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Retirement has been redefined and will undergo even more changes when Baby Boomers enter its arena in a few years, says business professor Barbara McIntosh. (Photo: Bill DiLillo)

Barbara McIntosh says it's way past time to redefine retirement. "I hate that word. I call it the 'R' word," she says. "We call ourselves retired but we're still working."

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## THE WEEK IN VIEW

< **Feb. 18, 7:30 p.m. Seminar: "Telling It Like It Was: The Evolution of an Underground Railroad Historic Site,"** Jane Williamson, Rokeby Museum. Memorial Lounge, Waterman. Information: 656-4389

**Feb. 19, 4 p.m. Lecture: "Racism at UVM,"** H. Lawrence McCrorey. H. Lawrence McCrorey Gallery of Multicultural Art, Bailey/Howe Library, reception to follow. RSVP: 656-2020

**Feb. 19, 4:30 p.m. Marlon Riggs Film Series: "Black Is, Black Ain't,"** Memorial Lounge, Waterman. Information: 656-7990

**Feb. 20, 3:30 p.m. Colloquium: "The Laughter of Troilus: Chaucer and the Origins of Britain,"** Michael Faletra, Reed College. John Dewey Lounge, Old Mill. Information: 656-3056 [events](#)

**Feb. 20, 3:30 p.m. Reading: "Refuge: Chronicle of a Flight from Hitler,"** Egon Schwarz, professor emeritus, Washington University. 413 Waterman. Information: 656-3430

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## Grappling with the R Word

By Lee Griffin (retired)



Retirement has been redefined and will undergo even more changes when Baby Boomers enter its arena in a few years, says business professor Barbara McIntosh. (Photo: Bill DiLillo)

Barbara McIntosh says it's way past time to redefine retirement. "I hate that word. I call it the "R" word," she says. "We call ourselves retired but we're still working. My dad retired in his late fifties, and he ran three businesses into his eighties, but he always told people he was retired."

Her argument isn't just with semantics. The real problem is that we're not ready for the retirement boom about to explode, she says. Employers,

society, government, and retirees all are clueless. "I've been doing research on this for 25 years. We knew it was coming, but we didn't prepare for it," says McIntosh, associate professor of business.

The coming to which she refers is the "huge confluence of really dramatic pressures on the state of our workforce," that includes baby boomers beginning to retire in about four years, the explosion of the knowledge economy, the slippery down slope of health benefits (more than half of employers have dropped coverage) coupled with a rising longevity and the desire or need of older workers to continue or return to work. Tack on problems with Social Security, which McIntosh says is "really the third rail. No administration wants to tackle it. In the 1930s, there were 11 people working for every retiree. Soon – within 15 to 20 years – it will be two for every retiree."

### The boomers burst out

Begin with the problem of the baby boomers, a generation that sees retirement as an entitlement. The goal of their lives is leisure, McIntosh wrote in a publication for the Department of Labor. And, apparently, they've spent a considerable amount of money in pursuit of it. "The middle boomers are the most dis-saving generation ever," she says. "And, they've delayed childbirth," so many of them will be in their sixties and paying for college tuitions or still supporting older children. Some among the older boomers are sandwiched between elderly parents and childcare, she says.

The beginning of the boomer exit will leave critical gaps in the labor force, particularly in the fields of health, religion, real estate, law, education and agriculture. The percentage of workers who will be 55 or older by 2008 includes 26.3 percent of doctors; 18 percent of nurses (who most often retire in their fifties); 27 percent of post-secondary teachers; 26 percent of lawyers and judges; 35.5 percent of clergy; and a staggering 48.3 percent of farmers. And, the generation behind the boomers, writes McIntosh in the same DOL guide, "affectionately referred to as the baby busters or Generation X," has 10 million fewer members.

### Retired, ready or not

In the group of the already or about-to-be retired, McIntosh counts herself a member of the latter. "Most of us haven't come to grips with what we want to

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do when we grow up," she quips. "If you're 60 now, you can expect to live into your mid-eighties ... perhaps 25 to 30 years in retirement. But we don't know what we're going to do with it."

Complicating the scenario, she says, many of the already retired group had retirement thrust upon them in the form of downsizing, early retirement packages and buyouts. Many of those who wanted to couldn't find a way back into the workforce. "It took 18 months on average for workers 45 and over to get another job after a layoff," she says. The dilemma is exacerbated by the move into a knowledge economy, factories moving into robotics and lower skilled jobs moving overseas.

Employers in effect have waived their relationship with the very people they're going to need. "We're facing a severe labor shortage," McIntosh says. "Where is the workforce going to come from?" She notes that women already are working, and immigration – that age-old standby solution – is a complex answer legally and socially. "There are probably 50 different kinds of visas; it's not so easy to do this legally," she says. And, immigrants can create a drain on our schools and social services "that is not commensurate with productivity," she adds.

Re-enter the older worker. "The logical segment are workers who have retired or are thinking about retiring," McIntosh says. She cites a survey that reports 80 percent of retirees want to work. The catch is that they want to work part-time, have flexibility, she says. "But ask 20-year-olds, and they say the same thing. The older generation had the idea of postponed leisure – after retirement. The younger generations think about leisure *now*."

Many retirees who want to work want to try something different, McIntosh says. "They don't want the old responsibilities, they don't want the briefcase to bring home." They want social interaction or to get away from house and spouse, to earn extra money for discretionary spending or all of the above.

