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MARCH-APRIL 2018

An Era of Shared Goals

"We have a glorious potential," says Joel Seligman, whose accomplishments as Rochester's 10th president include the completion of the University's largest fundraising campaign (above). A student of Rochester's history, Seligman led the institution through a period of growth while working to connect campus more closely with the community. *By Kathleen McGarvey*

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President's Page

Taking Our Measure

As Rochester articulates its values, we know that success comes from asking difficult questions.

By Richard Feldman

The Class of 2018 will graduate this May. For a faculty member like me—and someone who has been at Rochester for more than 40 years—it's hard not to be swept up by the excitement. Commencement will have new meaning for me this spring as I take part in all of the ceremonies—with our undergraduates, musicians, researchers and future physicians, educators, professionals, and their families—for the first time as president.

The ceremonies represent milestones in the lives of students and their families and in the life of the University community. Graduation marks a recurring season of academic accomplishment.

But there's also a compelling aspect of a university's ideals celebrated at commencement: we have asked students to examine complex academic questions, to explore new ideas about established fields, and to probe their assumptions about themselves and their places in the world. We have asked them to measure themselves against a standard that we aspire to as scholars, teachers, and citizens—of the University and global communities.

This is what a great University strives to do. At Rochester, we have embodied that idea in our motto: ever better.

Our Meliora motto impels us to ask ourselves how we measure up, and to question and demand more of ourselves as members of this community.

For the past several months, we as a community have been challenged to take our own measure, to examine who we are and to articulate what kind of community we want to be. A complaint filed with the federal Equal Employment Opportunity Commission last fall and the results of a subsequent independent investigation revealed that we have great strengths but, as is always the case, we can aim higher to reach ideals to which we aspire.

And in proper Rochester fashion, our community has already engaged actively in making improvements to our culture and climate. The extensive efforts taking place across campus are documented in a new website, "Rochester's Culture of Respect" (Rochester.edu/respect), designed to capture the process of rethinking our policies and the way we interact, with robust participation by students, faculty, and staff members.

I am confident that we will emerge from the collective effort stronger and more resilient. I draw on long experience of working closely with Rochester's faculty, students, staff, parents, and alumni. I know firsthand that the University is made up of an extraordinarily talented and committed community of scholars, researchers, teachers, performers, and clinicians who every day are making the world around them better. That work—often selfless and unremarked of our clinical specialties routinely garner top national rankings for patient care. Our partnership with the struggling East High School, led by the Warner School of Education, aided by health care clinics staffed by our School of Nursing, has been transformative and has already shown early signs of success by many measures.

Every day we are working to build a culture in which everyone can thrive, where we respect and value the contributions of others.

That's the spirit with which we are engaging the community now. Since the announcement of my appointment in January,



GUIDING SPIRIT: "Our Meliora motto impels us to ask ourselves how we measure up," says Feldman.

upon, but nevertheless transformative—has not abated. In fact, it grows ever stronger.

As a whole we are much greater than the sum of our parts. And we have much to be proud of. Six of this University's graduates have gone on to win Nobel Prizes and eight have won Pulitzer Prizes. Seven faculty members have been awarded those prizes and others have received prestigious fellowships and grants. Numerous students every year become Fulbright, Goldwater, and Marshall Scholars. Our researchers make stunning breakthroughs in medical science-including helping develop the world's first cancer vaccine and revolutionizing the treatment of heart disease with research on implantable cardiac defibrillators. Each year, graduates and faculty members from the Eastman School of Music receive Grammy Awards. Many

I have been impressed by the thoughtful conversations taking place across campus. I don't claim to have all the answers—and I shouldn't pretend to have them—but I'm heartened by the spirit that's guiding us as we examine how to better live up to our ideals of Meliora. Our goal is to be a model for other institutions, not just in the letter of our policies and our procedures, but in the spirit of our actions.

I look forward to commencement season every spring. Not only does it mark the enduring traditions of academic life, but it's also a reminder that universities are unusually well suited to ask difficult questions and to engage in civil, productive conversations in which each one of us learns how to make the world better.

That will always be the mission of the University of Rochester. **Q**

Letters

Can't Wait to See You at...



(Left to right: Linda Myers '96, Kimberly Foley T-5, Gary Wereszynski '97, Stefanie Greenberg '97, Craig Brewer '96, and Michelle Hoffman '98)

AN ALTERNATIVE VIEW: Readers identified the Yellowjacket-clad group that appeared in the image below as the student staff of Orientation '95–pictured above in more customary attire.

Recognizing Rocky

The identities of the students sporting Yellowjacket costumes who were featured in the January-February issue (Class Notes) have been revealed.

In a post on Facebook, Lisa Hardy Norwood '86, '95W (MS), assistant dean at the Hajim School of Engineering & Applied Sciences, shared the photo and the story behind it, sparking a conversation.

She fills us in:

"It's from the summer of 1995 when I was the orientation director, and these were the members of the student orientation staff: Gary Wereszynski '97, Stefanie Greenberg Chautin '97, Michelle Hoffman '98, Kim Foley '95, Linda Myers Dickey '96, and Craig Brewer '96. "Every spring, the students would get together for a photoshoot for the save-the-date postcards we used to send to incoming students. (This was pre-email and internet.) For whatever reason, this student staff decided to dress up as Yellowjackets!"

Prompted by the post, Eleanor Oi '13S (MBA), the current director of orientation, worked with Melissa Mead, the John M. and Barbara Keil University Archivist and Rochester Collections Librarian, to find another view of the Orientation '95 team.



Rochester Review

MARCH-APRIL 2018 VOLUME 80, NO. 4

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Design

Steve Boerner Typography & Design Inc.

Published six times a year for alumni, students, their parents, and other friends of the University, *Rochester Review* is produced by University Communications.

Opinions expressed are those of the authors, the editors, or their subjects and do not necessarily represent official positions of the University of Rochester.

ISSN: 0035-7421

Credits

Alumni photographs, courtesy of the subjects. Unless otherwise credited, all others are *Rochester Review* photos.



Remembering Dean Harper

We were saddened to learn of Professor Dean Harper's passing in the January-February issue of *Rochester Review*. Dr. Harper certainly made many valuable contributions to the University throughout his impressive tenure. Most notably, he remained a staunch advocate for the study of sociology, even after the department was downsized and eventually eliminated. Through research and teaching in areas such as public health, psychiatry, and mental illness, he was able to keep sociology alive at the University.

Dr. Harper also holds a special place in our Rochester story: he was the only professor all three of us had!

> Steven Sokol '73 and Ricki Yanofsky Sokol '77 North Bellmore, New York Jamie Sokol '05 Pittsburgh

Review welcomes letters and will print them as space permits. Letters may be edited for brevity and clarity. Unsigned letters cannot be used. Send letters to Rochester Review, 22 Wallis Hall, Box 270044, University of Rochester, Rochester, NY 14627-0044; rochrev@ rochester.edu.

Basketball Coaches Claim National Titles

Two basketball coaches with ties to Rochester returned as national champions during this spring's "March Madness."

In the NCAA Division I men's tournament, Jay Wright, who got his first coaching job at Rochester under former head Mike Neer '88W (MS), led the Villanova Wildcats to the Philadelphia university's second national title in three years. Wright began his coaching career as a Rochester assistant in the mid-80s, on his way from college at Bucknell University to his first Division I coaching job at Drexel University in 1986. He accepted the Villanova job in 2001 and has since won national titles in 2016 and 2018.

Meanwhile, in the National Junior College Athletic Association's Division II women's national championship, head coach Tim Parrinello '91 led the Lady Tribunes over

defending champion Kirkwood Community College to win the program's fifth national championship.



FIRST JOB: Villanova's Jay Wright (right), began his coaching career with Rochester's Mike Neer (left).

Parrinello, who was named Coach of the Tournament, has presided over all five MCC national title runs. The others came in 2001, 2004, 2005, and 2006.

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In Review

wrur Broadcasting History

ANNIVERSARY AIRING: Jesse Finkelstein '77 operates the controls during a 1974 WRUR broadcast of "Back to Back Bach." The student-run radio station, which went on the air for the first time in February 1948, is celebrating its 70th anniversary this year. ARCHIVAL PHOTOGRAPH BY CHRIS QUILLEN /DEPARTMENT OF RARE BOOKS, SPECIAL COLLECTIONS, AND PRESERVATION No. of Concession, Name

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HISTORIC COLLECTION

Ward's Wonders

A new initiative is giving a digital life to a historic collection of scientific specimens housed at the University for nearly 150 years. Now located in several departments on campus, the specimens were originally brought together in the late 1800s through the work of Henry Ward, a Rochester professor who founded the science supply company Ward's Natural Science Establishment. By about 1880, Rochester was home to the third-largest such collection in the United States.

Known as The Ward Project (online at Wardproject.org), the effort is a collaboration involving the Departments of Biology and Earth and Environmental Sciences and the River Campus Libraries. Led by Robert Minckley, senior lecturer in the Department of Biology, and Melissa Mead, the John M. and Barbara Keil **University Archivist and Rochester** Collections Librarian, the online resource features 2-D and 3-D images of specimens, 19th-century and modern taxonomies, catalogs, and correspondence. PHOTOGRAPHS BY J. ADAM FENSTER

• Skull of a cod (*Gadus morhua*), A food fish once common along the Grand Banks of Newfoundland.

A mantis shrimp (order
Stomatopoda) in a hand-blown jar.
Found in oceans worldwide.

3 A brown-backed parrotlet (*Touit melanonotus*) from Brazil mounted on a black walnut perch.

• Common or least weasel (*Mustela nivalis*) in its white winter fur.

• Predaceous diving beetles (family Dytiscidae). Common in freshwater streams and ponds.

G A fossil of a fish (*Pholidophorus crenulatus*) collected near Lyme Regis in West Dorset, Great Britain.

 Close-up of a nine-banded armadillo (Dasypus novemcinctus), indigenous to the Americas.

Primate identified only as an
Old World Monkey in a typical
1800s-style presentation.











PHYSICS & ASTRONOMY Nothing from Nothing Leaves . . .

STAR CHAMBER: Joe Murphree, a PhD student in physics, examines a vacuum chamber in which he, fellow doctoral student Maitreyi Jayaseelan, and physics professor Nicholas Bigelow can study atoms and their behaviors. The chamber (inset) sustains pressures as low as the emptiness of deep outer space. The "box of nothing" allows the researchers to trap atoms and cool them to temperatures close to absolute zero. At such low temperatures, atoms can be analyzed at the quantum level. PHOTOGRAPH BY J. ADAM FENSTER



Articulating Rochester's Values

Since stepping into the role of president this winter, Richard Feldman has emphasized efforts to better articulate the University community's values of respect and commitment to inclusion and diversity.

Those values have been outlined in a proposed new Vision and Values statement—found online at Rochester.edu/president/vision-and-values. Designed to communicate the University's shared goals and principles, the proposed statement was drafted this spring by a committee of faculty, students, and staff and will be presented for consideration by the Board of Trustees.

The statement is one of several initiatives under way since January, when former federal prosecutor Mary Jo White released the results of her independent investigation of the University's policies and processes surrounding an allegation of sexual misconduct by a faculty member. (See "Setting a High Bar," January–February.)

Feldman says that the community's underlying sense of respect for one another and belief in the value of working together remain sources of Rochester's strength—and success—as an institution.

"Meaningful culture change will take time and effort. But we will do all that's necessary to foster a University community in which every member feels valued and everyone has an opportunity to thrive," he says. "The actions we take and the progress we make must be the result of collaboration and discussion. I look forward to continuing these discussions, not only about the specific recommendations in the White report but also about how to reinvigorate our campus climate, celebrate our diversity, and recognize our excellence."

Feldman has launched a series of communications called "Words from Wallis Hall." You can find the addresses at Rochester.edu/president.

updates 'Beyond Recommendations'

The University has made significant progress on each of the recommendations made by an independent investigation that examined Rochester's policies and procedures surrounding sexual misconduct.

In an update to the University community in early April, President Richard Feldman noted that in evaluating the recommendations made by former federal prosecutor Mary Jo White, the University chose to broaden its response to address a more comprehensive set of issues related to diversity, respect, and inclusion. "In many cases the University's response will go well beyond the recommendations made in the White report," he said.

The culmination of a semester-long review led by White, the recommendations were released in January (see "Setting a High Bar," January-February). White was asked by a committee of the Board of Trustees to review the University's response to allegations of sexual misconduct by a faculty member.

One of the steps taken by the University has been the creation of a website, "Rochester's Culture of Respect," at Rochester.edu/respect, where the April updates—along with updates on several other initiatives designed to highlight Rochester's commitment to a culture of respect and inclusion—can be found.

The April update included work by a newly established University Diversity and Equity Council, the Faculty Senate and its committees, the Commission on Women and Gender Equity in Academia, the Students' Association Task Force to Review Sexual Misconduct Policy, and many others.

Find More Online

Rochester's Culture of Respect Rochester.edu/respect Office of the President Rochester.edu/president Vision and Values Statement Rochester.edu/president/ vision-and-values/ Commission on Women and Gender

Equity in Academia Rochester.edu/commissionwomen-gender-academia/

CONTINUING CONVERSATIONS

Experts to Offer Designs for Diversity

Nationally recognized experts on inclusive workplaces to help guide University-wide effort.

By Jim Ver Steeg

The University has engaged the consulting firm DeEtta Jones and Associates, considered one of the nation's leading diversity and inclusion educators, to help guide key elements of the University's equity, diversity, and inclusion efforts, President Richard Feldman announced in early April.

The agency's principal and founder, DeEtta Jones, and associate Jerome Offord are scheduled to visit Rochester in late April to meet with campus and community constituents.

Jones brings 25 years of experience as a management consultant, diversity and inclusion educator, and organizational development and training professional. She's one of the most sought-after speakers and consultants in her field.

Mary Ann Mavrinac, vice provost and Andrew H. and Janet Dayton Neilly Dean of University Libraries, worked with Jones on the strategic planning process for River Campus Libraries and says she helped thread diversity and inclusion into the plan from its inception.

"DeEtta is a luminary, and she earned that status from over 25 years of helping individuals and organizations integrate higherorder values into the work they do to realize change that is sustainable, transformative, and compelling," says Mavrinac. "She is intuitive, warm, intelligent, experienced, and insightful. I believe that she will leave an indelible mark on the University."

Jones and Offord are charged with helping frame a new University-wide equity, diversity, and inclusion office. They will



EXPERT IDEAS: DeEtta Jones (left) and Jerome Offord will help guide a University-wide approach to diversity and inclusion at Rochester.

also help draft a position description for a person to lead that office. During their visits, Jones and Offord will meet with the President's Cabinet, the University Diversity and Equity Council, and other members of the campus community who are engaged in the work of equity, diversity, and inclusion.

Jones says she has plans for their first visit to Rochester. "We want to listen and come to a better understanding of Rochester's current efforts and its aspirations for the future," she says. "We also want to identify the organizational and any cultural attributes that will help inform our approach."

NEW FACES, NEW ROLES

Leaders Focus on Diversity, Equity, and Inclusion

As part of an effort to highlight ways in which the University can bring more attention to improving Rochester's climate for students, faculty, and staff, several people have been tasked with new and expanded responsibilities.

Beth Olivares, the dean for diversity in Arts, Sciences & Engineering, has taken on new responsibilities designed to "give a voice to people in the University community who don't feel their voices are heard."

Reporting directly to Rick Waugh, the interim dean of the faculty of Arts, Sciences & Engineering, Olivares is charged with leading and coordinating efforts to bring more diversity to the unit's faculty and to improve the climate for students. She will continue in her role as executive director of the David T. Kearns Center in Arts, Sciences & Engineering, a position she has held since the center opened in 2002. In that capacity, she reports to Jeffrey Runner, dean of the College.

Kevin Beckford, a former executive at Eastman Kodak and Bank of America, has been named the University's first senior director of staff diversity, equity, and inclusion.

In the new role, he will oversee efforts to build a more diverse staff at the University. He plans to pay particular attention to Rochester's salaried staff positions, a category that represents about 6,000 people in positions that often have significant responsibility and that often lead to senior leadership roles.







Beth Olivares

Kevin Beckford

John Barker

John Barker '09W (PhD), most recently the dean of international education at Tufts University, has been named senior associate dean of the faculty for Arts, Sciences & Engineering.

In the new position, he will lead the creation and implementation of programs to promote faculty professional development, particularly in the context of improving workplace culture.

He also will serve as faculty ombudsperson, a role in which he will provide resources for faculty issues related to climate, family-friendly policies, and career advancement. He also will help to add faculty positions and develop new programs and coursework that support the University's diversity and inclusion efforts.

From 2000 to 2007, Barker was assistant director of the Ronald E. McNair Post-Baccalaureate Program at the Kearns Center.

Discover

Do You Understand? (And How Can We Know?)

It's one thing to hear words; understanding them requires the human brain to perform a whole range of computations.

Edmund Lalor, an associate professor of biomedical engineering and of neuroscience, and colleagues at Trinity College Dublin, where he also maintains an appointment, have identified a brain signal that indicates whether a person is indeed comprehending what others are saying. Moreover, they have shown they can track the signal using relatively inexpensive EEG (electroencephalography) readings taken on a person's scalp.

In one portion of the study, participants listened to an excerpt of an audiobook. "We could see brain signals telling us that people could understand what they were hearing," says Lalor. Play the same audio backward and "the signal disappears entirely." They also found the signals were stronger when audio and video were combined—as when participants watched, as well as listened to, a speech.

The research, reported in *Current Biology*, has important implications in a variety of areas, including determining the level of brain function in patients with head injuries, testing for the onset of dementia, and confirming that people in critical jobs have understood the instructions they have received.

-Bob Marcotte

READING THE SIGNS: Researchers have identified a brain signal that indicates comprehension—and have tracked the signal through EEG (electroencephalography) readings taken on the scalp.

More Power to Clean Energy

In order to power entire communities with clean energy, such as solar and wind power, a reliable backup storage system is needed when the sun isn't shining and the wind doesn't blow.

Ellen Matson, an assistant professor of chemistry, and Lauren VanGelder, a PhD student in her lab, are helping to develop such a system by improving the function of redox flow batteries, which allow excess solar- and windbased energy to charge solutions of chemicals that can subsequently be stored for later use.

The key to the technology is finding chemicals that not only "carry" sufficient charge, but also can be stored for long periods without degrading, thereby maximizing power generation and minimizing the costs of replenishment.

Matson and VanGelder have found a compound that's easy to make and doubles the battery's storage capacity.

In a paper published in Chemical Science, an open-access journal of the Royal Society of Chemistry, VanGelder, who is lead author, and Matson describe modifying a metal-oxide cluster, which has promising electroactive properties, so that it is nearly twice as effective as the unmodified cluster for electrochemical energy storage in a redox flow battery.

