

September 21, 1999

MEMORANDUM

To: Members of the Duke University Board of Trustees

From: Nannerl O. Keohane

Subject: Summary of Activities

Much has happened since the Board of Trustees' May visit--most of it good--and I am pleased to provide this report of activities.

First, let me extend a special welcome to five new trustees who will be joining us for the first time in October: Dr. Edward G. Bowen, Nancy A. Nasher, Brandon H. Busted, G. Clark Smith, and Gwynne A. Young. Each of Duke's trustees brings distinctive experience and expertise to the Board, and I am confident that the university will benefit from the fresh insights our new members will offer.

Their first meeting as Trustees will be a real milestone as we also celebrate Founders' Weekend, the 75th anniversary of James B. Duke's extraordinary vision and philanthropy. University Marshal Pelham Wilder and his committee have planned a marvelous set of activities for Founders' Weekend. Several events are designed to show our gratitude to about one hundred members of the Duke family. They will be on campus to help us commemorate the transformation of Trinity College to Duke University and the university's remarkable achievements in its relatively short history.

Appropriately, the weekend will focus on the Duke family's contributions to the life of the university. It is particularly fitting that Trustee Emerita Mary D.B.T. Semans, James Buchanan Duke's great-niece and chair of The Duke Endowment (which also is commemorating 75 years of extraordinary service to the Carolinas), will deliver the Founders' Day convocation address. Two distinguished members of the Duke family, Professor Emeritus James H. Semans and Trustee Emeritus Anthony Drexel Duke, will receive honorary degrees for their contributions to the university and in recognition of all they have done to further the arts and culture in our society, and to help those most in need.

A highlight of Founders' Weekend will be the unveiling of a bronze statue of Benjamin N. Duke, Mary Semans' grandfather, in front of Baldwin Auditorium. It was Benjamin Duke's consistent involvement in Trinity College that set the stage for the creation of the university that "Buck" Duke ultimately endowed.

We also will be celebrating on Friday night the latest addition - the crown jewel - to our recreational facilities when we gather to honor Trustee Gary Wilson and Barbera Thornhill, and numerous other donors whose generosity has made possible the new Wilson Recreation Center. As you know, shortly after I came to Duke in 1993, the Trustees and I committed to improving the recreational facilities available to Duke students. As a result of generous support from Gary and Barbera, and from other Trustees and friends, Duke students now enjoy some of the finest facilities in the country.

OPENING OF THE ACADEMIC YEAR

The Class of 2003, among the most diverse and academically selective in our history, arrived in Durham on August 25. Ethnically, 14.2 percent are Asian, 9.7 percent are black, and 5.6 percent are Hispanic; all are exceptionally bright and dedicated young scholars. As usual, more of the class of 2003 comes from North Carolina than any other state, followed by New York, Florida, Virginia, California, Texas, Maryland, Pennsylvania, New Jersey, and Georgia. The top foreign countries of origin of this year's Duke freshmen are Turkey, Canada, Singapore, and Hong Kong.

Among the 1,641 students in the Class of 2003 are Duke's first group of University Scholars. Last year we announced the splendid \$20 million gift from Melinda and Bill Gates to help us begin this pioneering program that will expand teaching and research across traditional disciplinary boundaries and across generations of brilliant students. The 18 new "Unis" include eight undergraduates - five freshmen, one sophomore, one junior, and one senior - along with four graduate students and six professional school students. The freshmen are, as Vice Provost for Interdisciplinary Studies Cathy Davidson put it, among "the most adventurous students in America." Each of the undergraduates in the program is from family circumstances where robust financial aid is crucial to their ability to attend college, and each was heavily recruited by our major competitors. They tell us that Duke captured their interest because of the uniqueness of the University Scholars program and its commitment to make all of the resources of a research university available to undergraduates who have a special spark of creativity and want to do substantial, non-traditional work. We are extremely grateful to Melinda and Bill for their vision and for providing the support to make the University Scholars program a reality. The Trustees will have an opportunity to meet with the "Unis" later this year.

I also am pleased to report that the Angier B. Duke Scholarship Program recorded its highest acceptance rate ever this year when 18 out of 20 winners decided to come to Duke. The 18 students come from 12 different states and from India. Those who were finalists, but not A. B. Duke Scholarship recipients, were offered Presidential Research Fellowships, and four "PRFs" have also joined this class.