### **Myths of aging**

So what's stopping employers from keeping or hiring older workers? Mostly myths, McIntosh says. "Employers who have experience with older workers are happy, but it doesn't always translate into hiring practices." The myths about physical and mental functions are probably the worst and the most widely perpetuated, including by elders themselves.

There are physical changes in aging, notably changes in eyesight acuity, and, for men primarily, changes in hearing ranges. "Our reaction time changes," she says, "but only in milliseconds. There are no physically dramatic changes until we're in our mid-80s, given good health – nothing that affects work. But we start believing the social stereotypes."

McIntosh tells her students that our brains are like filing cabinets, ever expanding, especially in this age of information overload. "When we're older, we have a lot of files, and it takes longer to pull out the information. The young have far fewer folders to scan." She tells them, too, about Professor K. Warner Schaie at Penn State, who works with people 85 and over. "In a couple days of training, they produce the same recall as those in their 40s," she says.

### **What's the answer?**

So what would help to retain older workers? "Nick Danigelis (professor of sociology) and I did a survey a year ago on satisfaction of 50-year-olds on the job. ...The biggest factor was working with helpful, friendly people. We need an organizational culture that supports that. Are they promoting 50 year olds, giving them opportunity to try new jobs?" Employers worry that they won't get a return on their investment if they hire, train or promote older workers, so they turn to young workers, who almost certainly will leave. Studies show that older workers are less likely to make mistakes or forget, while younger workers might fly through the job, but they make errors, she adds. Young workers, however, also are discriminated against, and almost no employers use them to mentor older workers, a practice McIntosh believes in strongly.

McIntosh doesn't just unveil the problems with her research; she offers solutions. She authored one of the most popular and reprinted publications issued by the U.S. Department of Labor, titled *An Employer's Guide to Older Workers: How to Win Them Back and Convince Them to Stay*. And, in addition to her teaching MBA and undergraduate students on this subject, she'll mount

a national pulpit in April when she becomes chair of the National Older Worker Employment Partnership, an arm of the National Council on Aging.

"We do all the diversities, but we do nothing about age. .. On TV, it's ads for long-term care, Depends, drugs. We're not seeing a healthy, older generation. But the baby boomers will change all that. ...In five to 10 years, we'll see dramatic changes in the work force. One out of five will be over 55."

Barely pausing for breath before her next meeting, McIntosh says: "If I sound passionate, it's because I am. ... From a societal perspective, we have to start recognizing that changes in the workplace are needed."

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## Weighty Matters

By Jon Reidel



Senior Kristal Kostiew is looking to add to her 11 America East individual titles March 21-22 at Boston University. (Photo: Bill DiLillo)

Judy and Mike Kostiew met and fell in love at Salem (N.H.) High School in the early 1970s. Judy was an all-state clarinet player and singer, while Mike excelled in football and track and field. Judy took up track to spend more time with Mike, who was one of the Granite State's top weight throwers and state decathlon champion.

Mike drew interest from the University of

Connecticut and Colby College, but he decided to start a career as a carpenter and continue working for a mason hauling cinder blocks – a source of his strength as a weight thrower. The high school sweethearts eventually married and had four children. And just like their parents, these children excelled in school. The second youngest, Matthew, was a state champion javelin thrower. His younger sister Katie took home state titles in the shot put and the discus and starred in basketball.

And then there was Kristal, the hard working perfectionist like her father, known for his high quality carpentry and a willingness to work overtime to get the job done right. In addition to being an A student, Kristal was a great athlete. With her father as her coach, she set every throwing record at Coe-Brown Northwood Academy, including a state record in the discus to go along with New England championships in the discus and javelin. "She has her father's strength and that good Ukrainian blood," Judy says.

When high school graduation rolled around, it was never a question of if Kristal would attend college, but where. She chose UVM for its family-like atmosphere and weight throwing tradition. It was a proud day for her parents and a measure of redemption. "We were young and dumb when we graduated," Judy says. "Mike should have gone to college. I think that's why we pushed our kids to do well, so they would go to college."

### Rewriting the record books

Kristal, now a senior at UVM with a 3.54 GPA, is an 11-time America East Champion; two-time New England champion in the hammer and weight throw; and school record holder indoors in the shot put (47 feet, 9-3/4 inches) and 20-pound weight throw (63 feet, 10.70 inches); and outdoors in the shot put (47 feet, 21/2 inches) and hammer (187 feet, 11 inches).

Her goals for the spring: break 200 feet in the hammer and 50 feet in the shot put. "I want to be the best I can be at everything I do – as a sister, a member of my family, in school, at practice. I guess I got that from watching how hard my parents worked. They've always put their heart and soul into everything they do. They never said anything to me directly about working hard, I just saw them do it for 18 years."

To this day, her father works 50-plus hours a week at his carpentry company and coaches track and field. Judy wakes up at 3:30 a.m. to go to her job in

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customer service at the Concord Monitor until 1:30 p.m. She also works 20-25 hours a week as a Census field rep and another 15 hours a week cleaning the local church where five-year-old Kristal used to help her by emptying the trash.

### **Post-college Olympic dreams**

UVM track and field coach Matt Belfield, who coached a national champion hammer thrower while at the University of Redlands, thinks Kostiew can succeed in the sport beyond college. He recently took Kostiew to meet American hammer throw record holder (236 feet, 3 inches) Anna Norgren Mahon '96 in Connecticut, where she's a high school English teacher and in training for the 2004 U.S. Olympic Trials in Sacramento. Kostiew broke Norgren Mahon's UVM records and also plans to be a teacher in physical education.