Storage Solution

A redox flow battery enables excess wind and solar energy to charge solutions for future power generation. Researchers found a compound that doubles the amount of energy that can be stored.



"Energy storage applications with polyoxometalates are pretty rare in the literature," says Van-Gelder. "There are maybe one or two examples prior to ours, and they didn't really maximize the potential of these systems."

According to Matson, "This is really an untapped area of molecular development."

Matson also notes that the new compounds are easy to produce.

"What's really cool about this work is the way we can generate the ethoxide and methoxide clusters by using methanol and ethanol," she says. "Both of these reagents are inexpensive, readily available, and safe to use. The metal and oxygen atoms that compose the remainder of the cluster are earth-abundant elements."

-Bob Marcotte

Telemedicine and In-School Care Cut ER Visits

A Medical Center study found that children with asthma in the Rochester City School District who received a combination of telemedicine support and schoolbased medication therapy were less than half as likely to need an emergency room or hospital visit for their condition than a group that did not have access to the resources.

The study, published in JAMA Pediatrics, expands on previous research at the Medical Center which showed that children with asthma who took their preventive medication at school under the supervision of their school nurse were less likely to experience asthma flare-ups. The addition of telemedicine allows primary care providers to stay involved in a child's care while making the program more scalable.

"Clinicians and researchers across the country are designing similar programs," says Jill Halterman, chief of the Medical Center's pediatrics division and the study's lead author. She notes that their success will rely on quality in-school personnel, adding that the Rochester City School District and the school nurses were critical to the success of the program.

-Sean Dobbin

How Multinationals Influence World Bank Lending

Political scientists studying the influence of multinational corporations on the World Bank unveiled two key findings, published in the *Journal of Politics*.

Randy Stone, a professor of political science at Rochester, and Rabia Malik '16 (PhD), a postdoctoral researcher at New York University Abu Dhabi, found that projects involving multinationals correlated with higher performance evaluations, despite no evidence that involvement of multinationals led to better outcomes. The researchers also found that the divergence most strongly correlated with American and Japanese firms, but not with German, French, or British ones.

The United States and Japan are the largest shareholders in the World Bank, with Germany, France, and the UK rounding out the top five. In the American case, the researchers surmise that the influence takes place during interactions among a variety of parties, including bank staff, members of Congress, and Department of Treasury personnel. "We don't have an interview with somebody in the World Bank who said, 'Well, I did this because I was contacted by the US Treasury,'" Stone notes.

But, he adds, the evidence suggests multinationals who lobby Congress generate a cascade of contacts. That can begin with representatives who contact Treasury officials to Treasury officials who contact the United States director of the World Bank, whom the US Treasury oversees.

In the end, says Stone,

"Everybody in the office knows this is a project we're supposed to disburse, so we'd better give it a pretty good evaluation, because we have to justify the disbursement rate."

Stone—a specialist in international relations and political economy, and the director of Rochester's Skalny Center for Polish and Central European Studies—is working on a series of studies about the influence of multinational corporations over multilateral institutions.

—Sandra Knispel

The 'Ordinary Human Being' Is in the Details

Art historian William Wallace looks beyond the mythic Michelangelo.

By Kathleen McGarvey

In his lifetime, artist Michelangelo Buonarroti was popularly known as "Il Divino"—"The Divine One." The immensity of his talent seemed to put him beyond human categories.

But renowned Michelangelo expert William Wallace has spent his career trying to dispel that idea. Even artists of Michelangelo's caliber "are ordinary human beings who are dealing with fundamentally day-to-day problems," he says.

The Barbara Murphy Bryant Distinguished Professor of Art History at Washington University in St. Louis, Wallace was this year's keynote speaker for the Ferrari Humanities Symposia. The series was established in 2012 by University Trustee Bernard Ferrari '70, '74M (MD) and his wife, Linda Gaddis Ferrari.

Wallace has been aided in his scholarly quest by the exceptional written record Michelangelo left. "We know more about Michelangelo than probably any artist before the 18th or 19th century," he says. A tireless correspondent, Michelangelo also worked frequently in official capacities, enmeshed in the Italian Renaissance's bureaucracy. "And bureaucracies keep records," says Wallace.

In books such as *Michelangelo: The Artist, the Man and His Times* (Cambridge University Press, 2010), Wallace show readers the renowned artist as he was in daily life. His latest research, for a book not yet published, examines Michelangelo in his final decades.

While some other long-lived artists are known for distinct early- and late-career styles, Wallace says that's not the case with Michelangelo. "It's not so much his artistic style that changes—it's the kind of projects that he wants to undertake and carry out. His early career is fundamentally concentrated on heroic, large single-figure works that make his reputation: the Pietà, the David, the Sistine Chapel ceiling. These are the things that astonished the world and that he could claim he made entirely by himself. But his late career has very little of that. Instead, he devotes himself to these huge architectural projects that he knows he's never going to live to finish."

Researching the artist's architectural work on St. Peter's Basilica leads Wallace back, as ever, to the person behind the masterpiece: in this case, Michelangelo in his 80s.

"He was busier than ever, and more creative than ever," he says. **()**

-KATHLEEN MCGARVEY



LICA DRAWING); FINEART/ALAMY (MICHELANGELO

PERPETUAL BLOOMER: Michelangelo (above, in a portrait by Daniele da Volterra) rose to fame with such early works as his painting of the Sistine Chapel ceiling (top right) and the Pietà (middle). But his late architectural career, of which St. Peter's Basilica in the Vatican (bottom, and sketched in background) is one artifact, was just as extraordinary, says scholar William Wallace.



5 Things You Might Not Know about Michelangelo

L. He lived twice as long as most people did in the Renaissance.

Life expectancy in the Renaissance was between 35 and 40. Michelangelo lived 50 years beyond that.

2. He was as busy and successful in his 70s and 80s as at any time of his life. Michelangelo became the official architect

Michelangelo became the official architect to the Papacy, taking over the building of St. Peter's Basilica when he was 72. Architecture, he said, wasn't his true profession. But St. Peter's was one of six major architectural projects he carried out in his last two decades. "He was helping to transform Rome into the city we know today," Wallace says.

3. He was a skilled and savvy businessman.

Widely seen as an isolated genius—thanks in part to Irving Stone's 1961 novel *The Agony and the Ecstasy* and the 1965 movie adaptation, starring Charlton Heston— Michelangelo actually worked in constant collaboration, overseeing hundreds of people. Wallace's first book, *Michelangelo at San Lorenzo* (Cambridge University Press, 1994), is subtitled *The Genius as Entrepreneur.*

4 • He left a vast paper trail involving the most powerful people of his day. "We know more about Michelangelo than probably any artist before the 18th or 19th centuries," says Wallace. There are more than 1,400 letters to and from him, some 900 of which have never been published in English. And about 1,100 people are named in the letters. "He kind of knew everybody"— and because he lived almost 90 years, his correspondence is a "cross-section of the entire 16th century."

D. He was very funny.

"You never think of Michelangelo laughing. But he had a wonderful sense of humor," Wallace says. "He liked to laugh. Records show him becoming friendly with a large number of people largely because he just liked to hang out with them."

In Brief

Mattel CEO to Deliver Commencement Address

One of America's most prominent women executives will deliver this spring's commencement address to the Class of 2018. Margaret (Margo) Georgiadis, the CEO of the storied toy and learning company Mattel Inc. will also receive the University's George Eastman medal, awarded in recognition of outstanding achievement and dedicated service.

One of 32 women executives currently leading a Fortune 500 company, Georgiadis is a noted thought leader on technology, innovation, and leadership. Serving as CEO and a member of Mattel's board since February 2017,



CLASS GUEST: Mattel CEO Georgiadis will address graduates.

she joined the company from Google, where she most recently was president of the search company's Americas division.

Georgiadis is credited with transforming Mattel into a digital-first company whose products include educational toys that emphasize science, technology, engineering, art, and math.

Georgiadis was a guest for Meliora Weekend in 2017, when she participated in a conversation, "Inspiring the Next Generation of Leaders in a World Transformed by Globalization and Technology," with Wendi Heinzelman, dean of the Hajim School of Engineering & Applied Sciences. The discussion focused on how to change underrepresentation of women nationally in computer science, and how both Mattel and the University are using emerging technologies to interest young people in science and engineering.

Georgiadis's son, Andreas, will also be a part of the College ceremony. A graduating senior, he is set to receive a bachelor's degree in computer science from the Hajim School.

More information about commencement ceremonies and other activities is available at Rochester.edu/commencement. The May ceremony will be webstreamed live.



SQUARE SPACE: Located in Rochester's historic Sibley Square, a new business incubator is designed to foster economic activity in the region.

University-Affiliated High-Tech Hub Debuts Downtown

A program dedicated to fostering the creation and growth of hightech companies in the Rochester region has a new home, a new name, and an even stronger connection to the University.

Formerly known as High Tech Rochester, the initiative is now known as NextCorps, which officially opened a state-of-the-art facility in downtown Rochester early this year.

The new space, which occupies the sixth floor of the historic

Sibley Square, is designed to serve as a cornerstone for the revitalization of downtown Rochester.

An affiliate of the University, NextCorps is the region's only state- and federally designated business incubator. The \$24 million project was supported by the State of New York, the federal Economic Development Administration, and private philanthropic donations.

A priority project of the Finger

Lakes Regional Economic Development Council, the 40,000-squarefoot facility includes a coworking space, private offices and suites, wet labs for biotech companies, a fully equipped prototyping lab, conference rooms, a roof deck overlooking the Rochester skyline, an auditorium, and common areas.

NextCorps has an option for an additional 28,000 square feet on the sixth floor to meet future space demands.





FAREWELL: The life and work of Congresswoman Louise Slaughter was celebrated at a ceremony in March.

Remembering Congresswoman Louise Slaughter

Long-time Congresswoman Louise Slaughter, whose district included the University and parts of the Rochester region, was remembered this spring as an advocate for the community and its people in a ceremony at Kodak Hall at Eastman Theatre. Elected to 18 terms in Congress and based in the Rochester-area community of Fairport, Slaughter died in March. Former Secretary of State Hillary Clinton, House Minority Leader Nancy Pelosi, and Congressman John Lewis were among the national, state, regional, and University dignitaries who joined community members, faculty, staff, and students to pay respects to Slaughter, who was regularly recognized for her work to support programs at the University and other area colleges and universities.

Simon Ranked among Top 15 MBA Programs for Women

In its first-ever ranking of the top 50 MBA programs for women, the *Financial Times* of London ranked the Simon Business School among the best in the world.

The publication placed Simon at No. 13 in the United States and No. 21 internationally.

The ranking is based on several data points for women graduates from 2014, including salaries of women three years after graduation, salary increases for women before and after completing an MBA, and the gender wage gap between male and female graduates.

On average, Simon women reported earnings comparable to those of male counterparts, thus effectively closing the pay gap. Women make up a total of 33 percent of Simon's full-time MBA student body and more than half of the full-time master of science degree enrollment.

New Scholarship Fund Aims 'to Maximize Opportunities' for Students

A professor of finance at Dartmouth's Tuck School of Business and his wife have established a \$5 million fund to help support students with high academic potential and demonstrated financial need.

Kenneth French '78S (MBA), '83S (PhD), the Roth Family Distinguished Professor of Finance at Tuck, and his wife, Vickie, established the fund, the KRFrench Family Scholars Program, to support five incoming students per year for all four years of their undergraduate study in Arts, Sciences & Engineering. Preference will be given to underrepresented minority students or first-generation students from disadvantaged socioeconomic backgrounds.

As an economist by trade, French says, "I tend to focus on maximizing opportunities." Investing in students will have a positive effect for many decades, he says.

"I attribute much of whatever success I have had to the bright people available to me at Rochester," he says. "I had almost unlimited access to the school's strong faculty, and 35 years later they continue to give me guidance and advice."

A fellow of the American Finance Association and the American Academy of Arts and Sciences, French is considered one of the nation's most influential financial scholars. A former president of the American Finance Association, he received Rochester's Distinguished Scholar Medal in 2005 and the Distinguished Alumnus Award from Simon Business School in 2010.



3-D HISTORY: English graduate student Gina Mercuri scans a bust of Frederick Douglass housed in the Douglass Building, part of a project to create 3-D replicas of the statue.

Digitizing Douglass

You may soon be able to print your own 3-D bust of abolitionist icon and former Rochester resident Frederick Douglass. That's provided you have access to a 3-D printer. Gregory Heyworth, associate professor of English and an internationally regarded imaging researcher, led a class this spring on imaging science whose projects included scanning the University's landmark marble bust of Douglass. The goal of the project was to create a file that can be accessed so the bust can be reproduced using a 3-D printer.

ARTS, SCIENCES & ENGINEERING Lehigh Leader Named to Rochester Deanship English scholar and academic leader Donald Hall to lead one of the University's main academic units.

By Sara Miller

An academic leader credited with increasing the size and diversity of the faculty at Lehigh University has been named the new dean of the faculty of Arts, Sciences & Engineering at Rochester.

Donald Hall, who has served since 2011 as dean of the College of Arts and Sciences and professor of English at Lehigh, will become the University's next Robert L. and Mary L. Sproull Dean of the Faculty of Arts, Sciences & Engineering, beginning July 1.

Rob Clark, University provost and senior vice president for research, announced the appointment this spring.

As dean at Rochester, Hall will have academic, administrative, and financial responsibility for a unit that's home to more than 350 faculty members, 5,500 undergraduates, and 1,300 graduate students at the University. He also will lead a team of deans responsible for the School of Arts & Sciences, the Hajim School of Engineering & Applied Sciences, and the undergraduate College. The dean of faculty oversees budgeting, development, advancement, faculty hiring and retention, and departmental leadership within the unit.

Hall succeeds Peter Lennie, who held the Robert L. and Mary L. Sproull Deanship until stepping down in June 2017. Richard (Rick) Waugh, who has served for the past year as interim dean while a nationwide search was under way, will return to his roles as vice provost for research and professor of biomedical engineering.

In his current role, Hall administers Lehigh's largest college, a position that oversees 18 departments, 15 cross-disciplinary programs, and nine centers and institutes, as well as 254 full-time faculty and 108 professional staff. Under his leadership, the number of full-time tenure-track faculty in Lehigh's college has reached a historic high. And of 66 successful full-time faculty searches completed since 2011, more than 50 percent led to hiring of individuals from groups underrepresented in their fields.

As a scholar, his research and teaching focus on British studies, queer theory, cultural studies, and professional studies. He frequently speaks on the value of a

liberal arts education and the need for nurturing global competencies in students and interdisciplinary dialogue in and beyond the classroom.

His many books include *The Academic Community: A Manual for Change* (Ohio State University Press, 2007) and *Reading Sexualities: Hermeneutic Theory and the Future of Queer Studies* (Routledge, 2009). Before joining Lehigh, Hall was the Jackson Distinguished Professor of English at West Virginia University and chaired the Department of English from 2007 to 2011. Before West Virginia, he was a professor of English and chair of the



NEW DEAN: Donald Hall is credited with increasing the number of tenuretrack faculty to historic highs while also increasing diversity as dean of Lehigh University's largest academic unit. He becomes the Robert L. and Mary L. Sproull Dean of the Faculty of Arts, Sciences & Engineering in July.

Department of English at California State University, Northridge, where he taught for 13 years.

Hall earned his PhD in English from the University of Maryland, a master's degree in comparative literature from the University of Illinois, and a bachelor's degree in German and political science from the University of Alabama.

The Robert L. and Mary L. Sproull Deanship was endowed in 1999 through the support of the late Robert Sproull—who served as the University's seventh president—and his wife, the late Mary Sproull. ③

Ask the Archivist: Do You Know the Way to Floralia?

A question for Melissa Mead, the John M. and Barbara Keil University Archivist and Rochester Collections Librarian.

I remember celebrations of Floralia from my days as a graduate student in English in the 1970s. Do the archives contain pictures and other information about this event? Russell Peck was a prime mover for this when I was a student-did he start this tradition?-Sara Varhus '73 (MA), '80 (PhD)

Perhaps no encomium is more suited to Russell Peck, the John Hall Deane Professor Emeritus of Rhetoric and English Literature, than "prime mover"—for many reasons, not least among them his involvement in the spring festival Floralia.

When I asked him about his role in the event, he joked, "I invented it, and then it was canceled."

"Come Mother of Flowers, that we may honour thee with merry games . . ." The weeklong festival of the goddess Flora is described in Ovid's *Fasti* as bridging the end of April and the beginning of May.

The first Floralia was planned for May 6, 1970. It was to coincide with Dandelion Day and intended to augment the events traditionally hosted by the fraternities—the pushcart derby, a tug-of-war, the Ugly Man on Campus contest, food, and beer—with games, music, and theater performances, described by Professor Peck in the May 5 issue of the *Campus Times* as a "day of great festivity . . . a carefree time as well as a great array of cultural events."

That issue of the *Campus Times* was full of the carefree Floralia and Dandelion Day event schedules but also filled with more serious articles. On April 30, President Richard Nixon had announced that the Vietnam War would be expanded into Cambodia, and students around the country began to protest. On May 4, four students at Kent State were killed by

National Guardsmen. At Rochester, students occupied what is now Wallis Hall.

Both Dandelion Day and Floralia were canceled. President W. Allen Wallis issued a statement urging that the day be used instead "for further intensive study, analysis, and discussion of the crisis."

The organizers of Floralia issued a statement of their own: "The Floralia was conceived as a gesture of good will by the students and faculty to each other.... But the times usurp our right to celebrate. In view of the depressing and outrageous events of the past few days we feel mourning, protest, and rededication to peace are the only acceptable postures. The Floralia is thus regretfully postponed until further notice."

Dandelion Day returned in 1971, but it was not until 1972 that the planning for Floralia came to fruition. The day's program shows that





FESTIVAL FOUNDING: Designed to augment Dandelion Day, the short-lived Floralia (including a public market, above) was founded by English professor Russell Peck (above).

there was music (including Linda Tobin Kettering '73 and her Jug Band; folksingers David Youngerman '72, Ken Finkel '73, Donna Williams '75, and Mimi Franco '74); dance (The Tropical Fruit Company and Folk Dance Club); theater (Robert Berky '70 and the UR Children's Theatre Troupe performed the "Brementown Musicians"); a painting display (Barbara Katz Mandel '72); and bread (baked by Liz Eisenhower).

Reporting in the *Campus Times*, Darcy Brower Rudnick '74 described how the "chess club challenged the whole university" to 10-minute chess games. The YellowJackets and Women's Ensemble sang "Do You Know the Way to San Jose" on the steps of the library, and a Public Market provided "anything from radishes to rye bread."

Student groups, including the Women's Caucus and the Gay Liberation Front, hosted information booths on the Eastman Quadran-

gle. The International Students' Union "offered free wine for a right answer to an international question, [e.g.,] 'What is the capital of Guatemala?'" A jousting contest—in which competitors stood on a board resting on two hay bales and tried to dislodge each other by swinging stuffed laundry bags—drew many entrants,

while the fencing and judo clubs demonstrated more effective dueling methods.

