designer who worked with Chida, said differences in the critiques are exactly what make them so valuable.

Instead of students receiving a grade from a single instructor, with no discussion, they receive layered feedback that — if it is based on a carefully constructed and



By the end of the semester, Chida was able to document compelling outcomes.

community-validated rubric — the student can use to better evaluate her own work and how it relates to her future goals. In the best cases, it is no longer about the grade, but about how much better prepared the student is to move forward.

CTLT has been advocating this type of assessment as a “transformative grade book.” (See more **ONLINE** @ [wsuctlt.wordpress.com](http://wsuctlt.wordpress.com) and search “transformative”).

### Local focus

Chida said she was thrilled students got such rich feedback and authentic exposure to the fashion industry.

But, she said, there was also a portion of the class that found the experience frustrating and overwhelming.

“They either loved it or they hated it,” she said. But it’s not her job to only give students what they want,

she said. She’s using student evaluations and course data to write a paper arguing that when faculty set high expectations and anchor their courses in real-world accountability, there is a tremendous payoff for students and their employers.

After working with industry from across North America last semester, this semester she’s sticking close to home. She’s still working on the particulars, but it looks like top students in her visual merchandising class might be helping Pullman shop owners give their window displays a makeover. And top students in the retail sales class most likely will be working with a Moscow shop owner to improve sales.

Whether or not students are able to transform local businesses, Chida said she hopes her courses will help students transform their own ideas about their capabilities and their career goals.

“I’m not in this business to break your spirit,” Chida said she tells her students. “I’m here to help you learn.”

## Adjuncts ...

(Continued from page 1)

half-dozen adjuncts in his department, and a vital part of his students’ education.

“Without adjuncts, our students would not get as good a preparation,” Zack

said. “Every adjunct is selected for good reason. Each one offers something to the department that we would not be able to offer without them.”

### Important component

Adjunct faculty serve on every WSU campus (see table on this page) and their role is clearly defined in the faculty manual. Adjuncts generally are employed off-campus and, because of their special expertise, are granted temporary appointments to teach or serve on graduate committees.

The WSU Tri-Cities campus has a long history of relying on adjunct faculty, said **James R. Pratt**, campus vice-chancellor for academic affairs.

“Twenty to forty years ago, much of the program here at Tri-Cities was at the graduate level and was in the hands of adjunct faculty,” Pratt said. “That reliance on adjuncts has continued now that we are part of WSU. They are an important part of our community.”

### Tri-Cities

Pratt cited **Gary Spanner** as an

example of an adjunct faculty member who is contributing significantly to education at the WSU Tri-Cities campus.

Spanner, manager of economic development at Pacific Northwest National Laboratory, teaches about business models for disruptive technologies (focusing on the impact of new lines of products like cell phones).

“It’s important for students to learn about entrepreneurs and disruptive technology since that results in a lot of job growth,” Spanner said. “Business students today need to understand and participate in that process. That real-world analysis is what I bring to our students.”

### Spokane

At WSU Spokane, **Mark McMulkin**, an adjunct who teaches biomechanical analysis in the exercise physiology and metabolism program, provides a similar real-world expertise to his students. He is director of the motion analysis laboratory at the Shriners’ Hospital in Spokane.

“At our lab, we work with children with movement disorders like cerebral palsy,” McMulkin said. “I apply biomechanics to the human body. The students I teach have limited exposure to children with disabilities, so I am able to supply that experience. My students are also exposed to the Shriner motion analysis lab. It’s a good match. Everyone is gaining.”

**Kay Meier**, interim chair of nutrition and exercise metabolism, echoes McMulkin’s enthusiasm.

“Adjuncts like Mark McMulkin are terrific for us,” she said. “He offers a unique expertise and offers students an opportunity for hands-on work at Shriners. He works with children with disabilities, which is a new perspective for our students who often

### Faculty appointed to adjunct titles

Fall 2003 and 2008 corrected

Location	2003	2008
Pullman	348	302
Spokane	202	136
Tri-Cities	256	270
Vancouver	127	208
Other	114	95
<b>Total</b>	<b>1,047</b>	<b>1,011</b>

focus on athletes.

“It is essential to have adjuncts,” she said. “They fill particular niches for our students at WSU Spokane.”

### Vancouver

**Susan Peabody**, associate chair of history at WSU Vancouver, was equally upbeat.

“This is a small institution,” Peabody said. “We are not always able to offer all we want. Adjuncts expand the range of what we can provide. That directly benefits our students.”