"It was a good opportunity for Kristal to see her train," Belfield says. "From a physical standpoint, Kristal has quick feet and the core strength to do well. She also has a real love for training. I would never sell Kristal short of being at Anna's level in five years." Kristal says she still has room for improvement, especially after she starts focusing on the hammer. "I'm only four years old, a baby in the hammer. I'd like to qualify in 2004, but 2008 or even 2012 is more realistic. I'm willing to do what it takes."

"There are nights that I want to go to bed instead of studying after a long day," which includes three hours of training. "But everything I've done here at UVM has been a choice. I could choose to be a mediocre athlete and student and hang out more with my friends. But I wouldn't change a thing. These were the best four years I could have imagined."

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## Geology Website a Treasure Trove for Teaching and Research

By Tom Weaver

Paul Bierman swivels his PowerBook around to offer a window on Vermont's evolving landscape, specifically the village of Vershire in 1897. The stark photo on the geology professor's computer screen is one of his favorites, a hardscrabble New England hill farm that in Bierman's eyes stands out for its illustration of human impact on landscape change. It's a great teaching tool and ever-the teacher, Bierman points out the stone walls, the roads, the sawmill, the dam, and the steep slope in the back pasture where clear cutting has been followed by inevitable landslide.

The Vershire photo is one of many on the Vermont Landscape Change Program website, a rich digital resource that recently has taken a significant step forward. With approximately 2,000 easily accessed images depicting much of the state, anyone interested in Vermont history, landscape, geology, or just interesting old photos could click away hours on the site.

Beyond mere diversion, the archive is a significant resource for teaching and research. Bierman initially saw the potential five years ago while pouring over thousands of UVM Special Collections images as he prepared a presentation on human-landscape interaction. A \$70,000 pilot grant from the National Science Foundation helped get the project started. Laura Mallard G '00, then a graduate student in geology, coordinated the initial effort by involving high school students in seeking out historic photos and shooting their own contemporary views of matching sites. Some 400 pairs of images from that beginning form the core of the landscape archive. With an unusual second round of NSF pilot funding, Bierman has worked with Jens Hilke G'03, a recent graduate of UVM's Field Naturalist Program, to continue deepening the collection. Bierman says they've gone to a community-driven effort, hoping to draw people to not only view the site but also to contribute to it. "It's the richest way for us to work on this, to mine all of those local town halls, historical societies, and grandparents' attics that are full of photos," he says.

The landscape project may have impact beyond Vermont, Bierman notes. Scientists from other states have approached him with interest in starting something similar, and Bierman is hopeful that the software and methods created at UVM could one day foster archives elsewhere. But for now, the focus is to continue the potentially infinite growth of the Vermont site as more Vermonters discover these pictures of home and add their own.

To view the Landscape Change Program digital archive, go to [uvm.edu/perkins/landscape](http://uvm.edu/perkins/landscape). Links to several of Paul Bierman's favorite photos, along with his descriptions follow.

[Vershire, 1897](#) I think this image says it all about landscape change. It's from Vershire, Vermont, 1897. There are cleared fields. There is a dam. We know that sediment is moving off the fields, into the stream and collecting behind the dam. Most likely, given all the cut wood stacked along the road and by the mill, this is a saw mill - intimately tied to the cleared slopes beyond and the source of material for the wood fence and perhaps the house and barns? There are dirt roads and the transportation system of the day (oxen).

[Burlington Suburbs c1900](#) 2. This is what the Burlington suburbs looked like more than a century ago. This log school house is clearly the product of deforestation, shown so clearly by the bare hillslopes studded with stumps just beyond the building. Mount Mansfield's ridgeline is just visible in the background. Life and the landscape sure were different then.

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Missisquoi River 3. Here again are multiple, intertwined elements of landscape change. This view of the Missisquoi River shows cleared fields and wooden buildings, but the foreground is the most fascinating. Here you see a field without a traditional fence but rather a fence of stumps. Great reuse of otherwise waste materials but the removal of the stumps from the ground has geologic implications. Indeed, it's the tree roots that in sandy soils of the Champlain lowland hold the hillslopes together. When the trees are cut and the stumps are pulled before new trees can grow up, the slopes are weakened and the stage is set for landslides.

[Clear Cutting](#) 4. Isn't this great...sitting on what must be an old growth stump, this fellow is admiring the clear cut and the landslides on the steep, now-denuded, hillslopes in the background. This photo is all about the linkage between clear cutting and erosion -- caught in the act more than a century ago.

[Ely Copper Mine](#) 5. This is NOT what we imagine Vermont to look like. One can count perhaps a dozen trees in this picture of the Ely copper mine. The slopes are barren. There are piles of waste rock, perhaps a little grass. Not the Green Mountain State today.

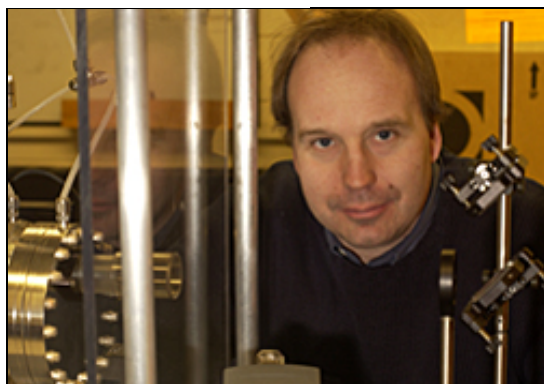
[Mt. Mansfield Late 1800s](#) 6. Well, it's just not the same hiking in bonnets and fancy hats as with the Goretex of today. This image, from UVM Special Collections is undated but likely late 1800s. It shows the upper slopes of Mansfield largely vegetated at the time. I just love the expressions!