In 1973, Floralia does not appear as a named event alongside Dandelion Day, but the spirit clearly continued, as the events included a wide variety of music, dancing, medieval one-act plays, and a hotly contested croquet rematch between the Departments of English and History.

Need History?

Do you have a question about University history? Email it to rochrev@rochester. edu. Please put "Ask the Archivist" in the subject line.

Records, Personal Bests, and Honors

A look at this winter's Yellowjacket seasons.

Women's indoor track and field: Kylee Bartlett '19 turned in a record-setting performance in the pentathlon at the NCAA Division III national championships, earning All-America honors. Eileen Bequette '21 just missed a spot on the podium for the pentathlon. She finished in ninth place.

Bartlett broke her own school record for the five events, totaling 3,553 points, and finished fourth overall. Bequette won the pentathlon at the Liberty League championships and was voted the league's Rookie of the Year in the women's division. Michaela Burrell '20 won the 60-meter and 20-meter Liberty League titles and Lonnie Garrett '20 won the triple jump.

Men's indoor track and field: The men finished in fifth place at the Liberty League championships. At the All-Atlantic regional championships a week later, Rochester's 4-by-200-meter team C. J. Ruff '19, Mark Westman '20, Scott Mistler-Ferguson '18, and Cole Gublo '20 finished seventh. Scoring for Rochester were Benjamin Martell '19 in the mile and Eric Franklin '17 (T5) in the 5,000-meter race. The medley relay of Dan Allara '21, Westman, Leo Orsini '20, and Martell was seventh.

Women's swimming and diving: At the UAA championships, Monica Jackson '20 broke a five-year-old school record in the 200-yard breaststroke. Her time of 2:22.10 was more than a second faster than the existing record. Becca Selznick '19 broke two school records—in the 200- and 500-yard freestyle.

Men's swimming and diving: Max Adler '18 and Stephen Savchik '20 produced personal best scores in the University Athletic Association diving championship to advance to the NCAA zone diving championships in March, where both had spots on the one-meter and three-meter boards.

Squash: Rochester finished sixth at the College Squash Association team championships and was ranked No. 6 in the final association poll. Ashley Davies '21 and Tomotaka Endo '18 earned All-America honors. For Davies, it is his first. Endo earned All-America honors for the fourth consecutive season. The season marked the 11th straight year that Rochester had multiple All-Americans in squash.

Men's basketball: In a 16–9 season (7–7 UAA), Rochester was 2–0 in three tournaments: the Chuck Resler Invitational, the Holiday Inn Rochester Downtown, and the Mark's Pizzeria Crosstown Shootout. Ryan Clamage '19, in his first year as a starter, was named the MVP of each tournament, earned first team All-East honors from the National Association of Basketball Coaches and the UAA, and second team All-East from D3hoops.com. **@**

-DENNIS O'DONNELL



MILESTONES: The women's basketball team notched an NCAA quarterfinals appearance and a 500th career victory for coach Jim Scheible (above).

BASKETBALL MILESTONE Women's Basketball Reaches Elite Eight for Second Time in Three Years

The six seniors on the women's basketball team are leaving with a remarkable record of achievement.

From 2015 to 2018, Rochester won 80 games (lost 30), made three consecutive appearances in the NCAA Division III playoffs (2015-16 through 2017-18), and reached the Elite Eight twice—first as sophomores and again this winter as seniors.

The team's final record for this season was 24–5, including a second-place finish in the UAA and a conference record of 11–3.

Alexandra Leslie and Lauren Deming were the most dynamic fouryear scoring combination in the program's history. Between them, they totaled 3,053 points. Leslie scored 1,848 points and finished second all-time behind Jody Patrick Lavin '82. Deming added 1,205 points and finished seventh on the all-time scoring list.

Lizzy Atkinson made 79 three-point field goals in her career, 75 in the last two years (38 as a junior, 37 as a senior). Mary Kronenwetter had 56 career blocked shots and 398 points. Brynn Lauer '18 (T5) wound up 12th in career assists (225), particularly in the Elite Eight seasons (105 assists in 2016; 88 in 2018). Jillian Silvestri had 35 steals and 29 blocks over four seasons, helping lead a team that rotated 10 players onto and off the game floor. —Dennis O'Donnell

ATHLETICS HISTORY All-Star Seasons Basketball standout Alexandra Leslie '18 joins elite team of four-year All-Americans.

Basketball forward Alexandra Leslie '18 is adding another milestone to her standout Rochester career. Leslie, a business major from Lancaster, Pennsylvania, became only the 18th Yellowjacket—and the first basketball player—to earn All-America honors all four years of her career.

She was named this spring as a first team All-American by the Women's Basketball Coaches Association, her second straight selection for the association's first team.

After four seasons, Leslie ranks among the leaders in several statistical categories at Rochester: second in career scoring with 1,848 points, scoring average (16.8 points per game), blocks (145), games started (110), and minutes played (3,071), and she's tied for second in total rebounds (992).

She is Rochester's career leader in free throws made, with 468, and free throw percentage, making them at a 84.2 percent clip.

She helped lead the Yellowjackets to the NCAA Division III quarterfinals during the 2017-18 season, the second time in the last three seasons that the team reached the Elite Eight.

-Dennis O'Donnell



Nicholas Palladino '14

J. ADAM FENSTER (LESLIE); DEMOCRAT AND CHRONICLE MEDIA GROUP (HODGE); ATHLETICS AND RECREATION (PALLADINO)



Patty Rupp Hodge '87, '91M (MD)



Four for Four

Here are the Yellowjackets who have been named All-Americans four seasons in a row.

BASKETBALL

Alexandra Leslie '18 2015 to 2018

GOLF

Nicholas Palladino '14 2011 to 2014

SQUASH

Jim Bristow '10 2007 to 2010 Benjamin Fischer '12 2009 to 2012 Neil Cordell '16 2013 to 2016 Ryosei Kobayashi '17 2014 to 2017 Mario Yanez Tapia '17 2014 to 2017 Tomotaka Endo '18 2015 to 2018

SWIMMING AND DIVING

David Drummond '82 1979 to 1982 Kevin Uy '87, '935 (MBA) 1984 to 1987 Miklos Wenczl '88 1985 to 1988 Jean Zarger '85 1982 to 1985 Barbara Bliss '86 1983 to 1986 Patty Rupp Hodge '87, '91M (MD) 1984 to 1987 Kelly Peters '97 1994 to 1997

TENNIS

Joachim Hammer '88 1985 to 1988 Scott Milener '90 1987 to 1990

OUTDOOR TRACK AND FIELD

Michelle Mazurik Maybaum '86 1983 to 1986

Taking on the CULTURE ATLARGE

10 years, 100 titles, and 100,000 books later— Open Letter continues to reinvent the world of literary translation.

By Kathleen McGarvey

his spring the special collections of University Libraries took into its holdings the papers of Open Letter Books. Boxes of annotated manuscripts, proofs, cover mock-ups, correspondence, and more headed to the archives to be sorted and cataloged for safe keeping in perpetuity. It was a striking sign that the once upstart literary translation press is now a little gray around the temples. But its agenda remains as unconventional and ambitious as ever.

Marking the 10th anniversary of its founding this year—with celebrations around the country (see sidebar)—Open Letter is looking eagerly toward its next decade. With its editorial processes firmly established, the publishing house is ready to sharpen its focus on attracting people to the pleasures and rewards of reading globally.

Based at Rochester, Open Letter is unusual in several ways. Few university-housed presses produce trade books, as Open Letter does, rather than academic books, and Open Letter is one of only a handful of publishers to offer literature in translation exclusively. And, thanks to the University's support, the nonprofit press can give priority to cultural value, not marketability, when it chooses books for publication.

That's not to say that cultural value doesn't sell. Open Letter hit the milestone of 100,000 books sold more than two years ago. This spring, it will publish its 100th title: *Fox*, by Argentinian writer Rodrigo Fresán and translated by Will Vanderhyden '13 (MA). Fresán will be the featured speaker for the University's Plutzik Reading Series on April 24.

But Chad Post, the publisher at Open Letter, says producing books is only a part of the press's work. "It's not enough to print a book. It's important to have people engage with it, and we're figuring out new ways to do that."

Ten years in, the press—despite its small size—is one of the giants for world literature in English.









- 1. Nobody's Home Dubravka Ugresic September 2008
- 8. The Mighty Angel Jerzy Pilch April 2009
- 15. The Golden Calf Ilya Ilf and Evgeny Petrov December 2009
- 22. To Hell with Cronjé Ingrid Winterbach September 2010





"Open Letter is one of the most important sources of international literature in the U.S.," says Ira Silverberg, a senior editor at Simon & Schuster and the former literature director for the National Endowment for the Arts. Post's "commitment to keeping literature lively through an impressively broad publishing program of translation is a godsend to literary readers, reviewers, and booksellers alike."

The press publishes 10 books each year—largely novels, but also poetry, stories, and literary essays. Its specialty is contemporary literature, and its booklist spans the globe: countries of origin include Algeria, Chile, China, Denmark, the Faroe Islands, Italy, Korea, Mexico, Serbia, and South Africa, and Open Letter's reach expands all the time.

Open Letter is also the cornerstone of the literary translation studies program at Rochester, which offers a certifi-

A Translation Near You

Open Letter is hosting a series of events this year at bookstores across the country. For details, visit the press's website at Openletter.org.

Boston

Harvard Book Store Chicago

Volumes Bookcafe Dallas

Deep Vellum Books

Houston

Brazos Bookstore, April 28

Los Angeles

Skylight Books New York

Gala at the Goethe Institute, *May 10*

Portland

Powell's Books

San Francisco Green Apple Books

on the Park Seattle Elliott Bay Book

Company

cate for undergraduates and a master of arts degree in literary translation studies. Students can participate in internships with publishing houses, including Open Letter, where graduate students also acquire expertise in the theory and practice of translation publishing.

"As we become a more global society, and as the need for a deeper cultural understanding continues to increase, the work of Open Letter and other similar presses only grows in importance," says Gloria Culver, dean of the School of Arts & Sciences. The press "plays an important academic and programmatic role in our offerings."

Post says the qualities of a good translation are just what they were when the press started out. At root, it's about a translator with an unmistakable confidence in the narrative voice of the text. An adept translator pushes past the purely technical, "moving away from the original text in specific ways, based on how they know English reacts. For example, if the book has a cynical tone in Bulgarian, in English it will have the same cynical tone but the words won't be the same, because cynicism is slightly different in an American context."

But the book industry has changed dramatically in the last 10 years. When

Open Letter began, it relied on independent booksellers and reviewers to help readers find the press's books. "Even 10 years ago, you could still rely on a *New York Times* book review to help sell at least a couple thousand copies," says Post. "Getting certain starred reviews and physical print reviews were key." That's not the case anymore. The conversation has moved online—and into bookstores, which have seen their fortunes fall and rise again during Open Letter's lifetime.

As the market has fragmented, "we're dealing with individual people and not with big institutions that used to be game-changers," says Post.

He's addressing the issue head-on, with innovative strategies to encourage people in reading translated works. The "Two Month Review" podcast is the newest offering. A weekly





45-minute podcast—now also live-streamed on YouTube—it's exactly what its name suggests: a conversation about a book that extends over two months, breaking the book into small sections, each of which is the subject of a dialogue between Post, cohost and writer Brian Wood, rotating special guests, and readers.

"A lot of the focus in contemporary book journalism—if you can call it that—is basically just listing items," Post says. "Books that are coming out right now, that are the next thing people should read. And then just passing by them immediately after that. No one ever comes back to talk about the book again. It's always, what's the next thing?

"We decided that it would be much more valuable if we take a book and talk about it for two months. That way, people can engage with it at any point in time. And if you're reading along, how hard is it to read 14 pages a week, or even 40? You can read the book slowly and enjoy it slowly. By reading that way, you're getting a lot more out of it," says Post. "You're not just reading for the next plot point."

The podcasts are buttressed by detailed posts on "Three Percent," Open Letter's blog, which is named for the percentage of books published in English that are translated from another language.

The closest model for the "Two Month Review" is podcasts that recap TV shows, says Post. "We're treating it as popular culture and not something refined. It's about changing the perspective. People treat international literature as difficult and erudite. We flip that and give it to readers in a way that's how you'd treat normal popular culture. And through that, we engage with a lot more readers."

The effects of the "Two Month Review" are showing up in Open Letter's sales, and Post is eager to keep the project, now in its fourth season, moving forward.

For general readers, international literature can expand one's sense of the world. "It exposes you to different world views, voices, and values," says Post.

And for writers, it can offer a lesson in craft. "You get to see how novels or poems can be different from what you're already used to, and they can expand your ideas of how to portray the human experience. Because writers around the world are approaching it in different and new ways," he says.

Even the language benefits. "There's an opportunity for English as a language to do things it hasn't done before. You're bringing in new terms or concepts that hadn't previously existed in English in a single word. You're trying to explain that, and it allows for the language to grow and expand."

To Post, the work matters deeply, and that fuels his determination to recruit new readers and to spur conversations between readers and publishers. "'Three Percent' was incredibly unusual when it started," he says, because it was about the literary translation publishing industry and about publishing books in general—and not just Open Letter's books. The blog became a site of animated conversation, and big publishers, like HarperCollins and Houghton Mifflin, tried to follow suit. "We had an influence on the culture," says Post.

And that's what Open Letter is ultimately about. "All of our reader-development strategies have larger, altruistic ideas behind them. 'Three Percent' exists to raise awareness of international literature in translation and the issues that surround it. It's not just about our books. And the 'Two Month Review' is about the importance of reading and ways to do it. It includes our books, but it's broader than that.

"The intent behind all these things is to have an impact on the culture at large. And I don't think that's going to change." **3**



An Era of SHARED GOALS

Joel Seligman sees `glorious potential' for Rochester as he leaves the presidency.

{ 🏶 } -

By Kathleen McGarvey

hen Joel Seligman came to Rochester to interview for the president's position in 2004, he had never visited before. "I had to learn the institution," he says.

A recognized legal scholar and historian of the Securities and Exchange Commission, Seligman quickly steeped himself in all things related to Rochester, both the University and the city. The Los Angeles native who graduated from UCLA before earning a law degree at Harvard became an ardent student of the University, drawing on the institution's history as he looked to its future.

"It involves a lot of people, a lot of programs, and all in a certain sense were different from what I'd experienced as a law school dean" at Washington University in St. Louis. "The University has its own culture, and that culture is based on history and personalities. It takes a while to master that."

Other presidents have led longer. Martin Brewer Anderson, Rochester's first president, held his post for a magisterial 35 years, as did Rush Rhees, beginning in 1900. But Seligman's years were momentous ones for the University.

"I credit Joel Seligman with ushering the University into the 21st century," says Paul Burgett '68E, '72E (PhD), vice president, senior advisor to the president, and University dean. He has known five of Rochester's presidents, serving in various capacities under four of them. "He came with a huge challenge, not the least of which was to enter an era of growth in the faculty and in the student body while maintaining, and even enhancing, quality."

The goals of his presidency were not simply his own, Seligman says. "They were the University's goals." A white paper created for the presidential search laid out the five most urgent tasks for the new leader: fundraising, communications, diversity, community, and the selection of senior leaders.

"I articulated them in terms of the umbrella of strategic planning. And I tried to involve the entire University simultaneously in a plan and focus on how we could move not just parts of the University, but the whole University, forward."

The phrase "One University" was a watchword of *Continued on page 34*

J. ADAM FENSTER

PRESIDENTIAL PRIORITIES: Seligman led the University for more than 12 years, working to raise the institution's visibility, strengthen its resources, and foster its bonds with the city of Rochester and the wider region.



Campus Transformed

As president, CEO, and G. Robert Witmer, Jr. University Professor, Joel Seligman has overseen a campus expansion that since 2005 has included more than two dozen new facilities and other major infrastructure projects. With support from the University's *Meliora Challenge* campaign, the projects have included Golisano Children's Hospital, the largest capital project in University history; Raymond F. LeChase Hall, a new home for the Warner School of Education; Ronald Rettner Hall for Media Arts and Innovation, an Arts, Sciences & Engineering building designed to advance practical skills and an understanding of digital technology; the Saunders Research Building, a hub for clinical and translational research; the Brian F. Prince Athletic Complex, providing renovated and expanded outdoor athletic facilities; Wegmans Hall, which houses the new Goergen Institute for Data Science; and a renovation and expansion of Eastman Theatre. Shown here in yellow are new buildings and some major facilities projects undertaken since 2005.



MICHAEL OSADCIW (BASE MAP); STEVE BOERNER (3D RENDERING)

Imaging Sciences Building Opened in 2017

The Medical Center building provides imaging services for outpatients and serves as the home to the William and Mildred Levine Autism Clinic.

Ford Education Wing

Completed in 2006 The expansion included classrooms, other spaces, and computer technology for the School of Nursing.

EAST RIVER ROAD

Saunders Research Building Opened in 2011

Translational Science Institute as well as other research and patient care programs.

Chilled Water Plant Completed in 2008

Goergen Hall Opened in 2007 The building is home to programs in optics and biomedical engineering.

Hajim Science

and Engineering Quadrangle Opened in 2016 The four-acre space includes

walkways, trees, and seating areas.

Wegmans Hall Opened in 2017 The building is home to the Goergen Institute for Data Science.

Renovations to Historic Spaces Ongoing

With support from the Rettner Campus Improvement Fund, historically important spaces are being renovated. In 2014-15, the lobbies of Morey and Bausch & Lomb were completed.

LeChase Hall Opened in 2013

The building is the first permanent home for the Warner School of Education.

Rettner Hall

Opened in 2013 The building is home for programs in digital media and engineering.

Fraternity Quadrangle Renovations in 2012 and 2013 Renovations added residential advisor suites and addressed deferred maintenance issues.

Brooks Landing Opened in 2008-09; Residence Building, 2014 A commercial hotel and retail comple

A commercial hotel and retail complex that includes space leased by the University, the development also has a student residence that opened in 2014.

Bloch Alumni

.390

and Advancement Center Completed in 2007 The building serves as the University's headquarters for services for alumni, parents, and friends.



Eastman School

Renovation of Kodak Hall at Eastman Theatre, 2009 Addition of Eastman's East Wing, 2010 Renovations to Kilbourn Hall, 2016 The renovation and expansion projects included work to improve acoustics and update amenities, as well as add rehearsal, performance, and technological resources. Renovation to Messinger Hall, 2017-18 The project includes renovations and updates to the home of the Eastman Community Music School.



Memorial Art Gallery Centennial Sculpture Park Opened in 2013 With installations by four in

With installations by four internationally recognized sculptors, the park also features sculptures from the museum's collections, walkways, gathering places, and venues for public performances.