Once again, weather made the first few days of the school year a bit uncertain, particularly for our students and faculty at the Marine Lab in Beaufort. As you may recall, last year Hurricane Bonnie was approaching the state's southeastern coast when the freshmen moved in. This year it was Dennis, as fickle a hurricane as you'll ever see. It forced the Marine Lab to evacuate its island base and send incoming students to the Durham campus. Fortunately, Dennis only brushed Beaufort and missed it on its loop back to the coast, and all we got here was a lot of rain. Some minor leaks were reported in buildings around campus, but there was no significant damage. Hurricane Floyd also gave us a scare last week, and again the Marine Lab had to be evacuated. Here in Durham we mostly stayed safe. Our hearts have gone out to the many thousands of people in eastern North Carolina who have lost their homes, and some even their lives. As you would expect, the Duke community is opening its arms and wallets to help out.

LEADERSHIP APPOINTMENTS

We are all excited about the intellect and dynamism of Peter Lange, who became provost and chief academic officer on July 1. Peter met with the Executive Committee in August, and led a stimulating conversation about the planning process he is putting in place, one that will result in a comprehensive academic plan for Duke's future. A major priority for our upcoming meeting will be to discuss both the academic plan with Peter and the campus master plan that Executive Vice President Tallman Trask has been developing.

Peter has reorganized the provost's office. John Harer, who as chair of mathematics was instrumental in the rise of that distinguished department, has been named to the new position of vice provost for academic affairs, with special responsibility to support the strategic planning effort. Bruce Kuniholm has agreed to extend his term for

the next year as vice provost for international affairs and development. Cathy Davidson will remain vice provost for interdisciplinary affairs, also assuming leadership in the planning for our new John Hope Franklin Seminars for Interdisciplinary Studies in the Humanities. Jim Roberts has a title change to vice provost for finance and administration, which better reflects his range of responsibilities. Judith Ruderman has become chief of staff in the provost's office as vice provost for academic and administrative services. Graduate School dean and vice provost Lewis Siegel added interim vice provost for research to his portfolio this summer, taking on many of the duties Charles Putman held in the oversight of research support and development.

With the approval of the Executive Committee in August, Bill Chafe has been named vice provost for undergraduate education with responsibility for admissions and financial aid, and for coordinating undergraduate affairs across the university. Chafe continues to serve as dean of the faculty of arts and sciences. Dean Chafe has named Bob Thompson, former dean of undergraduate education, as dean of Trinity College, and has brought two truly distinguished faculty leaders into the dean's office: Karla Holloway, William Rand Kenan professor of English and African American literature, is the new dean of the humanities and social sciences; Berndt Mueller, James B. Duke professor of physics, is dean of the natural sciences.

We are delighted that Kristina Johnson, a leader in interdisciplinary research that melds light with electronics, has joined Duke this summer as dean of the Duke School of Engineering. Johnson came from the University of Colorado where she was a professor of electrical engineering and director emeritus of the Optoelectronics Computing Systems Center. Dr. Johnson, an internationally known expert in optics and signal processing, has been equally and justly celebrated for her commitment to teaching. Indeed, she won a regional Emmy nomination in 1991 for a 10-part educational television series, "Physics of Light." You will have an opportunity to meet Dean Johnson and the new leaders of Provost Lange's and Dean Chafe's academic team during our meeting.

In the School of Law, Clark C. Havighurst, William Neal Reynolds professor of law, has been named interim dean. A national search is underway for a successor to Pamela Gann, who as you know, is now president of Claremont McKenna College in California. Havighurst is a respected scholar and innovative thinker who has the confidence of both the faculty and staff at the law school, and will keep the school on track during its transition to new leadership.

The health system has also made some major appointments. Dr. Gary L. Stiles, a distinguished professor of pharmacy and chief of Cardiovascular Medicine who has been on the Duke faculty since 1981, has been appointed chief medical officer and vice president of Duke University Health System. Stiles is the senior physician helping to set strategic direction and ensure smooth coordination of patient care among health system physicians and those in the community. And Kenneth C. Morris, former senior vice president of finance for Mission+St. Joseph's Health System in Asheville, has been appointed chief financial officer of Duke University Health System. Morris will be providing financial management for the system, including financial strategy, budgeting and financial control, and tracking overall financial performance.

Mary T. Champagne has been reappointed dean of the Duke School of Nursing for the next five years. Champagne, who has a doctorate in nursing, has served as dean of the nursing school since 1991. Under her guidance, the School of Nursing has matured to gain national recognition for its academic excellence. And Betty Leydon, chief information officer and vice provost for information technology, has been reappointed to another five-year term. Leydon, who came to Duke in 1995, has initiated a variety of efforts to upgrade information technology services, including improved computer wiring in residence halls. Under her leadership, Duke created an award-winning program to organize students to help their classmates get on-line throughout our residence halls. She has also worked closely with colleagues in the Health System and faculty members across the campus to improve our administrative support systems and facilities for faculty research.