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## NEWS BRIEFS

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**Randall**

Randall Headrick, assistant professor of physics, shown here at his lab in Cook Physical Sciences Building, has been awarded a \$610,000 grant to develop and teach research courses in nanoscience and nanotechnology. (Photo: Bill DiLillo)

### Headrick Explores the Nanoworld with NSF Support

"It's what the Mars rover mission team calls 'squiggly line science,'" says Randall Headrick. He's referring to nanoscience, an exciting new field that involves working with matter at the atomic level. On the nanoscale, which Headrick calls "the ultimate limit in minimization technology," measurements are made in increments of one billionth of a meter.

Headrick, an assistant professor of physics, was recently awarded a five-year, \$610,000 grant from the National Science Foundation through its Faculty Early Career Development, or CAREER, program. The prestigious and highly competitive grants underwrite integrated teaching and research activities of scholars who are most likely to become academic leaders.

He will use the grant monies to develop and teach a research course in nanoscience and nanotechnology via the College of Arts and Sciences' Teacher Advisor Program (TAP), an elective option for first-year students that combines interactive courses with careful academic advising.

Most students in TAP classes haven't chosen majors yet, but nanoscience is relevant to the study of physics, chemistry, biology, geology and astronomy, among other subjects. And in the "real world," nanotechnology offers breakthroughs that could revolutionize the production of virtually every human-made object, from information technology and energy to electronics and medicine.

### Senior Class Lands Daily Show Reporter

After many months of work and deliberation, the Senior Class Council has selected the speaker for this year's Senior Class Gift, Merin Eglington, director of young alumni and senior programs, announced Feb. 18.

Mo Rocca, correspondent for Comedy Central's *The Daily Show with Jon Stewart* and NBC's *Today Show*, is best known for his wacky, tongue-in-cheek news reports. He'll present an evening of humor and political satire on Friday, April 16 in the Patrick Gym, at 8 p.m.

"Indecision 2000," *The Daily Show's* coverage of the presidential race, garnered a Peabody Award. Rocca also is a regular panelist on NPR's *Wait, Wait... Don't Tell Me*, and a frequent commentator for CNN, Headline News and the Fox News Channel.

### Citizen Schoolers On Campus

On the heels of last week's announcement from Admissions that applications to attend the University of Vermont from students of color increased this year by more than 13 percent, this week UVM did something to ensure that trend continues long into the future.

For three days this week, Feb. 17-19, the College of Education and Social Services is hosting 125 Boston area eighth graders, nearly a dozen high school students and parent-chaperones as part of a partnership with Citizen Schools Eighth Grade Academy. Alumni Eric Schwarz '83 and Ned Rimer '83 founded Citizen Schools. The youth who participate in the program – most of them African-American, are highly motivated to gain the skills and contacts necessary to be accepted into a good high school and to become the first in their family to attend college.

While these eighth graders also tour nine other colleges, including MIT and Harvard, their three-day visit to UVM is the capstone event. Here they attend classes designed for them and taught by UVM instructors and student teachers, view exhibits at the Fleming. They make art, write poetry, take part in chemistry experiments, and meet with admissions officers. They even will work out with the hockey team.

The program benefits UVM students as well. "We work hard to make sure our interns get experience in diverse settings so they can teach anywhere in the U.S.," Dean Jill Tarule says. This will be the first year of an exchange in which UVM students preparing to become middle-school teachers intern in Boston. UVM will see its first

Nanoscience, consequently, has become a national priority. President Bush recently signed into law the 21st Century Nanotechnology Research and Development Act, earmarking \$3.7 billion over the next few years to develop this promising emerging field.

"A lot of physics is 100 years old," says Headrick. "This is science that is happening right now."

In the nanoworld, materials act very differently from materials on a larger scale – for example, organizing themselves into minute wave patterns. "Quantum physics takes over and determines the behavior and properties of materials," Headrick says. His students will learn basic science that feeds current research in the nanoscience field. Students will work in a laboratory setting to analyze and create materials on the nanoscale; they will interpret patterns and other changes using x-ray diffraction and high-powered electron microscopes. In addition to the TAP course, which will be offered beginning next fall, Headrick wants to develop a second undergraduate research course in nanoscience.

After working at Cornell University, Headrick joined the UVM faculty in 2001. "At Cornell, all I did was research," he says. "UVM offered me the opportunity to conduct research and to be in the classroom." He teaches in the university's interdisciplinary and recently revitalized materials science program.

Headrick is among 156 faculty nationwide to receive CAREER awards this year. His is the fourth largest grant of its kind awarded in 2004, and the third largest award the National Science Foundation has ever given to a single investigator at UVM.

### **New Associate V.P.s Appointed**

Frances Carr, vice president of research and graduate education, recently added three associate vice presidents to her unit, promoting staff from within UVM. In an announcement to the campus community, Carr said the appointments were "intended to solidify the university's management as we approach major initiatives in implementing the Strategic Action Plan."

Ruth Farrell, formerly director of sponsored programs and now associate vice president for research administration, will assume responsibilities for strategic research initiatives campus-wide.