Continued from page 30 Seligman's presidency. The University was historically decentralized, with schools and other organizations—such as the Memorial Art Gallery and Strong Memorial Hospital—operating rather independently. Seligman argued, as early as in his inaugural address, that it was time to pull together: "We are one Uni-

versity, powerfully bound by values that are responsible for this and other universities being among the most significant social institutions in the world today."

And from the very beginning, Seligman insisted that an essential part of being an im-

portant social institution is taking an active role in the community. "I want to be the best possible neighbor to a great city and a great community," he announced on his first day as president.

ne of his first official visits was to the 19th Ward neighborhood, across the Genesee River from the River Campus. He walked over a pedestrian bridge that had been constructed in 1991 between the campus and the neighborhood but had done little to bring people together. Seligman worked with New York's governor, George Pataki, to clear obstacles to a plan to help revitalize the area, and the University partnered with the city and neighborhood groups to create the Brooks Landing development that now features hotel and retail spaces, and student residences.

The visit set a pattern for Seligman, who saw a role for the University in the Rochester region's economic development, education, health, and arts and culture.

Richard Feldman, who succeeded Seligman as president this winter, says building stronger connections between the University and the community "was one of Joel's signal accomplishments as president." "He made clear that the University has a responsibility to help ensure that our community thrives," says Feldman, noting that such connections will remain a priority as the University looks to the future.

The urgency of community ties deepened when the University became the area's largest employer, a distinction reached in 2005, when

'WE ARE ONE': An ardent student of University history, Seligman frequently exhorted Rochester's component parts to remember the common values and priorities that hold them together as a single institution. the *Rochester Business Journal* announced that the University had surpassed Eastman Kodak as the largest private-sector employer. "That changed the nature of the conversa-

obligation to partner with the community."

Says Burgett: "We saw during the 12-and-a-half years of Joel Seligman's presidency the opening of the doors and the windows of the University, letting in the fresh air of the community, so that almost everybody in Rochester knows who Joel Seligman is."

Universities, Seligman told the audience in a 2007 speech, "are catalysts for the economic progress that is the key to success in an increasingly knowledge-based society."

He took the role seriously. With Danny Wegman, who's now chair of the Board of Trustees, he cochaired the Finger Lakes Regional Economic Council, helping to guide the state's thinking about funds for the upstate region. One priority of the council has been the Downtown Innovation Zone, a high-tech company incubator. The University-affiliated NextCorps is one of several public and private partners in the effort. With University colleagues, he pursued the development of College Town in the Mt. Hope neighborhood beside the River Campus and the Medical Center. A 500,000-square-foot, mixed-use development, the project was a partnership between the University, the City of Rochester, and a private developer.
"It was always about partnering," says Seligman, "whether it was with private institutions or government, with Democrats or Republicans, with churches or mosques, or temples. It's always partnering that builds communities."

The partnerships that have evolved around the city's East High School are perhaps the best examples of the community relationship that Seligman envisioned for the University (see "All in at East," *Rochester Review*, November–December 2018). The New York State Education Department approved a plan for the University to serve as the Educational Partnership Organization for East, beginning in July 2015. The school—more than a century old and with an estimated 20,000 living alumni—was on the verge of being closed by the state for inadequate performance.

The effort involves Rochester educators, families, students, and the community, as well as faculty and students from the Warner School of Education and other areas of the University.

The school's turnaround is a work in progress, but those involved hope that what happens at East can help provide a model for urban education nationally. And they take the long view.

"I am deeply grateful to those in the Rochester community who have supported the University's unprecedented endeavor to turn around East," Seligman wrote in the September–October 2014 issue of *Rochester Review*, situating the effort in the context of University history as he borrowed from Martin Brewer Anderson's inauguration: "But to quote a familiar line, if this experiment is to succeed, 'Our work is but begun.'"

The words were Anderson's, but the sentiment was an apt one for Seligman. As the 10th president, he spoke often of efforts to orient the University toward its future, developing plans to capitalize on Rochester's prominence in fields such as data science, neuroscience, and high-energy-density physics.

Ninth president Thomas Jackson and his provost, Charles Phelps, had laid the groundwork for the University's focused growth, along with the development of a new curriculum and a strategic plan for the Medical Center. They worked in concert with Board of Trustees chairs Robert Goergen '60 and G. Robert Witmer Jr. '59, who oversaw the search for Jackson's successor. Once hired, Seligman—soon joined by board chair Ed Hajim '58—devoted his energy to propelling the University toward healthy, sustainable growth.

uring his presidency, the University experienced a decade of growth. Seligman, who also held the title of G. Robert Witmer, Jr. University Professor, oversaw a 40 percent increase in the size of the student body, a dramatically expanded UR Medicine care network, the creation of more than 400 endowed scholarships and fellowships, and the establishment of more than 100 endowed professorships.

The growth was fueled by *The Meliora Challenge* comprehensive campaign, the largest in Rochester's history. Publicly announced in 2011, it concluded in 2016. Supporters had raised more than \$1.37 billion.

The effort hearkened back to the fundraising campaign of 1924—"Ten Millions in Ten Days," with 10,000 local subscribers and substantial added support from George

2005–2018: The Seligman Years

Here's a look at the tenure of Joel Seligman, who served as Rochester's 10th president from July 2005 to February 2018.

2005

Spring: Rochester Business Journal for the first time ranks the University as Rochester's largest employer.

July 1: Seligman takes office as president and announces plans for the University's largest capital campaign.



October 23: Seligman is inaugurated as 10th president.

2006

More than 1,100 students enroll in the College Class of 2010, the largest class in more than five years.

2007

Robert B. Goergen Hall for Biomedical Engineering and Optics opens.

2008

Summer: James P. Wilmot Cancer Center dedicates a new building.

October: Global financial crisis. Seligman announces that the University will cautiously proceed with major capital projects while reviewing budgets.



October: Chair of the Board of Trustees Ed Hajim '58 makes largest single gift commitment in University history. The School of Engineering & Applied Sciences is named in honor of Hajim in 2009.

October: Brooks Landing, a commercial development across the Genesee River from the River Campus, opens.

2009

Ernest J. Del Monte Institute for Neuroscience is launched at the Medical Center.

2010

The Eastman School of Music opens a major expansion of its performance and rehearsal spaces—including a renovation of the historic and newly named Kodak Hall at Eastman Theatre completing George Eastman's original vision for the school.

2011

The Clinical and Translational Science Building opens, one of the first facilities in the country built to house clinical and translational science at an academic medical center. The effort reflects a renewed emphasis on clinical research at Rochester.

2011

Nearly 14,000 students apply to be members of the College's Class of 2015. The 1,162 first-year students represent the most selective class up to this point in University history.

May: The University debuts a new mission statement: Learn, Discover, Heal, Create—And Make the World Ever Better.

July: Seligman and University Trustee Danny Wegman cochair the new Finger Lakes Regional Economic Development Council, created by Governor Andrew Cuomo and designed to create jobs and stimulate the local economy.

October: The University launches a \$1.2 billion comprehensive campaign, *The Meliora Challenge*, during Meliora Weekend. "Together we will make history," says Seligman.

2012



The Health Sciences Center for Computational Innovation becomes home to IBM's new Blue Gene/Q computer, which performs 209 trillion calculations per second. It makes Rochester one of the five most powerful university-based supercomputing sites in the nation.

CONTINUED ON PAGE 37

Then and Now

The years of Joel Seligman's presidency, which began in 2005 and ended in February, brought growth in a number of key areas for the University.



Instructional Staff

4,726



Under-

graduate

All Employees

30,815 22,067 Includes instructional staff

UNDERREPRESENTED MINORITIES



WOMEN



Faculty

27.4%







OPENING DAY: Confetti flies as (from left)

Pediatrician-in-Chief Nina Schor, Medical

Center CEO Mark Taubman,

Board of Trustees Chair Ed Hajim '58,

Seligman, and namesake B. Thomas

Golisano celebrate the opening of

the Golisano Children's Hospital in 2015.

Eastman—that gave the University its footing for the 20th century.

Resources, Seligman once said, "are the lifeblood" of higher education, "making it possible to attract and retain great faculty, create scholarships for students, build new programs, and extend existing programs."

His focus as president was in some fundamental ways an external one: seeking to raise the University's visibility nationally and internationally, working to attract financial support and funding, pursu-

ing opportunities to advance in tandem the institution and the Rochester region.

But he also found that the presidency brings other, equally vital obligations that are more personal. Some are still quite public and ceremonial: "I've probably attended more funerals, more weddings, more celebrations over the last 12 years than virtually anyone in Rochester, with the possible exception of the mayor," he says. Handling crises and tragedies are part of the job for anyone leading a university. And some duties are quiet ones, relying on direct human connection: hospital visits and condolence calls, for example. "It's a human institution," he says.

Seligman always saw new possibilities on the horizon for Rochester, and the campaign's successful conclusion did not dim his ambitions as president. But in January he announced his resignation, effective February 28, as he—and all members of the University community—awaited the results of an independent investigation into the University's response to sexual harassment

> claims in the Department of Brain and Cognitive Sciences (see "Setting a High Bar," *Rochester Review*, January– February 2018).

Ultimately, the independent investigation found that Rochester had handled the

complaints according to its policies, but also acknowledged that the institution should improve its policies for the future, an effort that's now under way.

Board Chair Wegman responded to the president's announcement with praise for the decision, saying that it "allows us to truly 'turn the page' and move forward with respect, resolve, and unity."

Seligman says, "I became convinced that my stepping down, as saddening as it is for me, was more likely to lead to a chance for revitalization of the University than continuing. This was not an easy decision. It was not made under pressure from others. It was made with recognition that sometimes the best kind of leadership involves knowing when it's time to hand the baton to the next leaders."



Being president is all about a kind of equipoise, he says: "You're ultimately asking yourself, what's in the best interest of the University? But what you're really saying is, what's in the best interest of the people of the University—the faculty, the students, the staff, the professional clinicians in the health care system, the creative artists? And you're not just asking how you balance the books. You're asking how the resources—whether it's money or time—can be most widely allocated, to achieve the things that are most important to the people of the University."

eligman says he never contemplated his legacy as such. "I focused on two things," he says. "Just giving it my heart and soul every day. And, was the University stronger at the end of my time than when I arrived?"

He has thoughts about what lies ahead. "We have a glorious potential. It's a great university, with absolutely terrific people, and it still has a hunger for progress."

A new president won't "be bound by the plan I was developing with so many others. He or she should look at matters with a fresh set of eyes. The context is always changing," he says.

But in his farewell address in February, he urged ongoing commitment to data science, neuroscience, the humanities and performing arts, the community, and health care. And he called, once again, for the University's many parts to see themselves as one.

"Progress for any institution is based on a kind of magic," he said, "when we unite behind common goals." **@**

CONTINUED FROM PAGE 35

2013

Seligman chairs Rochester's United Way Campaign.

May: Raymond F. LeChase Hall, the first-ever building for the Warner School of Education, is dedicated.

Fall: Seligman releases a strategic plan for 2013-2018: "Aiming Higher."



October: Ronald Rettner Hall for Media Arts and Innovation formally opens.

November: *The Meliora Challenge* passes the \$1 billion mark.

2014

The campaign reaches its goal of establishing 80 endowed professorships and sets a new aim: 100 such professorships by 2016.

2015



Summer: College Town, a mixeduse development built on University property on Mt. Hope Avenue, opens. The shops, housing, offices, and restaurants are intended to strengthen the surrounding community.

Summer: The new Golisano Children's Hospital, the largest capital project in University history, opens to patients. The eight-story facility is shaped by a new approach to pediatric care that focuses on families as part of the care team.

September: Classes begin at East High School, with the University serving as the Educational Partnership Organization for the struggling city school.

2016

Spring: Seligman is appointed to the G. Robert Witmer, Jr. University Professorship, a position that recognizes the leadership role of the University president. **June:** The University celebrates the completion of *The Meliora Challenge*, exceeding its goals with a total of \$1.37 billion raised.

Summer: According to a Center for Governmental Research report, the University is the largest private employer in upstate New York and the sixth largest in the state overall.

Summer: Seligman is elected to the American Academy of Arts and Sciences.

Fall: Seligman charges the Universitywide Presidential Commission on Race and Diversity with assessing the state of the campus climate and offering recommendations for improvement, in response to calls for action by student minority leadership groups.



2017

Spring: A reimagined Frederick Douglass Building opens as part of a new student-oriented campus hub.

Spring: More than 18,000 students apply for the College for 2017-18.



April: Wegmans Hall opens, home to the Goergen Institute for Data Science.



Fall: The entering College class has an average two-score SAT above 1,400, putting Rochester students in the 97th percentile for the SAT—a rise from the 86th percentile in 2005.

Financial Figure

From leading a Federal Reserve Bank to becoming a Rochester economics professor, Narayana Kocherlakota wants challenge in his life.

Interview by Peter Iglinski

The unemployment rate in the United States was hovering near 10 percent, the financial sector was ailing, and housing remained in a free-fall. It was 2009—the beginning of the recovery from the Great Recession—and Narayana Kocherlakota was about to plunge into a major policy role, having just taken over as president and CEO of the Federal Reserve Bank of Minneapolis.

And that's just the way he wanted it.

"I went to the Fed because the situation was hard, not because it was easy," says Kocherlakota, the Lionel W. McKenzie Professor of Economics in the School of Arts & Sciences. "I want challenge in my life."

A monetary policy expert who had previously chaired the economics department at the University of Minnesota, Kocherlakota remained at the Fed for six years. Then, with the recovery under way, he returned to academic challenges, this time at Rochester.

The University boasts "one of the top economics departments in the country, and the environment is very conducive to my work in macroeconomics," he says.

The move to Rochester has not only been good for Kocherlakota; it's made a difference to the entire economics department, according to chair Srihari Govindan.

"Narayana has made fundamental contributions to macroeconomics as a researcher, teacher, and as a policymaker," says Govindan. "He's brought his dynamism to bear, not just on the macroeconomists here, but on the department as a whole."

While monetary policy is his primary focus, Kocherlakota also conducts research in the fields of money and payments, business cycles, financial economics, public finance, and dynamic games and contracts. Of special interest to him is the need to improve macroeconomic models by taking into account the different economic risks facing women and various cultural groups.

Kocherlakota teaches undergraduate courses including Money, Credit, and Banking, and graduate courses including Topics in Monetary and Financial Economics. In addition, he maintains a national profile as a regular columnist for Bloomberg's *Bloomberg View*, as well as an expert source for national and international media.

CHALLENGING HIMSELF:

A monetary policy expert who had previously chaired the economics department at the University of Minnesota, Kocherlakota took on the role of leading the Minneapolis Federal Reserve Bank just as the Great Recession began. Six years later, with the recovery under way, he returned to academic challenges, this time at Rochester.



You held several academic appointments before becoming president and CEO of the Federal Reserve Bank of Minneapolis. What prompted your move to the Fed?

If you had asked me in 2005 if I wanted to be president of the reserve bank, I would have shrugged it off, because I enjoyed teaching and was engaged in pretty exciting research. But then came the economic downturn of 2007 to 2009, when unemployment reached 10 percent. At that point, it was clear that there would be benefits to having someone with my years of expertise coming to help with the response. I went to the Fed because the situation was hard, not because it was easy. I want challenge in my life.

What brought you to Rochester after your time at the Fed?

Ultimately, the research and academic environment led me here. This is one of the top departments of economics in the country, and the environment is conducive to my work in macroeconomics. On top of that, my wife and I both fell in love with the community when we came to visit.

You've been called an economic dove. Is that a fair description, and what does it mean?

When people talk about monetary policy doves and hawks, there are two different ways the terms get used. To people in the markets, it

refers to your stance on interest rates. If you're favoring low interest rates, you're viewed as a dove, and if you want to raise interest rates, you're viewed as a hawk. But economists actually don't talk about [hawks and doves] in terms of interest rates; they think about it more in terms of the trade-off between inflation and employment. Higher interest rates dampen inflation, which is good if inflation is running too high.

But on the other hand, it's going to reduce the demand for workers, which will push up unemployment. So back to your question-if you're more worried about high inflation, you're viewed as a hawk; if you're more worried about high unemployment, you're viewed as a dove.

When I joined the Fed in 2009, unemployment was very high and inflation was low. I was very worried that, given how much the Fed was doing to cut interest rates, inflation would come back rapidly. In the end, I was wrong; the data on inflation just didn't conform to what I expected to happen. And so I became more worried about the fact that unemployment was high, and simultaneously, inflation was too low-below the Fed's target of 2 percent. That made me viewed as a dove-by economists, because I was less worried about high inflation, and by the financial markets, because I was favoring low interest rates.

I will say that since becoming a dove, I feel like I've not been that wrong about the economy.

The Federal Reserve System: Where Is the Economy Going?

Made of 12 regional headquarters overseen by a seven-member board, few federal institutions are as closely watched as the Federal Reserve System or as influential.

Former Minneapolis Fed president Narayana Kocherlakota says one of the system's main goals is to keep inflation as low as possible while maximizing employment.

The Fed's main-and most close-Iv watched-mechanism for doing that is determining short-term interest rates, or the daily rate

BALANCING ACT

interest rate, the Federal Reserve seeks to keep inflation low and employment high.

that banks charge one another. The effects of those rates ripple

U.S. FEDERAL RESERVE DISTRICTS



What's your opinion of President Trump's nomination of Jerome Powell to take over as Federal Reserve chair?

I would have preferred that he had reappointed Janet Yellen, who had done an outstanding job of fulfilling the Federal Reserve's dual monetary policy mandates of price stability and maximum employment. But I also think that Jerome Powell, who served as Federal Reserve governor, was an excellent nomination. I had the opportunity to work closely with Jay during my time as president of the Federal Reserve Bank of Minneapolis.

My takeaway from that experience is that he is deeply knowledgeable about the workings of the Federal Reserve, and deeply committed to its public service mission.

What economic issues keep you up at night?

I worry a little bit about monetary policy, of course. Specifically, I'm concerned about how low inflation has remained in the US. What do I mean when I say that? While the Fed's target for inflation is 2 percent, it's actually been running closer to 1 percent. That doesn't sound like a big gap, but it means that if the Fed faced a recession, there would be less capacity for them to help the economy. If the Fed can't significantly reduce interest rates, there would be less of a stimulus to encourage people to spend in order to help us get out of a recession.

On the financial regulation front, I'm probably even more concerned. There's a real push to roll back a lot of the regulations that were adopted in the wake of the recent financial crisis. I think you always should be reevaluating what you've done, but I think those regulations have, by and large, made us safer in terms of lessening the probability of a crisis.