As an example, Peabody cited **Susan Tissot**, who teaches a course in public history (how the public encounters history at museums, historic preservation sites and research laboratories).

“I bring 23 years of museum experience to the classroom,” said Tissot, executive director of the Clark County Historical Society and Museum in Vancouver. “For many history students, working in community history is a career-goal option, and this course is a way to check it out. The students gain a greater understanding of the role of historical institutions.”

## Adjunct may be most popular vet in the U.S.

WSU adjunct faculty member **Marty Becker** has been the veterinary contributor to ABC-TV’s “Good Morning America” for more than a decade, appears on cable TV’s Animal Planet, had his own PBS special — “The Pet Doctor with Marty Becker” — and is a frequent

guest on national network and cable TV and radio shows.

“Is he the most popular veterinarian in America? If not, I’d sure like to know who is,” said opinion editor Steve Crump recently in the Twin Falls (Idaho) Times-News.

Becker authored the

fastest-selling pet book in history, “Chicken Soup for the Pet Lover’s Soul.” With co-author Gina Spadafori, he has written two other best-sellers: “Why Do Dogs Drink Out of the Toilet?” and “Do Cats Always Land on Their Feet?”

His newspaper column, “Pet

Connection,” is distributed internationally by the Universal Press Syndicate.

A resident of Bonners Ferry, Idaho, Becker is an alumnus of the WSU College of Veterinary Medicine and also an adjunct faculty member at Colorado State University.

## MONEY WATCH

### PERS Plan 2 members can join Plan 3 in January

Every January, eligible Plan 2 members of the Public Employees’ Retirement System (PERS) have the opportunity to transfer to Plan 3, if they were hired before March 1, 2002. Those hired later are not eligible because they were asked to make an irrevocable decision for their plan choice within 90 days of hiring.

Resources are available to help employees who may wish to make the transfer. Handbooks and other state Department of Retirement Systems (DRS) publications can be found **ONLINE** @ [www.drs.wa.gov](http://www.drs.wa.gov). Investment education information can be found **ONLINE** @ [www2.icmarc.org/xp/plan3/pers](http://www2.icmarc.org/xp/plan3/pers).

Financial modeling software to help compare projected benefits for Plans 2 and 3 can be found **ONLINE** @ [www2.icmarc.org/xp/plan3/pers/planchoice/modeling.html](http://www2.icmarc.org/xp/plan3/pers/planchoice/modeling.html). Employees will need the account balance from the annual statement mailed to their home address last month. Contact DRS at 800-547-6657 or [recep@drs.wa.gov](mailto:recep@drs.wa.gov) to retrieve that information.

Once employees transfer to Plan 3, they cannot return to Plan 2. To make the transfer, employees must complete a member information form and submit it to Human Resource Services during January. The form is available from HRS in French Ad 139 or **ONLINE** @ [www.drs.wa.gov/forms/member/memberInformationForm.pdf](http://www.drs.wa.gov/forms/member/memberInformationForm.pdf).

Employees who miss this opportunity to transfer to Plan 3 must wait until next January.

For more information, contact HRS at 335-4521.

### Sick leave may be cashed out this month

Each January, and at no other time, some employees with accrued sick-leave balances may exchange sick leave for cash. The processing deadline for payment is Jan. 26.

Teaching and research faculty are not eligible. Civil service employees and administrative professional employees are eligible. Employees covered by collective bargaining agreements should refer to the appropriate agreement for eligibility information.

Eligible employees whose year-end sick-leave balance exceeds 480 hours may convert sick-leave hours earned in the previous calendar year, minus those used during the year, to monetary compensation. No sick leave hours may be converted that would reduce the calendar year-end balance below 480 hours.

Monetary compensation for converted hours is paid at the rate of 25 percent and is based on an employee’s salary. All converted hours are deducted from the sick-leave balance.

Civil service and collective bargaining unit employees should submit completed time/leave reports to their employing department for verification, and then reports should be forwarded to Payroll Services. Faculty and AP employees should submit time/leave reports to their employing department for verification, and then reports should be forwarded to Human Resource Services, which will forward to Payroll Services.

Consult Business Policies and Procedures 60.41 for details (**ONLINE** @ [www.wsu.edu/~forms/HTML/BPPM/60\\_Personnel/60.41\\_Payment\\_for\\_Unused\\_Sick\\_Leave.htm](http://www.wsu.edu/~forms/HTML/BPPM/60_Personnel/60.41_Payment_for_Unused_Sick_Leave.htm)) or contact HRS at 335-4521 or Payroll at 335-9575.