Paul Hale, formerly senior advisor to the provost and executive director of the Vermont Technology Council and now associate vice president for research and economic development, will assume an expanded role in enhancing research partnerships and emerging technologies.

David Dummit, formerly special assistant to the provost for graduate education and now associate vice president for research and graduate studies, will assume responsibilities for planning and organization to support graduate education.

results of this three-year-old program in two years as the first Eighth Grade Academy alumni enroll in college.

### **Alumnus Cormier Named Men's Soccer Coach**

Jesse Cormier, a 1995 UVM graduate and one of the all-time great players in school history, has been named head coach of men's soccer. Cormier is the first UVM alumnus to lead the men's soccer program.

Cormier returns to Vermont after serving as an assistant coach and associate head coach at Oregon State University, where he helped lead the program to the most successful three-year run in school history. Cormier was promoted to associate head coach in 2003, and prior to his tenure at Oregon State, he was an assistant coach at West Virginia University (2000-01) and Bradley University (1997-99).

Robert Corran, director of athletics, said Cormier "brings tremendous energy and passion for UVM soccer, along with the experience and knowledge of what is needed to build a nationally competitive program."

"I am honored to accept the position as the head men's soccer coach," Cormier said. "I understand the rich history and tradition of UVM soccer and the special environment that helped mold me into the person that I am today. I look forward to the opportunity to build and lead this program to accomplish special things for many years to come."

At Oregon State, which plays in the Pacific-10 Conference, the top-rated conference in Division I men's soccer, Cormier helped transform the program into a national power with outstanding coaching and recruiting. Working primarily with the midfielders and forwards, Cormier helped the Beavers offense lead the Pac-10 in seven of eight offensive categories in 2002 while leading the team to its first-ever NCAA Tournament appearance. College Soccer News ranked both the final two recruiting classes Cormier brought into OSU in the top 20 nationally and named Cormier one of the outstanding assistant coaches in the country.

Cormier also served as academic liaison at Oregon State, which saw five student-athletes named to the Pac-10 All-Academic Team in 2003 and posted a team grade-point average of 3.11 in 2002.

Cormier played professionally in both Europe and the United States after graduating from UVM in 1995, where he is sixth in career points (59) and tied for sixth all-time in goals (24).

## EVENTS

**Fleming**

UVM grad student Amanda Roy of Williston leads Citizen School Eighth Grade Academy students from Boston in an art project at the Fleming Museum Feb 18 as part of a College of Education partnership. (Photo: Cheryl Dorschner)

**Transgender Activist to Keynote Identity Conference**

Dean Spade, founder of the Sylvia Rivera Law Project, will keynote the second annual "Translating Identity" conference on Feb. 28. Spade is a transgender activist and attorney.

Spade founded the SRLP in 2002, the year its namesake, Sylvia Rivera, died. Rivera, a drag queen and veteran of the 1969 Stonewall uprising in New York, fought against the exclusion of transgender people from the Sexual Orientation Non-Discrimination Act in New York and was an advocate for the rights of people of color and low income as well. The [SRLP](#) continues that work.

The UVM conference, sponsored by the student organization Free To Be, will be held Saturday, Feb. 28, from 9 a.m. to 6 p.m. in the Billings Student Center. To be discussed are topics on gender, gender expression and identity, focused on but not limited to, transgender, genderqueer and transsexual.

The organizers have extended a special invitation to faculty to attend the conference. In a letter to the faculty and staff, they wrote that "a strong faculty presence at this conference is the first step in cultivating a more inclusive and educated community, which will support and recognize all student populations." Admission is free for registered attendees and will include breakfast and lunch.

Information and registration: [Conference](#)

**Hands on History at the Fleming Museum**

For four days only, the Fleming Museum will offer the itchy-fingered among us the opportunity to handle objects in a new exhibit, behavior that normally would set off alarms and bring the no-touching police running.

From Feb. 24 through 27, from noon to 4 p.m., visitors to the Fleming's Marble Court, will be invited to get up close and personal with objects gathered from other current exhibits, all artifacts from around the globe. The exhibit, a special project of the museum's education department, was inspired by an activity held at the British Museum. Visitors of all ages are welcome.

Admission is \$5 adults; \$10 family; \$3 students and seniors; and free to museum members and to UVM, Burlington College, Champlain College, Community College of Vermont and St. Michael's College faculty, staff, and students; and children six and under.

**Lane Series Brings Pianist Markus Groh**

The Lane Series will present pianist Markus Groh on Feb. 18, at 7:30 p.m., at Recital Hall.

Since winning the 1995 Queen Elizabeth Competition in Brussels, pianist Markus Groh has performed with the London and St. Petersburg Symphonies, the Orchestre de la Suisse Romande, the Vienna Chamber Orchestra and the New Japan and Tokyo Philharmonics. He has given debut recitals in New York City at the Frick and at Lincoln Center.

In his Burlington debut, he will play sonatas by Ginastera and Berg and *The Six Little Pieces*, *Opus 19* of Schoenberg. He will play all Chopin, including the Sonata #3, in the second half of the concert.

Information: [Lane Series](#)

**Town Meeting for Poetry at Fletcher Library**

A "Town Meeting Poetry Reading" on Wednesday, March 3, will feature UVM and local poets including Eve Alexandra, T. Alan Broughton, Greg Delanty, John Engels, Daniel Mark Fogel, Laban Hill, David Huddle, Daniel Lusk, Angela Patten, Elizabeth Powell and Katharine Whitcomb.