The final thing that keeps me up, when I do think about this, has to do with the actions taken by the Fed to bolster the financial system in reaction to the crisis in 2008. Those moves, made by Chairman [Ben] Bernanke and others, were both important and critical. The situation would have been much worse had the Fed had not acted as it did. Yet I see a lot of skepticism in Congress, both on the left and the right, about letting the Fed maintain the ability to act in a future crisis. That could make any future economic crisis much worse than what we experienced in 2008.

You've called for greater diversity in macroeconomic models. What would that involve?

Economists on the microeconomic side have long studied how policies would differently affect African Americans or Hispanics, as opposed to whites. But on the macro side, we're just starting to use what people call heterogeneous agent models, which respect the fact that different people have different circumstances. But there's still insufficient attention to differences in economic outcomes based on gender, and there's virtually no work in macroeconomics with respect to the fact that economic outcomes for African Americans are systematically different than for whites.

Now why does this matter? For one thing, how does a recession affect a given person? How does the risk of the recession affect a person's decision to save money versus spend it? Well, if you think that people are only facing the average amount of risk, you're missing the fact that the risk of being unemployed in a recession is actually much lower for white Americans than it is for African Americans. So if you're looking at whites, you're going to be exaggerating how much risk they face, and if you're looking at African Americans, you're going to be underestimating their risk. And that can affect your modeling of consumer demand, and affect your model of the macro economy, as a result.

What's one thing about you that might surprise people?

I'm a lot better at foosball than people probably think I am. A lot better. **3**



FOUNDING FIGURE: Lionel McKenzie developed an international reputation as an influential scholar after World War II, as he helped build Rochester's doctoral program in economics during a nearly fivedecade career on the Rochester faculty.

ECONOMIC HISTORY Carrying a Tradition Forward

Narayana Kocherlakota is the first person to hold the professorship named for Lionel McKenzie, who founded the University's PhD program in economics.

After joining the department in 1957, McKenzie enjoyed an international scholarly reputation during his 45-year career at Rochester. That was particularly true in Japan, where he was known as "the father of Japanese mathematical economists," thanks to his many doctoral students who came from that country.

McKenzie is best known as a pioneer of modern general equilibrium theory, which explains how supply, demand, and prices function in economic markets.

Jerry Green '67, '70 (PhD), the David A. Wells Professor of Political Economy and the John Leverett Professor at Harvard University and one of McKenzie's PhD students at Rochester, says McKenzie was "one of the great leaders in the field of economics" in the decades following World War II.

Most recently the Wilson Professor Emeritus of Economics, McKenzie died in 2010.

Kocherlakota says it's "an honor to carry on the tradition" of economic scholarship that McKenzie launched just over 60 years ago. —Peter Iglinski

CELEBRATING SCHOLARSIPS

Students share their stories of success—and some of the support that made it possible.

By Jim Mandelaro

ne student is thankful that her scholarship takes a financial burden off her parents. Another says finishing her degree with less debt means she won't have to delay her decision to start a family. Still another is grateful that his scholarship enabled him to pursue a world-class education that will show his community back home that if he can do it, "they can as well." Donors fund more than 1,100 scholarships toward study at the University, an overwhelming majority of which are dedicated to students with financial need. For the students who receive the awards, the scholarships are as essential as the University's decision to admit them: without the assistance, they'd be unable to attend.

For the University, the scholarships are no less essential, both in attracting the best available talent and in fostering a diverse student body. Accordingly, they were a focus of the \$1.2 billion *Meliora Challenge*: The Campaign for the University of Rochester, announced during Meliora Weekend 2011. By the time the campaign, which exceeded its goal, had concluded, the University had added more than 400 endowed scholarships.

Samantha Veeder, associate dean of College enrollment and financial aid, says Rochester "is able to enroll students who are outstanding academically, while at the same time bringing geographic and socioeconomic diversity to the campus. The campus culture benefits from having such visionary, driven students living and learning together." **Q**

Yareni Sime '18

- **Hometown:** Brooklyn, New York
- **Majors:** Public health; psychology
- Scholarships: Cathy E. Minehan and E. Gerald Corrigan Endowed Scholarship; Brady Scholars Program; Susan B. Anthony Scholarship

Yareni Sime '18 was undecided on a major when she arrived on the River Campus. She loved the freedom of the Rochester Curriculum and quickly became involved in numerous activities.

She researched infant feeding practices among local Latinas. She interned at a community church. She studied abroad in England and Jamaica. RECOGNIZED LEADER: Sime plans to pursue graduate work in public and maternal and child health after graduating from Rochester, where she has been recognized for her leadership as a student and member of the University community. She also joined the Spanish and Latino Students' Association (SALSA), became a student supervisor at Rush Rhees Library, and a trainer for Students Wanting Alcohol Responsibly Monitored (SWARM), where she teaches students how to be active bystanders while hosting events where alcohol is served.

"She's tenacious in her drive to succeed," says Melissa Raucci, Sime's academic advisor at the David T. Kearns Center, where Sime has been designated a Ronald E. McNair Scholar and a Kearns Scholar. "She would come into meetings like a bolt of lightning, talking about all the things she wanted to accomplish here. Watching that energy and passion mature into a focused life objective has been quite meaningful."

Sime says none of her accomplishments at Rochester would be possible without scholarship support. In setting up the Minehan-Corrigan Scholarship, Cathy Minehan '68, a University trustee, established it for students in need who are engaged in meaningful research in the social sciences, under the direction of a faculty member. The Brady Scholars Program, established by Elizabeth Pungello Bruno '89, is used to support students in the Early Connection Opportunity program, which serves students from low-income, first-generation, or underrepresented minority backgrounds.

"Scholarship support lifts a burden off of my parents," Sime says. "It means I'm able to focus on classwork without worrying about how to pay for school."

Sime was a 2017 recipient of the Susan B. Anthony Scholarship, sponsored by the University's Women's Club and awarded to juniors who have demonstrated outstanding leadership and commitment to cocurricular activities and academic achievement. After graduation, she plans to pursue a master's degree in public health, and ultimately, a PhD in maternal and child health.

"As a first-generation Latina woman from a working class family, Yareni is the epitome of grit and resilience," Raucci says. "I'll be beaming with pride when she graduates."

> ENGINEERING IDEAS: "I want to build and develop machines and tools and look at specific problems in Ghana like farming," says Abelezele, a mechanical engineering major. "I want to help improve people's lives by inventing and building new technologies."

Sabastian Abelezele '20

- Hometown: Winkogo, Ghana
- Major: Mechanical engineering
- Scholarship: Joseph C. Dimino Endowed Scholarship; Davis United World College Scholar

Sabastian Abelezele '20 spent five weeks last summer helping a research group study a medieval castle in his native Ghana.

"The castle was built in 1482 and is still structurally very stable," he says. "Many have wondered what engineering and building techniques were used to build it. Our project seeks to find an answer by understanding the building sequence, reconstructing a 3-D model, and subjecting the model to different tests."

Abelezele will return to the castle this summer. It's the kind of research he hopes to continue in Ghana one day.

"I want to build and develop machines and tools and look at specific problems in Ghana like farming," he says. "I want to help improve people's lives by inventing and building new technologies." Rochester has made him "confident and optimistic" about his future success and development.

A Davis United World College Scholar, a program designed to bring students from around the world to live and learn together, Abelezele is also a recipient of the Dimino Scholarship, established in 2012 by Joseph Dimino '73 to assist Arts, Sciences & Engineering students with demonstrated financial need.

"My father died in 2013, and the money my mother makes as a petty trader barely provides basic needs like food, water, and electricity," he says. "My dream of becoming an engineer is finally materializing thanks to this scholarship."

Abelezele chose the University because of the freedom offered by the Rochester Curriculum and the diverse international community. He has been active on campus as a member of the Pan-African Student Association, Baja SAE, and the National Society of Black Engineers. He's also a project assistant in the office of Wendi Heinzelman, dean of the Hajim School of Engineering & Applied Sciences.

After graduation, Abelezele plans to work in the automobile or aerospace industry before pursuing graduate school.

"What I find most exceptional about Saba is his tenacity," says Sandra Turner, special assistant to the dean and Abelezele's mentor. "With determination, he has risen to each challenging task."

Kaitley Wozer '18N

- Hometown: Buffalo, New York
- Program: Accelerated Bachelor's Program for Non-Nurses, School of Nursing
- **Scholarship:** McLouth Scholarship Fund

Earning a McLouth Scholarship didn't just set Kaitley Wozer '18N on her preferred course—it quickened the pace.

"It means I can be an excellent nurse, and be one soon," she says. "I can start a family sooner than if I had more debt to pay."

The McLouth Scholarship was established in 2002 with a gift from the estate of Charles McLouth III, a strong supporter of the School of Nursing, among other units in the University.

"Without it, I wouldn't be at this school," Wozer says. She chose Rochester's nursing school because of its strong reputation, positive reviews from current and former students, and the chance to start her new career in a short amount of time.

"I knew I was academically up for the rigor, and I absolutely love and identify with the school's motto, Meliora," she says.

Wozer worked in virology and microbiology research labs during much of her time as a student at Hobart and William Smith Colleges, where she earned a bachelor of science degree in biology.

"It means I can be an excellent nurse, and be one soon. I can start a family sooner than if I had more debt to pay.... Without it, I wouldn't be at this school."

She expected to earn a doctorate in virology and "spend my life in the lab." But a research position in the HIV/AIDS field gave her a new perspective—and a new goal.

"I soon realized I could do more good by working directly with people," she says. "I began to consider patient care as a career."

As a student in the Accelerated Bachelor's Program for Non-Nurses, Wozer will earn a fully accredited bachelor of science degree in nursing in just 12 months.

She plans to seek a job at Strong Memorial Hospital after she graduates, and then to pursue a doctoral degree focusing on neonatal health care and perhaps, certifications in obstetrics and midwifery, "so that I can see mother-infant pairs through their course of needed care, especially in underserved communities."

To Wozer, "needed care" combines the best medical care, but something else as well: "the patience and the understanding that each has their own struggles and own value."



Jamal Jefferson '17S (MBA), '19M (MD)

- **Hometown:** Washington, D.C.
- Program: MD/MBA Program, Simon Business School in partnership with the School of Medicine and Dentistry
- Scholarships: Dr. Marvin J. and Nancy Yanes Hoffman Scholarship; Nyla C. Kelson Endowment Fund; Gary P. Johnson Endowed Scholarship

Jamal Jefferson '17S (MBA), '19M (MD) first grew interested in health care in 2009, as he watched the Affordable Care Act (commonly known as "Obamacare") pass through Congress.

"I decided then I wanted to be involved in health care in some capacity," he says. "I thought about law school, public health school, medical school, or business school. My mom told me to slow down, or I'd be 50 years old by the time I finished school."

He has a long way to go until 50, and still has accomplished a lot. After graduating from Williams College, he was accepted into Rochester's joint MD/MBA program. "That letter changed my life," says Jefferson, who is now in his third year of medical school.

Medical school debts can weigh on graduates decades into their careers. The burden is particularly acute for those who may also carry debt from college and may have little or no financial support from

"I thought about law school, public health school, medical school, or business school. My mom told me to slow down, or I'd be 50 years old by the time I finished school."

family members. Jefferson completed his MBA on the Johnson Endowed Scholarship, and is working on his MD on the Hoffman Scholarship and the Kelson Endowment Fund.

He notes that many people don't realize financial assistance is available for professional degrees. "For those who want to pursue medicine but don't think they can afford it, there are generous scholarship opportunities available."

Jefferson says he chose a career in medicine "because there's no other profession like it, and I hope to never take it for granted." Last year, he spent time researching sickle cell traits at the National Institutes of Health and wrote a case report and editorial that was published in the *Journal of Vascular and Interventional Radiology*.

Jefferson says he made a lot of personal sacrifices to prepare himself for the academic rigors that lay ahead. "I left my starting position on the Williams football team my senior year to finish my premed requirements," he says. "I studied hard for the MCAT and gained a lot of experience."

In the end, he accomplished two very important things: "I convinced an admissions committee and, most importantly, myself, that medicine would be my life's work." DEDICATED DOCTOR: "There's no other profession like" medicine, says Jefferson, who's pursing a joint MD/MBA degree. "When I auditioned here, I could feel the sense of community ... It was an environment I really wanted to be part of."

Andrea Velasquez '21E

- Hometown: Kingwood, Texas
- Major: Applied music (flute)
- **Scholarships:** Hamlin Family Scholarship Fund; Joseph Mariano Scholarship for Flute

Andrea Velasquez '21E was 9 when her father was deported to Guatemala. Her mother cleaned houses to support Andrea and her brother, but the family soon lost their house and moved into a one-bedroom apartment.

"My mom had to become both parents," Velasquez says. "But because I was the oldest sibling, I felt like I needed to grow up and become an adult figure for my younger brother."

While becoming that adult figure, she also was able to nurture her growing interest in the flute.

While many, if not most, young musicians begin their instrument in elementary school, Velasquez didn't start playing the flute until middle school.

"It was mandatory to sign up for fine arts, so my friends and I decided to play flute in the school band," she says. "I didn't like it at first, but I quickly grew to love it."

She became president of her high school band, earned all-state musician status, and won a place in the Houston Youth Symphony.

Attending the Eastman School of Music was a dream for her. She applied in large part to work with renowned flute professor Bonita Boyd. She auditioned successfully, and two scholarships finally enabled her to be able to fulfill her dream. "I'm incredibly blessed," she says.

Velasquez is a recipient of the Hamlin Family Scholarship and the Mariano Scholarship for Flute, both designated to enable successful applicants with financial need to be able to attend Eastman. The Hamlin Family Scholarship was established in

2016 by Mary M. and George W. Hamlin IV, and the Joseph Mariano Scholarship for Flute was established in 2007 with gifts from family and friends to honor the memory of Joseph Mariano.

"When I auditioned here, I could feel the sense of community among the students and faculty," Velasquez says. "It was an environment I really wanted to be part of."

She's effusive in expressing her gratitude to her scholarship donors. But as donors know, the finest talent doesn't always come with means, and scholarships are essential to attracting the kind of student body that helps Eastman maintain its international renown.

During her time at Eastman, Velasquez has been a key contributor to the campus community as a member of the Wind Orchestra, the Eastman School Symphony Orchestra, a woodwind quintet, and a flute quartet. She brings other assets as well.

"Andrea is filled with joy for her work and makes music with energy, passion, and commitment," Boyd says. "She's not only a star artistically and musically, but she's a splendid human being."

Ultimately, Velasquez says her greatest debt is to her mother, Rosy. "She's my rock, the main person responsible for getting me here. She pushed me to be the best version of myself."

FOLLOWING THE FLUTE: Velasquez took up the flute in middle school and quickly grew to love it. As a student at Eastman, she's a member of the Wind Orchestra, the Symphony Orchestra, a woodwind quintet, and a flute quartet.

Isaiah Pule '18

Hometown: Waianae, Hawaii

- Majors: Film and media studies; business
- **Scholarship:** Alan and Jane Handler Scholarship

Isaiah Pule '18, who hopes to become a film producer someday, could easily find rich material in his own fascinating life.

In his youth, Pule lived in poverty and eventually was placed into foster care. He found peace and purpose by joining the Polynesian Voyaging Society, a group that explores the seas using traditional oceanic vessels such as double-hulled canoes comprised of wood, rope, and tarp. They've been used by Hawaiians for thousands of years.

Over the past decade, Pule has sailed through the islands of Hawaii, meeting Desmond Tutu and the Dalai Lama along the way.

He also met Jonathan Burdick, Rochester's dean of admissions and financial aid.

Burdick was in Hawaii for a precollege readiness program, and Pule impressed him in conversations about astronomy and navigation. Pule interviewed with an admissions counselor on Halloween, dressed as Superman. He was later admitted and offered a Handler Scholarship. The University's premier schol-

"It gave me a dream of giving the same opportunity to someone in the future. Because the experience I was given must be shared and passed on."

arship, it was established in 2007 by Rich Handler '83, a University trustee, and his wife, Martha, to honor Rich's parents, Alan and Jane Handler. It grants four years of total support to select students with exceptional academic promise, high financial need, leadership potential, and demonstrated mastery of complex challenges.

Although he's 5,000 miles from home, Pule has navigated college as seamlessly as a sailboat in the Pacific Ocean. He's a member of the Sigma Chi fraternity, plays club rugby, and works as an intern in the Advancement Communications office. Pule calls himself "humbled and grateful," and the scholarship, life-changing.

Following graduation, he'll pursue a master's degree while teaching high school English in Hawaii as part of the Teach For America program. "It's a place where I can make an immediate impact."

Pule plans eventually to work for a film company in Los Angeles, New York City, or at home in Hawaii, making movies that illustrate the same resilience and determination he had as a youth.

He won't forget how his scholarship set him on a course for adventure—sans sailboat—at Rochester.

"It gave me a dream of giving the same opportunity to someone in the future. Because the experience I was given must be shared and passed on." FUTURE FILMMAKER: An experienced sailor with an interest in film, Pule is majoring in film and media studies as a way to launch his career goal of making movies that illustrate the power of resilience and determination.



Requiem for a Civic Monument

Chicago's demolished public housing projects are 'mythic spaces' that continue to shape the city, says Ben Austen '93, in a new book.

Interview by Maya Dukmasova '12

Chicago public housing and its troubles have been a journalistic focal point for decades, generating a slew of news coverage, books, and magazine articles about all that's wrong with "the projects." In 2000, then Chicago Mayor Richard Daley launched a \$1.6 billion project to rehabilitate or redevelop 25,000 units of public housing. Nearly two decades later, despite some rebuilding, there's been a vast reduction of permanently affordable rental homes, and an increase in vouchers that subsidize rent in the private housing market. The changes, moreover, have largely reinforced racial and economic segregation rather than paving the way for greater housing opportunities in well-to-do neighborhoods in the city and its suburbs.

In February, writer and Chicago native Ben Austen '93

SHAPING CHICAGO: Austen, a Windy City native and a former editor at *Harper's*, argues that the city's infamous housing projects continue to shape the environment, even after their demise.

published *High-Risers: Cabrini-Green and the Fate of American Public Housing* (HarperCollins), the first general-audience book about the history and residents of Cabrini-Green. Told through the eyes of four long-time residents who called the development home, it's a requiem to a civic monument that may be erased from the city's skyline, but has continued to shape Chicago nonetheless.

"I think my book chronicles our thinking about the inner city, and our always uneasy relationship to poverty and race," says Austen. "Cabrini-Green is not a place just to be razed and forgotten, like we're done with this thing. We're not. We're literally not done with it."

You're a Chicago native—a "South Sider"—but, growing up in the South Shore and Hyde Park neighborhoods, lived a life quite distant from those of the people you write about. How does that affect your view of Cabrini-Green, and public housing in general?