DUKE-DURHAM NEIGHBORHOOD PARTNERSHIP INITIATIVE

Another new face at Duke is Michael J. Palmer, who joined the university last month as Director of Community Affairs. As you know, the Trustees have given high priority to the Duke-Durham Neighborhood Partnership Initiative, a comprehensive, collaborative program with 12 neighborhoods near our campus and the seven public schools that serve them. Working closely with Senior Vice President for Public Affairs and Government Relations John F. Burness, Palmer will be responsible for overseeing the university's expanding partnerships with neighborhoods and schools near the Duke campus, as well as

Duke's relations with local governments. Few people in our community know Durham as well as Palmer, who has held a number of leadership positions in local government and most recently was deputy county manager.

Our partnerships grew this summer when Walltown Neighborhood Ministries Inc. and Duke Divinity School kicked off a three-year project aimed at strengthening families and community life in the Walltown neighborhood of Durham. Funded by a first-year grant of \$288,299 from The Duke Endowment, the project will provide support for Walltown Neighborhood Ministries and field education and service opportunities for divinity school students. We're particularly grateful for the support of The Duke Endowment in making this important component of the Duke-Durham Neighborhood Partnership Initiative possible.

"Wired for Learning," a Durham Public Schools' project we helped cultivate a couple of years ago, has begun to bear fruit. In 1997, we partnered with the Durham Public Schools to win a coveted \$875,000 "Reinventing Education" grant from IBM. Four pilot schools - Rogers-Herr Sixth Grade Center, Durham School of the Arts, Githens Middle School and Brogden Middle School - now have full Internet access to their Wired for Learning sites. Six remaining middle schools - Carrington, Chewning, Lowe's Grove, Neal, Shepard, and Communities in Schools Academy - have a Nov. 1 start-up date. Wired for Learning unites Internet access with Lotus Notes applications to increase communication among educators, parents and students, using both school-based and community-based computing labs, several of them in community centers and churches. Vice Provost for Library Affairs David Ferriero and Senior Assistant Librarian Laura Cousineau have led this exciting effort.

Although Duke Hospital has obviously been improving the health of North Carolinians for generations, the development of the Duke University Health System has made it easier for us to work more closely with leaders of Durham's health care community to support vulnerable populations. This point was brought home in a column in the Durham *Herald-Sun* last month by Chancellor for Health Affairs and CEO of the Health System Ralph Snyderman. Duke, for example, has invested millions of dollars in such programs as the Durham County Asthma Coalition, the George Watts Elementary School Wellness Center, the Southern High School Wellness Center, the Durham Wellness Partnership, the Durham County Flu Campaign, the Duke Hepatitis B Immunization Campaign, and the School of Nursing Breast Cancer Screening Program.

Now, another collaborative program between the county agencies and the Health System - including Durham Regional, Lincoln Community Health Center, and Duke Hospital - is about to be launched. It's called "Promising Practices" and targets three chronic diseases that disproportionately affect low-wealth neighborhoods - asthma, diabetes, and hypertension. In addition to Duke's partnerships and community initiatives, Duke Hospital and Health System continue to provide the largest proportion of health care for Durham's uninsured patients.

Meanwhile, we are in the process of collecting data that will enable us to understand the total economic impact of Duke on our city and region. A similar 1997 study showed conservatively an annual economic impact of \$2.1 billion.

DUKE RESEARCH

Our faculty's research has continued to receive national and international attention. In a report that received widespread media coverage last May, researchers found that Duke Forest plots bathed in a high carbon-dioxide atmosphere--the air expected to cover the earth by the year 2050--experienced a 25 growth increase over the first two years of a continuing experiment. If the world's forests were all to grow 25 percent faster 50 years from now, these results would suggest that woodland plant life could serve as a "sink" for about half of the expected carbon dioxide emissions from fossil fuel combustion that have led to great concerns about the greenhouse effect. Duke botany professor William Schlesinger and a colleague from the University of Illinois at Urbana-Champaign say such a high sustained uptake is unlikely because the Duke Forest trees in the experimental area are fast-growing loblolly pines at the peak of their growing stage. Nonetheless, the research, shows that forests have potential to "sop up" some of the increased carbon dioxide emissions produced by human activity. The research is funded by the Department of Energy.