The event, co-sponsored by the English Department and hosted by Major Jackson, assistant professor of English, begins at 7 p.m. at

## **The Plant Doctor Will Be In**

Fletcher Free Library.

University of Florida Professor Bob McGovern will present details of his doctorate program in plant medicine on Feb. 23 at 5 p.m. in Hills building, room17. McGovern is the director of the degree program, which integrates entomology and plant pathology as well as edaphic and atmospheric conditions that adversely affect plant health.

Information: 656-4047.

Information: [Plant Program](#)

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## NOTABLES

Feb. 18, 2004

### Awards and Honors

**Mary Canales**, associate professor of nursing, received the award for the Emerging Nursing Stars in Health Disparities Research from Howard University Division of Nursing. The award recognized her scholarship on health issues and health disparities among Native American and Latino women.

**Dr. Patricia O'Brien**, clinical assistant professor of medicine and physical therapy, received the Susan G. Komen Breast Cancer Foundation's Community Service Award at the 2004 Komen Affiliate Conference, held Feb. 6-8, in Denver. O'Brien, who heads up the Vermont Cancer Network and is education chair for the Komen Vermont-New Hampshire Affiliate, was chosen for her commitment to excellence in meeting the breast health needs across Vermont.

### Publications and Presentations

**Gale Burford**, professor of social work, published the following: Burford, G., and Adams, P. (2004). "Restorative Justice, Responsive Regulation and Social Work," in the *Journal of Sociology and Social Welfare*; Burford, G., and Pennell, J. (2004). "From Agency Client to Community-based Consumer: The Family Group Conference as a Consumer-led Group in Child Welfare," in C. Garvin, L. Gutierrez, and Galinsky, M. (Eds.), *Handbook of Social Work with Groups*, Guilford Publications Feb. 11, 2004

### Awards and Honors

The Class of 2006 in the College of Medicine has announced that **Bruce Fonda**, lecturer in anatomy and neurobiology, received the American Medical Students Association Golden Apple Award for excellence in teaching.

**Randall Headrick**, assistant professor of physics, recently was awarded a five-year, \$610,000 career grant from the National Science Foundation. He will use the grant to develop a leading research and education activity in the area of metal/semiconductor growth and self-organized pattern formation on surfaces. The Faculty Early Career Development (CAREER) Program recognizes and supports the early career-development activities of those teacher-scholars who are most likely to become the academic leaders of the 21st century. CAREER awardees will be selected on the basis of creative, career-development plans that effectively integrate research and education within the context of the mission of their institution.

### Publications and Presentations

**Gayle Belin**, clinical assistant professor of communication sciences, presented a lecture titled "Cleft Lip and Palate Management" at the Feb. 7 annual conference of the Vermont Society of Radiologic Technologists.

**Frank Bryan**, professor of political science, will discuss Vermont town meetings and his new book, *Real Democracy: the New England Town Meeting and How It Works*, on the Vermont Public Television program, "Profile." The interview will air Monday, Feb. 16. at 7:30 p.m., Feb. 18 at 5 p.m. and Feb 22 at 1:30 pm.

**Mark Fung**, assistant professor of pathology, has published the article, "Leukoreduction in the setting of open -heart surgery: a prospective cohort-controlled study," in the January issue of *Transfusion*. The study examined the effect of using leukoreduced blood vs. non-leukoreduced blood on various

clinical outcomes of open-heart surgery patients.

*February 4, 2004*

### **Awards and Honors**

Senior **Kristal Kostiew**, who is majoring in professional physical education in the College of Education and Social Services, was selected as one of two Vermont Outstanding Future Professionals by the Vermont Association of Health, Physical Education, Recreation and Dance. The award recognizes students who demonstrate their promise as future leaders in the profession.

**Russell Hovey**, assistant professor of animal science, has been awarded two research grants for his work on breast cancer and mammary gland development. One is a two-year new investigator grant from the USDA National Research Initiative Program in Animal Growth to investigate "Endocrine Regulation of Porcine Mammary Gland Development and Morphogenesis." The other is a three-year idea grant from the US Department of Defense Breast Cancer Research Program to develop "A New and Authentic Animal Model for Human Breast Development and Breast Cancer."

**Chyi-lyi (Kathleen) Liang**, assistant professor of community development and applied economics, was named a Coleman Entrepreneurship Scholar for 2004 by the United States Association for Small Business and Entrepreneurship and received a scholarship to attend the group's annual conference.

### **Publications and Presentations**

**Jane Okech**, assistant professor of integrated professional studies, and her colleague **Anne Geroski**, an associate professor, will both give presentations at the April 1-4 conference of the American Counseling Association in Kansas City.

**Trina Magi**, library assistant professor, recently had an article published in the journal portal *Libraries and the Academy*. Titled "What's Best for Students? Comparing the Effectiveness of a Traditional Print Pathfinder and a Web-based Research Tool," the article reports the results of a study comparing two approaches to library instruction in a course of first-year business students at University of Vermont. Magi was also profiled in the January/February issue of *Mother Jones* magazine for her work in speaking out against the threats to privacy posed by the USA PATRIOT Act.

**Chyi-lyi (Kathleen) Liang**, assistant professor of community development and applied economics, presented a paper at the 2004 United States Small Business and Entrepreneurship Conference held Jan. 15-18. The title of the article, which was co-written with Paul Dunn, was "Demographics and Other Business Characteristics Influence on Couples' Willingness to Start Again." Liang and Dunn also presented a workshop at the conference, "Not Enough Support or Too Much Support? Comparative Experiences of Entrepreneurship Support Organizations."