In 2010, when the last tower was coming down, for someone who grew up here, it was like: what does that mean? Not just 23 towers



in Cabrini-Green, but across the entire city. Because they loomed so large in the public imagination, these mythic spaces. They're as much a part of the city as the lake, Michael Jordan, Oprah. Being a South Sider even increased the mythic aspect of Cabrini-Green. People on the South Side, white and black, talked about Cabrini-Green [on the near North Side] as way worse and more nightmarish than the Robert Taylor Homes, which were on the South Side, because that made the Taylor homes more familiar.

How did you settle on the four people who became the main characters in this story?

When we think of this development of 20,000 people, we mostly think of the crime and drug use that came to define it, but the range of experiences that went on there—it was an entire town on 70 acres of land. The people I write about are ordinary people, but also extraordinary in their perseverance and their willingness to take action. These are the people who gave me their time, but their stories drew me to them. They were engaged in a kind of fight, not only to stay in public housing but to make life better there. None of those lives are free of the ill effects of public housing but they're full of taking action and attempts to define their own lives despite it all. That's powerful.

I don't think the people whose lives get told in this book are representative, that they embody every life, but they do have a fullness of experience and have a lot of agency, and I think in a novelistic way they come to life in a way that defies a lot of simplistic notions of public housing, of poverty, of inner-city Chicago.

Alex Kotlowitz's *There Are No Children Here*, the last mass-market book about Chicago public housing by a journalist, was cited extensively in the 1990s as an example of why public housing should be done away with. Have you thought about the possible reverberations *High-Risers* could have in policy and politics?

Empathy and less irrational fear lead to better policies. But a dramatic telling of someone's life doesn't necessarily offer an easy prescription for those solutions. Alex's book reminds me of Jacob Riis's *How the Other Half Lives*: it was a revelation to readers that this is going on in our country. His book is very much an *I Accuse*...!, a "Can you believe this?" He's embedded with an individual family as things are happening. But the towers were torn down and the concentrated poverty and isolation of public housing didn't go away—they were moved elsewhere. In my book, I'm both wrestling with those changes and interviewing people about the past events of their lives. Cabrini-Green becomes the magnet for all the fears our society has about the inner city. I'm writing in that context. If we start thinking about how unfair and unearned most of those fears are, then hopefully we can make better policy. **@**

Dukmasova writes about housing and criminal justice for the Reader, Chicago's alternative weekly.

ALUMNI GAZETTE



NEXT STEPS: Kudlow, former host of CNBC's The Kudlow Report, is President Trump's top economic advisor.

Larry Kudlow '69 Named White House Economic Advisor

Lawrence (Larry) Kudlow'69, once described by the *Washington Post* as the "reigning optimist on Wall Street," was tapped by President Donald Trump in March to be the next director of the National Economic Council.

The council, which President Bill Clinton founded by executive order in 1993, is situated within the White House and advises the president on US and global economic policy. As director, Kudlow becomes one of Trump's top advisors.

A history major at Rochester, Kudlow began his career as a junior economist at the Federal Reserve Bank of New York, followed by stints at Paine Webber and Bear Stearns, before joining the Reagan administration as associate director for economics and planning in the Office of Management and Budget. An informal advisor to Trump's 2016 presidential campaign, he's best known to the public as the former host of CNBC's *The Kudlow Report*. "Kudlow is a guy who does not mince words and is not afraid to take on the lion in his own den," says Peter Regenstreif, a professor emeritus of political science, who taught Kudlow at Rochester.

David Primo, Ani and Mark Gabrellian Professor and Associate Professor of Political Science and Business Administration, says that Kudlow's economic philosophy is generally aligned with Trump's, with some key exceptions.

"Kudlow is much more of a free trader than Trump," he says, "so the big question is whether Trump will come around to Kudlow's views on this issue, or vice versa."

The University awarded Kudlow an honorary degree in 2013. In presenting the award, the University recognized Kudlow for "candid analysis and savvy understanding of investment markets, the financial industry, and fiscal and monetary strategy." **③**

-PETER IGLINSKI

A Problem Solver, and a Bridge, at Microsoft

Sophie Zhang '17 is nine months into her first postcollege job. Here's what she's learned so far.

Interview by Kristine Thompson

What does your job involve?

I serve as a bridge between a few different groups, including our front-line customer support staff and our engineering group. Engineering might know how to develop a product, but not know about customer experience. Our customer support staff understand customer issues. I help engineers understand the customer, and I help the support organization identify issues in support processes and policies.

How did your education prepare you?

My engineering degree taught me problem-solving skills. I learned to tackle a lot of problems on my own. When I'm troubleshooting for customers, it's different every time. I have to use whatever resources I have to solve them and I can draw on what I learned in college.

Soft skills help, too. I really honed these as a Meridian and an RA for Hoeing 2 during my senior year. At that time, my "clients" were students and families, and first-year students in the residence. Those jobs helped me be more empathic and more patient, which is very useful when dealing with customers.

How did you find the job?

I literally applied online. Two months later, I was invited for a phone interview. Then I was flown to an on-site interview in Dallas. I mock-interviewed with David Cota-Buckhout [at the Gwen M. Greene Career for Career Education and Connections]. We practiced together and he provided advice

on how to improve. Altogether, I had four in-person interviews. I was offered the job before I graduated and was hired into the MACH program, which stands for Microsoft Academy for College Hires.

What were your first days like?

The first two months on the job were like going to college again. There were 200 of us in MACH's services area. We trained together and we really bonded.

What do you like most about your job?

I love the mobility of the job. I get to hop around a bunch of projects and practice different strengths. I love talking to customers. I knew I didn't want to code every day so this is a perfect fit for me. Also, I learn so much being a part of MACH, and I've made a lot of



NEW JOB, NEW CITY: Less than a year into her first post-college job, Zhang, who came to Rochester from Chongqing, China, has found her footing at Microsoft, and in her new hometown of Seattle.

FIRST JOBS

Alumni share stories about their first post-Rochester jobs.

Sophie Zhang'17

Major: Electrical and computer engineering **First job:** Support engineer, Microsoft Corp. Started in July 2017 in Issaquah, Washington friends in the program. That made it easier to move to a new city.

What's most challenging?

Dealing with a lot of ambiguities is really the hardest part of my job. There's no GPA here. You have to deliver what you promise when sometimes what you are working on isn't very well defined. Also, where my career is heading is entirely in my hands. That's hard to practice at college. The path is much clearer there. You're moving toward your degree.

What do you do when you aren't at work?

Seattle is a lot of fun. It's an outdoorsy city, so I go hiking a lot. Skiing, too. I keep meeting different people, including a few from the University who now work at Amazon, some actuarial firms, and other places around the city. I met them at a self-organized happy hour event in downtown Seattle. Being an alum gives me a built-in community wherever I go. ③

What was your first job after earning your Rochester degree? We'd like to hear from you, whether you are in that first job now, or would like to share recollections in hindsight. How did your education prepare you, whether directly or in the most unexpected ways? Write to us at rochrev@rochester.edu with "First Jobs" in the subject line. Please include your title at your first post-Rochester job, your employer, and a brief synopsis of what you do or did—there.

Making Physics Less Alpha

Barbara Whitten '77 (PhD) has devoted her career to the study of physicsand how to attract and retain women in the discipline.

By Lindsey Valich

As a physics student in the 1970s, **Barbara Whitten** '77 (PhD) often found herself one of the only women—if not *the* only woman—in her science classes.

"Most of the time growing up and when I was in graduate school, I thought I was absolutely unique in the world," Whitten says. "It sounds egotistical, but I really did, because I didn't know any other women who were like me and so badly wanted to study physics."

Whitten earned her PhD in algebraic statistical mechanics at Rochester, landed a research job at Lawrence Livermore National Laboratory, and taught physics at both Miami University and Colorado College, from which she retired last year.



CRITICAL MASS: As a discipline, physics still lags behind other natural sciences in working toward gender parity. But it has improved with the help of programs inspired by Whitten's research.

Although she spent many years researching algebraic statistical mechanics and atomic and molecular physics, the project for which she is perhaps best known concerns the field of physics more broadly.

Whitten was a physics professor at Colorado College—the first female member of the physics faculty when she won a National Science Foundation grant to develop a site-visit program to help improve the climate for female physicists. As part of the project, Whitten led a team that visited 15 colleges across the United States, interviewing faculty, staff, and students to find out what might make departments better able to attract and retain women. They compiled their findings and recommendations in a report published in *Physics Today* in 2003.

That report—"What Works for Women in Undergraduate Physics?"—has been so influential in the field that the American Association of Physics Teachers honored Whitten with its 2018 Hans Christian Oersted Medal. The medal, whose previous winners include Carl Sagan and Richard Feynman, was awarded to Whitten in recognition of her "outstanding, widespread, and lasting impact on the teaching of physics through her work on diversity and inclusion in physics."

Whitten recalls her early transition from natural to social scientific research. As a physicist, she says, "I was looking for a single cause and effect."

Instead, she found multiple factors leading to a more welcoming environment for women. The most effective strategies included mentoring and a variety of student-centered initiatives that helped make students feel part of a department as soon as they declared themselves physics majors. Notably, she

found that approaches that led to better retention of women correlated with better retention of all physics students.

According to Cindy Blaha, a professor of physics and astronomy at Carleton College, who works with Whitten on increasing diversity within the discipline, Whitten's research marked a turning point.

"For the first time, departments were actually listening to the issues and trying to implement Barbara's suggestions," she says.

In her introductory courses, Whitten always made it a point to highlight the work of women such as Vera Rubin, who found some of the best evidence of dark matter; Katherine Johnson, an African-American mathematician at NASA, featured in the movie *Hidden Figures*, whose calculations were critical to the success of the Apollo 11 mis-

sion to the moon; or Nobel Prize-winning botanist Barbara McClintock, whose pioneering work in cytogenetics led to her 1983 Nobel Prize. All of these women, she says, "ignored social cues that told them they didn't belong."

Now a professor emerita, she continues her work to increase diversity in physics. For example, she's working with Blaha and other physicists on a National Science Foundation–funded project to develop a mentoring program that connects female physics faculty across the country who feel isolated because of their gender, race, or sexual orientation.

Above all, she can't imagine giving up her passion for science research.

"I wanted to be a physicist from the time I found out what physics was," Whitten says. "I just fell madly in love when I was 16, and I have never, ever fallen out of love with physics." ⁽²⁾

Physics Ed: Honors All Around

Whitten is one of a few members of the Rochester community who have been honored by the American Association of Physics Teachers in this and in past years.

Also recognized this year was Mark Beck '85, '92 (PhD) who won the Floyd K. **Richtmyer Memorial** Lecture Award, given to a physics educator who has "made outstanding contributions to physics and their communication to physics educators." Beck, who is the Benjamin H. Brown Professor of Physics and chair of the physics department at Whitman College in Walla Walla. Washington, is noted for designing and carrying out tests of quantum theory with undergraduate students. He's the author of the textbook Quantum Mechanics: Theory and Experiment (Oxford University Press, 2012).

Steven Manly, a

professor of physics and the director of undergraduate research at the University, received the association's honor for Excellence in Undergraduate Teaching in 2007.

Wise Words on Weight Loss

Wendy Scinta '94 (MS), president of the Obesity Medicine Association, offers some pointers.

Interview by Bob Marcotte

Weight loss tips aren't hard to find. But here are a few from the president of the Obesity Medicine Association.

Wendy Scinta '94 (MS), a family-practice physician who is board certified in obesity medicine, sees hundreds of patients a year in her Syracuse, New York, practice. Weight loss is not the only goal. Nearly 200 diseases are associated with obesity. So as her patients lose weight—many lose more than a hundred pounds, she says—her training and certification enable her to work closely with other physicians and specialists to wean her patients off the medications they've been taking for those obesity-related diseases.

As president of the Obesity Medicine Association since October 2017, she represents about 2,000 specialists nationwide. She's the author of a book, *Bounce: A Weight Loss Doctor's Plan for A Happier, Healthier, and Slimmer Child,* and has drawn on her experience in her first career, as an electrical and computer engineer, to cofound One Stone Technology, which produces a web-based texting app that sends automated and personalized messages to encourage and motivate patients to shed pounds, and then maintain their lower weight.

#1 Don't be afraid to try.

Everyone is capable of reaching their goal, but they have to commit to making changes. Success is ultimately up to the patient, who has to be ready to make the changes that are going to have long-term effects, and to stick with them. There's not a beginning and an end.

#2 Don't think of it as a diet.

Think of it as getting healthy. Begin with baby steps little changes at a time. Start out walking 10 minutes a day, or increasing your water, or vowing to log your food. When people try to do too much, too fast, they get frustrated, and may get hurt in the process.

#3 consider the behaviors behind your eating.

That's very important for maintaining weight loss, since the real weight-loss component lies in changing habits. Know that exercise helps with maintenance, but exercise alone is not the answer. Any good trainer will tell you six-pack abs come from your kitchen, not your gym.

#4 Be ready to work at it.

Your body is going to fight to get back to its previous weight. When you lose weight, your metabolism drops, hunger hormones increase, and satiety hormones decrease as they try to force you back to your set point. You are going to need to exercise to maintain



NEW APPROACHES: Obesity medicine, a relatively new clinical specialty, recognizes the pervasiveness and complexity of the condition. In her practice, for example, Scinta works closely with other physicians in a variety of specialties to help wean patients off medications they take for obesity-related illnesses.

that weight loss, but you should feel so good by then it becomes part of the process. Certain weight loss medications (anorectics) can be very helpful as well.

#5 Talk to a health care professional.

Do this before you take any supplement, or make any major dietary changes. There's so much misinformation out there, in a \$300 billion industry that is largely unregulated. As obesity medicine specialists, we often end up seeing patients who've relied on something they found on the internet and then start gaining the weight back. Some end up hospitalized or sick from what they took. Many lose a lot of money on unproven products that do not help and can potentially harm. **Q**



POETIC GROUP: Professor of English, poet, and scholar Jarold (Jerry) Ramsey (way in the back) poses with his class on Shakespeare during a spring semester in the mid-1990s. Recognize anyone? Write to us at rochrev@rochester.edu.

College Arts, sciences & engineering

1965 Joe Koplin (see '66).

1966 Harrington (Kit) Crissey presented a concert in memory of **Joe Koplin** '65 at the chapel of Saint Joseph's University in Philadelphia last November. As Kit wrote in Class Notes following Joe's death in March 2015, he and Joe enjoyed a 50-year friendship, during which Joe offered Kit "encouragement, advice, and other help, including unsolicited donations in support of my concert presentations."

1967 Andrew Gould and Joanne Orth met by chance in the lounge of a Viking Cruise riverboat in France; they send a photo and this joint account of their meeting: "We discovered we'd been in the same class year at the River Campus, graduating with majors in physics (Andrew) and biology (Joanne). We're both originally from New York and shared many common memories, even though we didn't really know each



1967 Orth

other at Rochester. But we had several friends in common back then and spent lots of time on the river cruise reminiscing about the good old days. Now retired from long careers, neither of us could make the 50th reunion in October, but this chance meeting in Europe helped fill the gap and brought back lots of good memories. Goes to show, it really is a small world."

1969 Lawrence (Larry) Lipman writes of the death of **Arnold**

(Arnie) Wolfe. Arnie, who had been ill with cancer, died in January 2017. "Arnie was a Phi Ep and lead singer and percussionist for the Six Pack and later, the New York Tymes, a campus band that played fraternity parties, Dorm Storm, and other events from early 1966 to late 1968," Larry writes. "I was the bassist for the band. We reorganized to play two gigs at the Deke house during our 30th anniversary reunion in the summer of 1999. Arnie was a professor at Illinois State for most of his working career, specializing in the popular music of the '60s. Neither surprisingly nor coincidentally, this was the music he loved to play. RIP, Arnie, one sweet and funny guy."

... John Lyddane has joined Dorf & Nelson as a partner, and will head up the firm's Medical Malpractice Defense Group in New York. John is a fellow of the American College of Trial Lawyers and is consistently ranked among the top attorneys by his peers, with an AV Preeminent rating by Martindale-Hubbell and inclusion in the "Best Lawyers in America." Before joining Dorf & Nelson, John was with Martin Clearwater & Bell.

1974 Stephen Pohlig died in April 2017 after a yearlong strug-

gle with cancer. After receiving his PhD in engineering from Stanford University, he spent his career working at MIT Lincoln Laboratory, where he was well respected as an electrical engineer. In the engineering community, he was well known for developing the Pohlig-Hellman algorithm, which was used for computing logarithms and which was significant in the early days of internet cryptography and security.

1977 Jon Chernak '785 (MBA) writes, "I donated the \$25 that helped the micro-finance company Kiva reach \$1 billion in loans to entrepreneurs who are making a difference across the world." As Jon explained to a writer on the social journalism platform Medium, he was inspired to donate to Kiva by his daughter, Laura, who helps review and edit loan applications for the organization, and by the organization's focus on providing credit access in very remote areas-"in parts of the world where people never would've had a chance." Jon invites classmates to read a full story on the project he supported at Medium.com. Search for "How a toilet brought together 4 people on 3 continents with a special connection."

1978 Stephen Ross sends a photo from his annual Rochester minireunion, most recently in Las Vegas. Ross writes, "We have remained close friends since freshman year and regularly gather in great locations for sporting events and golf, gambling, light beveraging, and bad jokes." Pictured from left to right are **Glenn Locke, Art Matin**, Stephen, and **Gordon Kapes**.

1979 Robert Bly writes, "Entrepreneur Press will publish my 95th book, *The Digital Marketing Handbook: A Step-by-Step Guide to Creating Websites That Sell*, in April."... **Earl** and **Tamara Schanwald Norman**

Abbreviations

- E Eastman School of Music
- M School of Medicine and Dentistry
- N School of Nursing
- Simon Business School
- W Warner School of Education
- Mas Master's degree
- RC River Campus
- **Res** Medical Center residency
- Flw Postdoctoral fellowship
- Pdc Postdoctoral certificate

'80 send a photo from a combination minireunion and 60th birthday celebration held in New York City last November. Pictured from left to right are **Bob Pais, Larry Burg, Halee Day Burg,** Tamara, Earl, **Dave Fraenkel, Dave Hammond**, and **Carl Blahut**. Tamara writes that she is "not yet 60!"

1980 Tamara Schanwald Norman (see '79).

1983 Sharilyn Rediess published Things We Leave Unsaid: A Memoir Told in 300 Years (Cabin 27 Press) about her ancestors' westward migration from 1640 to 1940.

1984 Scott Evans published Foxavier Loves Plinka (CreateSpace), the second edition of his debut novel, "the guirky story of a man battling OCD, going through a series of counseling programs, encountering zany characters, and eventually meeting the love of his life." . . . Immanuel Ho '88M (MD) sends a career update. He's a clinical professor of medicine in the Perelman School of Medicine at the University of Pennsylvania and director of interventional endoscopy at Pennsylvania Hospital, the first hospital in the United States. He serves as faculty for the UPenn Division of Gastroenterology and teaches therapeutic gastrointestinal endoscopy to GI fellows in the advanced endoscopy program. He's also a trustee of the American College of Gastroenterology.

1986 Glenn Stambo writes that his study, "Response rates of hepatocellular carcinoma and hepatic colorectal cancer metastases to drug eluting bead regional liver therapy," appeared in 2017 in the journal *Hepatoma Research*. He's a practicing vascular and interventional radiologist in Tampa, Florida.

1987 Kristopher Thibodeau (see '14).

1988 Kathi Lyford Thibodeau (see '14).

1990 Doug and **Jodi Rubtchinsky Smith** write that they were spotted late last year in Disney's Magic Kingdom by **Jody Asbury** '94W (EdD). The former dean of students noticed Doug's Rochester regalia.

1991 Gary Karton recently published *The Rock of Sarraka* (Brattle



1978 Ross



1979 Norman



1990 Smith



IGNITING FIRSTS THAT LAST

First steps. First graduate. First discovery. First life saved.

The University of Rochester is a proud, inspired community of leaders, thinkers, and change-makers. Thanks to you, our past is rich with firsts. And thanks to you, our future will be too. Join us May 1 for our annual Day of Giving. Your gift will ignite firsts that last for generations. Give at rochester.edu/fuelthefirst.



#FueltheFirst



CLASS NOTES

Publishing Group), the second book in his Brody Boondoggle fantasy trilogy for middle-grade students. You can follow the adventure with Gary on Twitter @garykarton.... Lee Wichman, a psychotherapist and actor in Chicago, writes that he founded a group called the Chicago Actors' Call to Action. The group has held several events in support of various social justice causes and organizations. Lee adds that he's done multiple radio interviews about his civic and political work, which he has posted to his therapist website, Leewichman.com, and his actor website, Lee-wichman.com.

1992 Joseph Santandrea writes, "I am honored to have two of my works of art selected for the 2018 *People's Gallery Exhibition* at Austin City Hall. Stop in if you pass through Austin!" Glimpses of Joseph's work can be seen at Austintexas.gov/peoplesgallery and at Travelzealot.com. Joseph adds that he continues to work in marketing for Dell.

1993 Gregory Kaminsky writes, "In November 2017 I graduated from Harvard University Extension School with a master of liberal arts degree in medieval studies. Pursuing my studies and this degree has been a passion for several years, culminating in the completion of my thesis, 'Celestial Intelligences: The Syncretic Angelology of Renaissance Philosopher Giovanni Pico della Mirandola.'"

1994 Doris Santoro, chair of the education department at Bowdoin College, published *Demoralized: Why Teachers Leave the Profession They Love and How They Can Stay* (Harvard Education Press) in February. Doris writes, "My path into this career was paved when given the opportunity to take graduate classes at the Warner School as an undergrad. I earned my initial teaching certification in secondary English in my senior year." She lives in Portland, Maine, with her family.

2003 Jonathan Durfey and his wife, Caitlin, welcomed a son, Alexander William, last September.

2008 Christopher Bell '10M (MS), '155 (MBA) was honored last November as one of *Rochester Business Journal*'s "Forty under 40." Christopher is the executive director of the Monroe County Medical Society.





2003 Durfey

2010 Ramsook



2013 Desrosiers and Schoeniger

2009 Gemma Sole, COO and cofounder of the online fashion shopping site Nineteenth Amendment, was honored by the National Retail Federation as an influencer on its 2018 "List of People Shaping Retail's Future." Nineteenth Amendment sells clothing manufactured in the United States and designed by independent designers worldwide.

2010 Brandon Isobe writes that he and his father have created an iPhone app called App MyEar. Brandon's father, a financial analyst in Honolulu, is deaf. "He was tired of lipreading, which is only 20 percent accurate, and wanted to have another option available," Brandon writes. The app, released in the Apple App Store, transcribes voice to text in real time with 95 percent accuracy. In addition to English, it supports Korean, Spanish, and Japanese. . . **. Sandhya Ramsook** married Michael Gonzalez in Miami, Florida, in September. Pictured with the couple are **Ankita Agarwal** '15M (MD), **Andrew Karim**, and **Reeti Kumar** '11. Sandhya and Michael live in Philadelphia.

2012 Colin Desrosiers '145 (MBA) (see '13).

2013 Margaret Schoeniger '18M (MD) and Colin Desrosiers '12, '14S (MBA) send a photo from their September 2017 wedding at the Inns of Aurora overlooking Cayuga Lake in Aurora, New York. Pictured, front row, left to right, are Michael Dulen '15S (MBA), Alaina Wayland, Hannah Sherry, Elizabeth Riedman, Michelle Desrosiers Heckman '09, '13W (MS), Emma Caldwell, Caroline Jacobs Butler '09, and Annalise Baird; back row (standing), Tyler French '15S (MBA), John Dawson '18M (MD), Alexandra Glover, Justin Grischkan '18M (MD), Claudio Espejo Araneda '14, John Schoeniger '12, Margaret, Colin, Christian Vu, Dennis Nave '11, David Weissman, Thomas Schoeniger '16, David Toomey, Evan Tandy '14, and Kevin Ewer '11.

2014 Corey Robinson '15S (MS) and Joe Thibodeau '15 were married last November in Boston with many alumni present. Pictured (see photo, page 58) from left to right are Jake Gusman '16, Hayden Ford '13, '14 (T5), David Keener '15, Matthew Watman '12, Noah Berg '12, Lily Kamalyan '15, Ben Icenogle '16, Joshua McGough '17,



2014 Robinson and Thibodeau

Cody Civiletto '15, '16 (KEY), Eliza Barnes '15, Kristopher Thibodeau '87, Evalyn Gleason '13, Scott Lamm '16, Elizabeth Prezioso '16, '17N, Jared Suresky '12, Diana Barlaam '16, Joe, Amanda Page '13, Kevin Layden '13, Gregory Corrado '15 (T5), Corey, Aaron Michalko, Andrew Tomich '16, Lindsay Forbes '13, Keiko Keegan '92, Kathi Lyford Thibodeau '88, Charles Aldrich '19, Lindsey Randall, Eric Quesada '15, Kathryn Flaschner '17S (MBA), Alyssa Flaschner '18, and Justin Maldonado '18.

Send Your News!

If you have an announcement you'd like to share with your fellow alumni, please send or e-mail your personal and professional news to *Rochester Review*.

E-mail your news and digital photos to rochrev@rochester.edu. Mail news and photos to *Rochester Review*, 22 Wallis Hall, University of Rochester, Box 270044, Rochester, NY 14627-0044.

Please do not edit, crop, or resize your digital images; send the original, full-size file downloaded from your camera or smartphone.

To ensure timely publication of your information, keep in mind the following deadlines:

Issue	Deadline
July 2018	April 1, 2018
Fall 2018	June 1, 2018
Winter 2019	September 1, 2

2015 Joe Thibodeau (see '14). Graduate ARTS, SCIENCES & ENGINEERING

1958 Alex Stoesen (MA) died in November in Greensboro, North Carolina, his daughter, Lyn Stoesen, reports. After earning a master's degree in history from Rochester, Alex earned a PhD from the University of North Carolina at Chapel Hill and went on to teach American history for 33 years at Guilford College, where he won multiple awards for teaching. As a longtime member of the committee that advises the state of North Carolina on historical markers, Alex was instrumental in obtaining a marker on Elm Street in Greensboro at the site of the sit-ins at the Woolworth lunch counter in February 1960. After his wife, Carol, died in 1999, he volunteered for missions and projects with the Unitarian Universalist Church as well as with Habitat for Humanity. He went on 28 Habitat for Humanity missions to six continents.

1970 Calvin Kalman (PhD),

a professor of physics and the principal of the Science College at Concordia University in Montreal, writes with news that two of his books came out in second editions in 2017: Successful Science and Engineering Teaching in Colleges and Universities (Information Age Publishing) and Successful 2018 Science and Engineering Teaching: Theoretical and Learning Perspectives (Springer).

1974 Thomas Perry (PhD) published *The Bomb Maker* (Mysterious Press) in January. He has written more than 20 novels, for which he has received numerous notable awards and accolades, including an Edgar Award from the Mystery Writers of America.

2005 Tara McCarthy (PhD) published *Respectability and Reform: Irish American Women's Activism, 1880-1920* (Syracuse University Press) this spring. An associate professor of history at Central Michigan University, Tara explores the roles, motivations, beliefs, and strategies of Irish immigrant women in American reform movements such as temperance, labor reform, suffrage, and Irish independence.

Eastman School of Music

1968 Bill Cahn writes that he's facilitating ROC Drummers, a free after-school hand drumming program for grade school students in the city of Rochester. Bill also serves on the Rochester Philharmonic Orchestra's Education Committee and its Honorary Board of Directors.

1970 Geary Larrick (MM) reviewed a biography of jazz flutist Herbie Mann for the December 2017 issue of *Music Educators Journal*. Larrick performs each week on solo marimba in Stevens Point,



1985E Baer-Peterson

Wisconsin, where he moved from Rochester in 1969.

1985 Jamie Baer-Peterson (MM) sends a photo and reports that she ran "a clean, creative, and ethical campaign" for her borough council in New Providence, New Jersey, last fall. "Though there was a Democratic sweep in neighboring towns, my running mate, Keith Doll, and I lost by a small margin," she writes. She adds that she remains inspired to work in her community and is considering running again.

1986 Glenn Price (DMA) published a comprehensive resource for conductors, The Eloquent Conductor (GIA). Glenn taught undergraduate and graduate conducting for more than 25 years at the University of Calgary and as director of wind studies at the University of Cincinnati's College-Conservatory of Music, and led conducting workshops around the world. He now lives in Los Angeles, following an appointment as director of performing and visual arts at the California Institute of Technology (Caltech). In addition to national and all-state student groups, his recent guest conducting engagements include professional ensembles in Salzburg, Barcelona, and Osaka.

1993 Gary Versace (MM) is featured on singer Kate McGarry's first trio album, *The Subject Tonight Is Love* (Binxtown Records). Gary performs on piano, keyboards, organ, and accordion.

1995 Peter Fletcher (MM) makes his Detroit classical guitar solo recital debut in May as part of the Cathedral Cultural Series at the Cathedral of the Most Blessed Sacrament. The program includes Bach's Lute Suite No. 3, Paganini's Caprice No. 24, the Five Bagatelles by British composer William Walton, and *Leyenda* and *Córdoba* by Spanish composer Isaac Albéniz. Peter also performs some of his original guitar transcriptions of French composer Erik Satie.

2005 Jared Schwartz (MM) released an album of songs by Franz Liszt, Franz Liszt: Songs for Bass Voice and Piano (Toccata Classics), last November with the pianist Mary Dibbern. It was awarded best Lieder Recording of 2017 by Voix des Arts and a Best Album of 2017 by TheatreJones.



PIONEER: A faculty member for more than 50 years, Weiss helped create the field of behavioral toxicology.

TRIBUTE Bernard Weiss '53 (PhD): 'Force of Nature'

When I was a college student majoring in psychology, the name Bernie Weiss was revered throughout the field. Though unassuming, Bernard (Bernie) Weiss '53 (PhD) was a force of nature.

A member of the Medical Center's faculty for more than 50 years before his death in January, Bernie will be remembered for his pioneering efforts to track the effects of toxic chemical exposures on behavior and helping create the field of behavioral toxicology. It was he who gave voice to the fact that exposure to chemicals in the environment need not leave holes in the brain to have serious consequences. He emphasized the need to look beyond blatant damage to the brain to recognize behavioral dysfunction that arises from such chemical exposures and contributes to developmental and degenerative brain diseases. When Bernie began focusing on these questions, his was the only lab devoted to this research.

Bernie's views attracted students and postdocs to his lab and led to research investigating the effects of a breadth of environmental chemicals on an array of behaviors. His team examined the addictive properties of organic solvents, like toluene (used in paint thinner, for example) and methanol. They found sensory and motor dysfunctions produced by methyl-mercury in fish and manganese in drinking water. They linked lead exposure during brain development to impaired cognitive control of behavior and investigated the impacts of the air pollutant ozone on behavioral functions.

Later in his career, Bernie became interested

in the neurobehavioral consequences of endocrine disrupters, like phthalates, which are commonly found in plastics and many personal care products. His curiosity led to findings that these chemicals can influence sex-related differences in brain development and behavior.

I was one of those early postdoctoral students attracted to Bernie's lab by his new ideas. Bernie's style was not to pigeonhole students and postdocs into his ongoing projects, but to let them pursue their varied interests in the field, providing support, advice, and resources. It was a unique and incredible environment in which to learn, train, and grow.

The breadth of research questions being addressed, the scope of methods and approaches being used, and the translational focus were exciting and thought-provoking. Our research was immediately important and relevant to public health, environmental regulations, and risk assessment. As researchers, this gave us a sense of accomplishment and giving back to the public that few in the scientific community have the opportunity to experience in their lifetime.

I count myself among many whose careers and lives were enriched by having known and been inspired by Bernie. Although he is no longer physically with us, his accomplishments will be remembered, and his words will continue to inspire the field. ^① —DEBORAH CORY-SLECHTA

Cory-Slechta '82M (Flw) is a professor and former chair in the Department of Environmental Medicine at the Medical Center.



EARLY HISTORY: White began his career at Rochester, where he taught history for a decade, starting in 1958.

TRIBUTE Hayden White: Seeing the 'Story' in 'History'

I first encountered Hayden White's work as a master's degree student in comparative literature, when I read *The Content of the Form*. I was entranced, particularly by his assertion that history writing creates and shapes historical reality through narrative form, rather than reflecting an already constituted past waiting to be discovered.

Many historians shunned him for his controversial idea that "all stories are fictions." But he insisted that history isn't science. Historical facts are scientifically verifiable, but historians make choices about plot—what Hayden called "emplotment"—that are ethical and political in nature. The very act of choosing a beginning, a middle, and an end is an imposition by the historian.

Hayden was my dissertation advisor at Stanford University, where he taught part time after retiring from the University of California, Santa Cruz. He was for me the ideal mentor, allowing me great freedom to work out my ideas as I saw fit, restricting himself when offering advice to overarching themes and methodological issues. Although Hayden was without doubt the most influential historical theorist of the 20th century, beginning with the intense and widespread interest generated by his magnum opus *Metahistory* in 1973, he was never interested in creating a "school" or in defending himself from specific attacks (which were innumerable), even if he cherished dialogue and debate.

When I told Hayden that I was offered a tenure-track position at Rochester, he was thrilled, not least because of a happy coincidence: his own first tenure-track position had also been at the University, where he had been a member of the history department exactly 50 years earlier, from 1958 to 1968. In 2009, and with generous support from Rochester colleagues, I organized "Between History and Narrative: Colloquium in Honor of Hayden White." The conference brought 12 distinguished outside speakers, including Hans Kellner '72 (PhD), one of Hayden's first students. Hayden was, as one of the invited speakers, Gabrielle Spiegel, wrote to me in a recent email, "characteristically humble and funny" amid the tributes. I know that it was an especially moving event for Hayden, who asked me to drive him and his wife, Margaret Brose, to the house where he lived during his decade teaching in Rochester.

I last saw Hayden just a year ago, at UCLA, and at age 88, he was still at the top of his game: never missing a beat, regaling his audience with his infectious charm and sharp wit. He passed away on March 5 at his home in Santa Cruz. I am unable to adequately convey here what Hayden meant to his colleagues and students. But suffice it to say that he was an inspiration not only as an intellectual, but also as a human being.

-ROBERT DORAN

Doran, a professor of French and comparative literature at Rochester, is the editor of Hayden White's The Fiction of Narrative: Essays on History, Literature, and Theory, 1957–2007 (Johns Hopkins University Press, 2010) and of Philosophy of History After Hayden White (Bloomsbury, 2015).

School of Medicine and Dentistry

1979 Floyd Dewhirst (PhD) has been named a fellow of the American Association for the Advancement of Science in the field of dentistry and oral health. A pioneer in the use of molecular methods for the identification and classification of the oral microbiome, Floyd is a professor in the Department of Oral Medicine, Infection and Immunity at Harvard's dental school and a senior staff member of the Harvard-affiliated Forsyth Institute, a research organization devoted to understanding the connections between oral health and overall health

1988 Immanuel Ho (MD) (see '84 College).

2004 John Mamoun (Res), who practices dentistry in Manalapan, New Jersey, has written a book, *Plakoto: Board Game Strategy* (CreateSpace), about a game that's a variant of backgammon and popular in Mediterranean countries.

2010 Christopher Bell (MS) (see '08 College).

School of Nursing

1977 Christopher (Kit) Bakke has written a book, *Protest on Trial: The Seattle 7 Conspiracy* (Washington State University Press), revisiting the story of the Seattle Liberation Front. A Seattle native, Kit is an activist, writer, and retired pediatric oncology nurse.

Simon Business School

1970 Donald Kingston (MBA) sends a career update. He writes, "I was reelected in December for a fourth term as the mayor of Duck, North Carolina. I'm now serving in my fifth term on the Duck Town Council, having been first elected as mayor pro tempore in 2009. I was also elected in September 2017 to the board of directors of the North Carolina League of Municipalities, which represents all of the towns and cities in the state. I retired from my business career as a vice president/officer of Kelly Services."

1978 Jon Chernak (MBA) (see '77 College).

CLASS NOTES

1999 Steven Chernow (MBA) sends an update. He has relocated to New Mexico, continuing his career in medicine, consulting, writing, and producing photographic fine art. He writes: "I welcome any contacts or networking for fun or profit and am a proud lifetime alumnus of both the University of Rochester and the University of California at Irvine (zot zot). Life is indeed a journey, and when one comes to a fork in the road, as Yogi Bera said, 'Take it.' It's a privilege to help others and stay connected on this third rock from the Sun. Peace, Health, and Prosperity to our nuclear and scholarly families. I hope to hear from my fellow alumni, especially if in the Santa Fe area."