### **In Memoriam**

**William John Walls V**, a second-year student majoring in English, passed away Jan. 29 as a result of heart failure.

*January 28, 2004*

### **Awards and Honors**

The College of Medicine Class of 2006 announced their teaching awards in December. Winners were Dr. **Sharon Mount**, professor of pathology, American Medical Women's Association Gender Equity Award; Dr. **Masatoshi Kida**, associate professor of pathology and Sharon Mount, "cameo teaching" (outstanding teachers who gave seven or fewer lectures); **Gerald Silverstein**, lecturer in microbiology and molecular genetics, basic science teacher of the year; and the **Department of Pathology**, as the basic science department of the year.

## Publications and Presentations

**Lyndon Carew**, professor of animal science and nutrition and food sciences, along with John McMurtry of the USDA Growth Biology Laboratory in Beltsville, MD and **Frances Alster** of UVM, published an article, "The effects of Methionine Deficiencies on Plasma Levels of Thyroid Hormones, Insulin-like Growth Factor-I and -II, Liver and Body Weights, and Feed Intake in Growing Chickens" in the journal *Poultry Science*. This research is part of a series establishing the metabolic effects of minimal levels of essential amino acids in diets for chickens when formulated to maximize amino acid balance and minimize environmental nitrogen losses.

**Judith Cohen**, associate professor of nursing, had a manuscript, "The Mirror as a Metaphor for the Reflective Practitioner," accepted for publication in the *Annual Review of Nursing Education*.

**Sharon Henry**, associate professor of physical therapy, will be presenting two papers at an early February American Physical Therapy Association meeting in Nashville. The titles are: "Specific Trunk Exercises Do Not Preferentially Improve Function, Pain or Disability in Subjects With Recurrent Low Back Pain: A Pilot Study" (co-authored by Stephanie Jones and JY Bunn); and "Altered Postural Responses with Episodic, Recurrent Low Back Pain" (co-authored by Juvena Hitt, Stephanie Jones and JY Bunn).

**Patricia Julien**, assistant professor of music, recently gave an invited lecture at the Sorbonne in Paris. The talk was titled, "Harmonic Relations in Wayne Shorter's Early Compositions: An Analysis of 'Suspended Sentence'."

**David Kerr**, assistant professor of animal science, was awarded a three-year, \$300,000 USDA grant titled, "Transgenic Approach to Prevent Bovine Mastitis."

**Wolfgang Mieder**, chair of the Department of German and Russian, is the author of the book *Die großen Fische fressen die kleinen": Ein Sprichwort über die menschliche Natur in Literatur, Medien und Karikaturen*. The book traces the origin, history, meaning, and international dissemination of the classical proverb "Big fish eat little fish." It includes interdisciplinary and comparative chapters on the iconography of the proverb, its use in literature, in the mass media, advertisements, caricatures, and cartoons. Artists and writers like Bosch, Bruegel, Shakespeare, Brecht and many others have employed this wisdom about rapacity in their pictures and writings.

**Patricia Prelock**, professor of communication sciences, was invited to Kean University in Newark, NJ to present a two-day conference for 150 students, faculty and community professionals on Jan. 8-9. Prelock discussed strategies for helping children with autism spectrum disorders communicate.

## In Memoriam

A memorial service for **John Burchard**, professor of psychology, will be held at 1 p.m. on Jan. 31 at the First Congregational Church in Burlington. A community gathering will take place at the Wyndham Hotel (formerly the Radisson) immediately after the service. Burchard, who was well known for his social and mental health work in the community, passed away on Jan. 18.

*January 21-27, 2004*

## Awards and Honors

Dr. **Virginia Hood**, professor of medicine, has received the Vermont Chapter of the American College of Physicians Laureate Award. Laureate Award winners are longstanding and loyal supporters of the ACP who have rendered distinguished service to their chapters and community and have upheld the high ideals and professional standards for which their organization is known.

Pfizer Corporation published an advertisement in the Nov. 28, 2003 issue of the journal *Science* titled "We Recognize Academic Excellence," listing institutions like the University of Vermont that were successful in the competition for the company's undergraduate summer research fellowships. The company made 68

awards, and UVM was one of eight institutions to win more than one award. The winners here were **Anya Guschin**, who worked with **Greg Friestad**, assistant professor of chemistry, and **Rachel Humphrey**, who worked with **Jim Vigoreaux**, associate professor of biology.

Eight faculty members have been selected as service-learning fellows for the spring semester and each will receive \$1,000 to help them give students more opportunities to reflect on meaningful community participation and how it connects to their academic experience. This semester's fellows are: **Chester Parsons**, UVM Extension; **Susan Kasser**, education; **Christopher Leskiw**, political science; **Hendrika Maltby**, nursing; **Lesley-Ann Dupigny-Giroux**, geography; **Tracy McLaughlin-Volpe**, psychology; **Barbara Burrington**, integrated professional studies; and **Efleda Tolentino**, integrated professional studies.

Dr. **Thomas Peterson**, professor of family practice, was honored by the Vermont Academy of Family Physicians as the 2003 "Family Physician of the Year" at the group's annual meeting. Dr. Peterson was recognized as a key contributor to clinical and educational programs at UVM and Fletcher Allen Health Care and for serving for 10 years as Program Director of the Family Practice Residency Program.