2014 Colin Desrosiers (MBA) (see '13 College).

2015 Christopher Bell (MBA) (see '08 College)....Corey Robinson (MS) (see '14 College).

Warner School of Education

1994 Jody Asbury (EdD) (see '90 College).

In Memoriam

ALUMNI Jean Tierney Baker '41E, January 2018 Yvonne Odell McLravy '43N. November 2017 George M. Rentoumis '43, December 2017 Frances Hinman Benham '44. December 2017 William B. Forsyth '44, '46M (MD), December 2017 Norman E. Roberts '44E, November 2017 Helen Renwick Shearer '44E, January 2018 C. William Tayler '44. December 2017 Margaret Kranz '45, January 2018 Ruth Huckle Kintigh '46, December 2017 Gloria Burgett Webster '47N. November 2017 Shirley Allart Blackett '48, January 2018 Ann Brady '48N, November 2017 Harry N. Cripps '48, December 2017 Gerard F. Hagenbach '48, December 2017

September 2017 James F. Norton '48 (MS), December 2017 Vernon P. Thayer '48, December 2017 Ronald A. Kraftschik '49. December 2017 Milton L. Rock '49 (PhD), January 2018 Frank J. Shaughnessy '49, December 2017 George R. Bailey '50. December 2017 Vera Grunthal Gleason '50, January 2018 John L. Langdon '50. September 2017 Betty Greenhouse Mock '50, December 2017 David C. Morrow '50, January 2018 Dorothy Bareham Otto '50, December 2017 Arthur S. Ricketts '50E, January 2018 Charles D. Smith '50. January 2018 John W. Tamblyn '50E (MA), '61E (PhD), January 2018 Lane M. Christ '51M (MD), December 2017 Harold L. Esterman '51, January 2018 Robert J. Haggerty '51M (Res), January 2018 Harvey M. Nusbaum '51, January 2018 Janet Richards Rowe '51, November 2017 Mary Butler '52E (MM), December 2017 Nancy Draper '52E (MM), January 2018 Margaret Burroughs Frank '52, '53N, January 2018 Carol Benson Lloyd '52N (Dip), '58N, '60W (MS), December 2017 Mary Roscoe-Willems '52, December 2017 Myrtle Goldstein '53, December 2017 Bernard Weiss '53 (PhD). January 2018 Lawrence B. Angell '54E, '56E (MM), December 2017 Robert Lohnes '54, December 2016 Paul H. Tanner '54, December 2017 Gilden R. Van Norman '54. January 2018 Joyce Stevens Binggeli '55N, January 2018 Will G. Bottje '55E (DMA), January 2018 Thomas G. Shannon '55,

December 2017

James F. Morris '48M (MD),

January 2018 Adelbert W. Ransom '56, November 2017 Neil E. Chapman '57, January 2018 Alice Taylor Gale '57. January 2018 Lynn Barber Retik '57N, March 2017 Charles F. Bath '58E (MM), January 2018 David V. Clough '58M (MD), December 2017 Richard Knapp '58M (MD), July 2017 Alexander R. Stoesen '58 (MA), November 2017 Henry J. Beetz '59S (MS), January 2017 Jerry Cassuto '60M (MS), January 2018 Donald J. France '60, January 2018 Harry L. Reiss '61, September 2017 Tony H. Dechario '62E, '63E (MM), January 2018 Joan Briele Fedkew '62N (MS), December 2017 Richard J. Suglia '62, January 2018 Lynn Lang Willard '62N, January 2018 Jeffrey A. Helterman '63, '69 (PhD), November 2017 Jerald L. Marsh '63. November 2017 James H. Warram '63M (Res), July 2017 Carolyn Wynn Cavaroc '64. January 2018 Genevieve Kaiser McQuillin '64N (MS), August 2017 Albert H. Merz '64E, December 2017 Suzanne Cohen Schlossberg '64. November 2017 Raymond S. Stomer '64, January 2018 Alan P. Van Kerkhove '64, '71 (MS), December 2017 Sally Charles Wedge '65, '72W (Mas), December 2017 Robert S. Zeiders '65M (MD). November 2017 Charles F. Friday '66, December 2017 Robert A. Rubega '66 (PhD), December 2017 Odd B. Sveen '66D, '67D (MS), December 2017

Roger W. Shaw '55,

December 2017

December 2017

January 2018

Bruce T. Patton '56,

Gladys Levy Kanack '56E,

A. Jean Lavin '56E, '60E (MM),

Phyllis Borsky '67, November 2017 Donald W. Justice '67E, '71E (MM), January 2018 Rexford E. Adelberger '68 (PhD), January 2018 Mary Ann Eells '68N (MS), '70W (EdD), November 2017 Girard A. Gugino '68D, August 2017 Patricia O'Leary '68 (MA), January 2018 Paul A. Wolman '68. January 2018 David R. Herrick '69, November 2017 William C. Smith '69 (MS), December 2017 Arnold S. Wolfe '69, January 2017 Alexander M. Kelly '70, December 2017 Robert H. Kessler '70, November 2017 Marianne Lafontaine DeBellis '71, August 2017 Ernest E. Evans '715 (MS), September 2017 Annie Miller '71. October 2017 Demetrios Polyzoes '715 (MBA), January 2018 Robert W. Boykin '72 (PhD), January 2018 **Catherine Redmond Lewis** '72 (MA), May 2017 Stan Orbach '72D. '76D. December 2017 Paul L. Moore '73W (Mas), November 2017 Elizabeth Bisnett Frey '74, '82 (MS), November 2017 Patricia Altman Glick '74. October 2017 John F. Mira '74M (Res), December 2017 Howard Amann '75M (Res). August 2017 William M. Abraham '76M (PhD), January 2018 Stephen E. Townsend '795 (MBA), January 2018 Tamara Mickel Hall '84E. December 2017 Peter Y. Kim '85, '91M (PhD), '94M (Res), December 2017 Susan Presberg-Greene '86M (MD), January 2018 John T. Dilko '88 (MS), January 2018 Laura Napolitano '91M (MD), December 2017 James M. Proper '91, '97 (MS), January 2018 Duane W. Roland '925 (MBA), November 2017 Mark D. Pomponio '93, January 2018

Books & Recordings

Books

Community Literacies as Shared Resources for Transformation

Edited by Joanne Larson and George Moses Routledge, 2018



Larson and Moses join with members of the city of Rochester community to tell a collective story of a project that joined University faculty, students, and city communi-R ty members together to

transform an urban corner store into a neighborhood hub. Larson, the Michael W. Scandling Professor of Education at the Warner School, and Moses, executive director of North East Area Development as well as Rochester Freedom Schools, touch on the themes of collaboration, social justice, and urban transformation.

Respectability and Reform: Irish-American Women's Activism, 1880-1920

By Tara McCarthy '05 (PhD) Syracuse University Press, 2018



McCarthy explores the roles, motivations, beliefs, and strategies of Irish immigrant women in late 19th- and early 20th-century American reform movements such as temperance, labor re-

form, suffrage, and Irish independence. McCarthy is an associate professor of history at Central Michigan University.

Successful Science and Engineering Teaching in Colleges and Universities (Second Edition)

By Calvin Kalman '70 (PhD) Information Age Publishing, 2017



In a follow-up to the 2008 edition published by Springer, Kalman presents an updated series of essays with the goal of helping students to "gain a better understanding of science as a

connected structure of concepts rather than as a toolkit of assorted practices." Kalman is a professor of physics at Concordia University in Montreal, Canada.

Approaches to Teaching the Works of Orhan Pamuk

Edited by Sevinç Türkkan and David Damrosch Modern Language Association of America, 2017



Türkkan, an instructor of Turkish studies in Rochester's Department of Religion and Classics, and Damrosch, director of Harvard's Institute for World Literature, bring together a series of es-

says by literary scholars that serves as a sourcebook of materials, approaches, and points of view on teaching the works of Nobel Prize-winning Turkish author Pamuk. Türkkan contributes an essay, "The White Castle: Reception, Paratexts, and the Politics of Translation."

Demoralized: Why Teachers Leave the Profession They Love and How **They Can Stay**

By Doris Ann Santoro '94 Harvard Education Press, 2018



Santoro, a philosopher of education, explores the concept of demoralization, to which, based on extensive interviews with teachers over a 10year period, she attributes much professional

dissatisfaction. An associate professor of education and chair of the education department at Bowdoin College, Santoro ends with a guide to "re-moralization" for teachers, union leaders, and school leaders.

James Baldwin and the 1980s: Witnessing the Reagan Era

By Joseph Vogel '14 (PhD) University of Illinois Press, 2018



Vogel, an assistant professor of English at Merrimack College, explores Baldwin's final decade, in which he argues that the novelist and essayist best known for his works in the 1950s and 1960s ex-

panded into new areas in the 1980s, offering groundbreaking insights on the social and psychological effects of popular culture and mass media.

The Eloquent Conductor: Basic to Advanced Techniques

By Glenn Price '86E (DMA) GIA Publications, 2016



Price offers a comprehensive guide to conducting for novices and professional musicians alike. A conductor and a noted authority on wind music, Price also serves as director of

performing and visual arts at the California Institute of Technology.

The Bomb Maker

By Thomas Perry '74 (PhD) Mysterious Press, 2018



Suspense writer Perry's latest novel pits the Los Angeles bomb squad against a lone terrorist mastermind who keeps a city paralyzed by fear.

Plakoto Board Game Strategy

By John Mamoun '04D (Res) CreateSpace, 2017



Mamoun offers strategy lessons for the game plakoto-a popular pastime in Greece and in several other Mediterranean countries, and similar to backgammon. The book includes more than 25

plakoto board game problems and solutions, several dozen diagrams, an explanation of dice probabilities, and additional features.

The Rock of Sarraka: **A Spirit Animal Adventure**

By Gary Karton '91 Brattle Publishing Group, 2017



In the second book in his Brody Boondoggle series for middle-grade readers, Karton journeys to Sarraka, a land of magic and spirit animals whose existence is threatened by a new villain. Former-

ly a reporter for the Washington Post, Karton is director of content for the nonprofit Safe Kids Worldwide.

BOOKS & RECORDINGS

No Path Home: Humanitarian Camps and the Grief of Displacement

By Elizabeth Dunn '91 Cornell University Press, 2017



Dunn explores the existential dimensions of humanitarian crises in a study based on her 16 months of immersion in a Georgian resettlement camp in the aftermath of the country's war with

Russia. Dunn is an associate professor of geography and international affairs at Indiana University-Bloomington.

Bve Student Loan Debt: Learn How to Empower Yourself by Eliminating **Your Student Loans**

By Daniel Mendelson '10, '11 (MS) BYE Student Debt, 2017



In an interactive e-book, Mendelson shares a customizable program for personal debt reduction. Mendelson is a technical sales director in the Memphis, Tennessee, office of the medical equip-

ment company Smith & Nephew.

Protest on Trial: The Seattle 7 Conspiracy

By Kit Bakke '77N Washington State University Press, 2018



of the Seattle Liberation Front-its leaders' arrests at a 1970 protest; their trial, imprisonment, and release; and their lives since, with reflections on protest then and now.

Bakke revisits the story

Bakke, a Seattle native, is an activist, writer, and retired pediatric oncology nurse.

The Digital Marketing Handbook: A Step-by-Step Guide to Creating Websites that Sell

By Robert Bly '79 Entrepreneur Press, 2018



Copywriter and marketing expert Bly shares tips for businesses to "turn their websites from cost centers to profit centers." The book includes lessons on how to make effective use of digital

marketing tools such as social media, as well as how to integrate a digital marketing plan with traditional outreach efforts.

Foxavier Loves Plinka

By Scott Talbot Evans '84; edited by Liesl Gaesser CreateSpace, 2017



Evans tells the story of a "quirky" protagonist "battling OCD and isolation, going through a series of counseling programs, encountering zany characters, and eventually meeting the

love of his life."

Things We Leave Unsaid: A Memoir Told in 300 Years

By Sharilyn Rediess '83 Cabin 27 Press, 2017



Rediess traces her family's three-century migration across North America "by ship, wagon, flatboat, prairie schooner, and train-until a Willys sedan delivered her Okie grandparents to

the Pacific Ocean." A writer in Rochester, Rediess explores the intersection between family stories and identity.

How to Run a College: A Practical **Guide for Trustees. Faculty. Administrators, and Policymakers**

By Brian Mitchell '81 (PhD) and W. Joseph King Johns Hopkins University Press, 2018



Mitchell and King present their approach to leading colleges and small universities, in which they argue "colleges must update their practices, monetize their assets, and focus on core

educational strategies." Mitchell is a past president of Bucknell University and Washington & Jefferson College and King is president of Lyon College.

The Black Tax: The Cost of Being Black in America

By Shawn Rochester '97 Good Steward Publishing, 2017



Rochester, founder and CEO of the financial edupany the Good Steward, surveys research showing extra costs that black Americans incur in various markets and offers strategies to offset those costs and create

new jobs and businesses in the black community. The book is part of the Good Steward Financial Empowerment Series, which also includes CPR for the Soul: How to Give Yourself a 20% Raise, Eliminate Your Debt, and Leave an Inheritance for Your Children's Children.

Recordings

Heritage: American Roots

By Owen Broder '12E ArtistShare, 2018



Saxophonist and composer Broder blends American folk, bluegrass, spirituals, and blues with modern jazz. Joining Broder in an

11-person ensemble is trombonist Nick Finzer '09E. The recording is the first as part of a partnership between Eastman and the crowdfunding platform Artist-Share to support the development of exceptional Eastman students and alumni.

Franz Liszt: Songs for Bass Voice and Piano

By Jared Schwartz '06E and Mary Dibbern Toccata Classics, 2017



Schwartz, accompanied by pianist Dibbern, performs songs that are among the more neglected parts of Liszt's oeuvre. The recording is

the first of Liszt songs-all of which were written for high or middle voices-transposed for a bass voice.

The Subject Tonight Is Love

By Kate McGarry, Keith Ganz, and Gary Versace '93E (MM) Binxtown Records, 2018



Multi-instrumentalist Versace, guitarist Ganz, and jazz vocalist McGarry perform compositions exploring connectivity, under-

standing, and the ups and downs of love.

Books & Recordings is a compilation of recent work by University alumni, faculty, and staff. For inclusion in an upcoming issue, send the work's title, publisher, author or performer, a brief description, and a high-resolution cover image, to Books & Recordings, Rochester Review, 22 Wallis Hall, Box 270044, University of Rochester, Rochester, NY 14627-0044; or by e-mail to rochrev@rochester.edu.

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Master Class

Becoming a Literacy Activist

A self-described literacy activist founds an organization to promote a culture of reading.

Interview by Karen McCally '02 (PhD)

I've been teaching high school now for almost 20 years. I recently had a 17-year-old student who had an 18-month-old, and I asked her, "What are you reading to your child?" And she replied, "Well, I'm not reading to her, Mr. Abrams. She's just a baby. She doesn't understand." I went into parent-to-parent mode and explained to her that this is a great time to start reading to her daughter. And then she said, "That's not part of my culture."

There are such things as book deserts, where there are whole blocks of homes where there are no children's books in the house. That's either because the parents don't have the money for them, or they don't know that having books in the home is important. I teach at a school where there's a lot of poverty. Almost 80 percent of the kids qualify for free or reduced-price lunch. I once asked my honors kids, "How many of you had books in the house growing up?" Most of them raised their hands. They read well, and they write well. I went to my other students, and very few raised their hands. The couple of kids who did were pulling As and Bs. So many of our kids fail classes. Kids who have books in their homes really don't.

A year and a half ago, I started a nonprofit, Book-Smiles. The first priority is to get physical books into the home. We've gathered and distributed **35,000 books in the community so far.** Because I work with teachers in my district, we give the books directly to the kids, through pop-up book fairs. I can set up a pop-up book fair outside the elementary school with a thousand books. And because most of the kids are walking home, they just take books en masse.

Larry Abrams '89

Home: Cherry Hill, New Jersey English teacher, Lindenwold High School; founder of BookSmiles.org

On "geeky English majors" and building a personal library: "My family always had books around the house. I was about 10 years old when I started my library. Once I hit college, that's when it became really important for me to collect a lot of books. I used to love going to used bookstores. That was part of the English major culture. You're basically putting your brain out there on a bookshelf. It was almost like a trophy, if you want to look at it that way, among us geeky English majors." **We also have the children distribute the books.** We're constantly telling kids, "In addition to taking some for yourself, take some others home to younger brothers and sisters and to babies in your life." Eventually, once they make it into the community, we want families to start sharing with each other.

I often have our town librarian at pop-up book fairs, and she passes out forms so people can sign up and go to the library. I think if people have books at home, they'll end up going to the library, because they'll want more. I'm not here to put libraries out of business, I'm here to get kids addicted to reading so that they'll see the library has an almost unlimited amount.

A big challenge for me is getting books in Spanish. When Curious George, for example, is in Spanish, it's almost a game-changer. But they cost. And that's where fundraising comes into play, because sometimes we have specific requests from ESL (English as a second language) teachers for books in Spanish. I hate saying no. But sometimes I've had to.

> Phones are ubiquitous, and that's also one of our biggest challenges. But I'm also seeing kids reading on their phones. I have one student who has dyslexia, and because he's reading on his phone, he can make the text really big. It makes it easier for him to track the words. And this is his book, his novel of choice. I'm finding phones work well for kids like this.

There are many book charities that sporadically donate a few books to children, which is certainly better than nothing. But we build relationships with teachers, turning them into literacy activists. They can flood thousands of donated books into their underserved schools and find creative ways to distribute them and encourage reading. I started a DEAR (Drop Everything and Read) program, and we have donated thousands of books to the adult ESL classes at the high school. We also have kids talk about what they're reading, and about the personal libraries they're building. When we teachers leave more time for kids to talk about their books, they're more enthusiastic about reading. When kids know that Johnny is reading his own books at home, then they want to do it, too.

The exciting thing is, the model is expanding. Other districts, and other teachers, are looking at what

we're doing. Planting the seeds now, I suspect by the time I retire we'll see a change in the way kids are reading and the way kids are writing. It's this crazy idea I have, but I think it's going to work. ⁽²⁾

Endowing a Dream

Eugene Ulterino '63 and Gloria O'Toole Ulterino '62 were the first in their families to attend college and they never forgot the help they received from the University that allowed them to attend and thrive at Rochester.

"If it had not been for the financial support I received, I would not have been able to graduate," said Gloria. After losing her father suddenly in her junior year, she was only able to complete her studies when offered additional scholarships. Gene credits the University with fully preparing him for law school.

Gloria, who has a master's in divinity and is active in lay ministry, and Gene, who retired from a career as a litigator, expressed their gratitude to the University on their 50th Reunion by making a bequest to establish the Ulterino Endowed Scholarship Fund.

Because of their generous planning, students will realize their own dreams of a Rochester education. "We believe that people deserve an opportunity to become who they can really be," they said.

The Ulterinos are members of the Wilson Society and the George Eastman Circle. Gene is cochair of the University's Lifelong Learning Advisory Council.



IMAGINE YOUR LEGACY. PLAN TODAY TO MAKE IT HAPPEN.

To learn more about naming the University as beneficiary of your estate and other planned giving methods, contact the Office of Trusts, Estates & Gift Planning (800) 635-4672 • (585) 275-8894 giftplanning@rochester.edu • www.rochester.giftplans.org/bequests



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MEDICAL EDUCATION Match Made in Medicine

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SETTING THE STAGE: Nichole Roxas '18M (MD) reacts after learning that she is heading to Yale-New Haven Hospital for the next stage of her medical education. Roxas, who plans to train as a child and adolescent psychiatrist, joined 100 of her classmates at the School of Medicine and Dentistry during this spring's Match Day, an annual event in which medical students across the country learn where they will go for residency training. PHOTOGRAPH BY MATT WITTMEYER