### **Publications and Presentations**

Dr. **Mary Cushman**, associate professor of medicine, presented results from the latest arm of the Women's Health Initiative Study at the December American Society of Hematology meeting in San Diego. The study found that postmenopausal women on estrogen and progestin experienced a two-fold increased risk of developing venous thrombosis – a potentially fatal condition in which the formation of a blood clot blocks circulation in the deep veins of the leg that are responsible for returning oxygenated blood to the heart. Cushman was also a presenter at the American Heart Association's "Scientific Sessions 2003" in Orlando, Florida, in November. She presented an invited talk titled "Novel Cardiovascular Risk Factors and Coronary Artery Calcification," a poster presentation titled "Associations of Novel Cardiovascular Risk Markers with Coronary Artery Calcium: The Multiethnic Study of Atherosclerosis" and was a co-author on a presentation on "Estrogen Plus Progestin and Coronary Heart Disease Risk: Final Results from the Women's Health Initiative Randomized Trial."

**Alice Fothergill**, assistant professor of sociology, published an article titled "The Stigma of Charity: Gender, Class, and Disaster Assistance" in the December, 2003 issue of *Sociological Quarterly*. The article examines the stigma associated with needing and receiving assistance after the 1997 Grand Forks, North Dakota flood. It is based on 60 in-depth interviews.

**Nancy Jenny**, research associate of pathology, presented a poster presentation titled "Race/Ethnic Differences in the Relationship of Inflammatory Markers to Coronary Calcium" at the American Heart Association's "Scientific Sessions 2003" in Orlando, Florida, in November.

**Cheryl Laskowski**, assistant professor of nursing, recently had her article, "Theoretical and Clinical Perspectives of Client Stalking Behavior," published in the peer-reviewed journal *Clinical Nurse Specialist*.

Dr. **Bruce Leavitt**, associate professor of surgery, is the lead author of a study presented at the American Heart Association's "Scientific Sessions 2003" in Orlando, Florida, in November. The study, which examined the long-term survival of diabetic patients who undergo coronary artery bypass graft surgery, was conducted by the Northern New England Cardiovascular Disease Study Group, of which UVM and Fletcher Allen are founding members. Researchers analyzed data on 36,641 coronary artery bypass patients from 1992 to 2001. The role of diabetes alone, diabetes with peripheral vascular disease, and diabetes with renal failure on long-term survival all were assessed. The overall annual mortality rate was 3.7 percent. Annual rates for non-diabetics and diabetics only were similar: 3.1 percent and 4.4 percent, respectively. In cases of diabetics with peripheral vascular disease, renal failure, or both, the annual mortality rate rose significantly, to 9.4 percent.

**Hendrika Maltby**, associate professor of nursing, published, "The Parenting Competency Framework: Learning to be a Parent of a Child With Asthma" in the

**Rebecca McCauley**, professor of communication sciences, presented a two-day workshop for speech-language pathologists on Dec. 11-12. The workshop, titled "Addressing Severe Speech Disorders in Children," was sponsored by the Southeastern Massachusetts Educational Collaborative.

**Thomas Noordewier**, associate professor of business administration, and **Lisa Chase**, extension assistant professor, appeared on the "Across the Fence" television program on Dec. 15 to discuss strategies for small businesses that have emerged from UVM tourism research.

**Patricia Prelock**, professor of communication sciences, was the keynote speaker for the statewide 2003 Partner in Care Conference sponsored by Parent to Parent of Vermont, and the Vermont Department of the Department of Health, Children with Special Health Needs on Dec. 4. Her speech was titled, "Family Centered Care: The Art of Transformation." Prelock was also a guest speaker for a workshop, "Enhancing Diagnostic Precision in the Assessment of Autism Spectrum Disorders," sponsored by the Vermont Division of Developmental Services and the Department of Communication Sciences held in Woodstock on Dec. 5.

**Russell Tracy**, professor of pathology and senior associate dean for research and academic affairs at the College of Medicine, is co-author of a study published in the Nov. 27 *New England Journal of Medicine*. Titled "Lp(a) Lipoprotein, Vascular Disease, and Mortality in the Elderly," the study identified a new independent predictor of stroke and other vascular events in men over 65.

The **Vermont Area Health Education Center Program** recently produced an updated, expanded guide to health professions that provides information about work environments, job outlook, salary, education needed, educational/preparatory programs in Vermont, New York and New England, and professional web site links for a variety of health occupations. To obtain a copy, visit [Vermont AHEC](#).

### **Research Activities**

A three-year study on helmet-wearing patterns launched last year by researchers from the College of Medicine and Vermont Children's Hospital at Fletcher Allen Health Care has revealed that young skiers and snowboarders are much more likely to wear a helmet than adults, but that helmet use rates by children and particularly, teenagers, still need to improve. Last winter, the research team gathered baseline data from more than 10,000 observations of helmet use in skiers and snowboarders, making the study the largest-ever of its kind. Research team members include **Thomas Delaney**, Vermont Child Health Improvement Program evaluator, department of pediatrics; Dr. **Barry Heath**, associate professor of pediatrics; **Jennifer Laurent**, adjunct assistant professor of nursing; Dr. **Eliot Nelson**, associate professor of pediatrics; **Annette Rexroad**, Vermont Child Health Improvement Program evaluator, department of pediatrics, and adjunct assistant professor of obstetrics and gynecology; and study coordinator Dr. **Robert Williams**, associate professor of anesthesiology.