Miguel Nicolelis, associate professor in the Department of Neurobiology, is among a team of researchers that have developed a way for laboratory rats to control a robot by generating specific brain wave patterns. The researchers' achievement raises the prospect that paralyzed humans might someday be able to control robotic appendages by transmitting complex signals from electrode arrays implanted in their brains. Funding for this research was provided by the National Institutes of Neurological Disorders and Stroke and from the Office of Naval Research.

Public policy professor Jay Hamilton, director of the Duke Program on Violence and the Media, reported to a U.S. Senate committee this summer that television networks schedule violent shows at prime viewing times to try to reach target audiences, with little concern for the impact these shows may have on children. While noting that the percentage of violent programs on prime time network television has dropped in the 1990s, his research shows that the four major broadcast networks were much more likely to air movies that deal with murder or family crime during sweep periods. He also reported a marked migration of violence-oriented programs to cable channels. The implications for the nation's children are significant because research shows that television violence increases levels of aggression, fear, and desensitization--the strongest impact being, sadly, on the youngest viewers. Hamilton's research is funded privately by an anonymous donor.

Another sobering report from Public Policy has garnered national attention. As debates in Congress over gun control were heating up, the Sanford Institute's Professor Phil Cook and three associates reported in the *Journal of the American Medical Association* that their estimate for the total taxpayer bill for health care and related costs for the more than

38,000 people in the U.S. who died from gunshot wounds in 1994, and the nearly 100,000 who were injured, topped \$1 billion. The research was supported by a grant from the Joyce Foundation in Chicago.

On a brighter note, recently announced research from physicians at Duke Medical Center offers the potential for improving the treatment of esophageal cancer. Duke researchers report they are one step closer to finding biochemical guide markers, certain tell-tale proteins that seem to signal the success or failure of chemotherapy, as well as resistance to radiation treatment, in esophageal cancer patients. The finding of such markers could lead to more effective targeting for such aggressive therapies, according to Dr. David Harpole, associate professor of surgery in the Thoracic Oncology Program, which funded the research.

A second report with anti-cancer implications came from Duke's Center for Genetic and Cellular Therapies. Duke cell biologist Christopher Nicchitta and associates discovered that an ancient protein can perform a decidedly modern function: stimulating the immune system to fight tumors. The protein is called calreticulin and belongs to a family of proteins called chaperones that are found in all mammalian cells and have relatives in

organisms as simple as bacteria and yeast. Nicchitta found through experiments in mice that the protein can act as an informant to the immune system, stimulating it to destroy skin cancers and thymus cancers. The work, which was supported by the National Institutes of Health, is part of the continuing effort to coax the body's own immune system to fight cancer.

Psychologist James Blumenthal and associates at Duke are focusing on another common condition - heart disease. With grants from the National Heart, Lung and Blood Institute, they reported that heart patients who experience wide emotional swings are more at risk for cardiac abnormalities than patients who remain on an even keel. They discovered that heart patients who score high for a personality trait called "emotional responsivity" are at up to four times higher risk of suffering from reduced blood flow to the heart, or myocardial ischemia, than patients with lower scores. Blumenthal says the good news is that doctors have many tools at their disposal - biofeedback, stress management, relaxation techniques - to help patients control emotional swings.

In news that comes as no surprise to our Divinity School, Duke psychiatrist Harold Koenig is building an impressive body of evidence documenting a relationship between church attendance and better health. His latest study looked at nearly 4,000 elderly North Carolinians and found that those who attended religious services every week were 46 percent less likely to die over a six-year period than people who attended less often or not at all. After controlling for factors that could influence death rates - such as medical illnesses, depression, social connections, health practices and demographics - the frequent religious attenders were still 28 percent less likely to die than others in the study. The size of the effect was so strong that it was equal to that of not smoking cigarettes! Dr. Koenig's research is funded by the National Institutes of Health.

In a preliminary study of arsenic pollution in Bangladesh drinking water sources, Duke hydrologists found evidence that surface waters, not just wells, may be contaminated. The scientists report that abandoning polluted wells in favor of ponds and surface reservoirs, as is advocated by the World Health Organization (WHO) and the Bangladesh government, may not always solve the problem as previously believed. The study was led by associate professor Stuart Rojstaczer in the Division of Earth & Ocean Sciences and supported by funds from a coveted National Science Foundation Presidential Young Investigator award to Rojstaczer.

ATHLETICS

Health studies also apply to our athletic fields. Coach K's dream of making a positive impact on athletes of all ages and talents came a step closer to reality when the first annual sports medicine symposium was held in July at the Michael W. Krzyzewski Human Performance Laboratory. More than 100 coaches and trainers learned about findings from the past year of Duke research in sports injury prevention and performance enhancement. Topics covered included differences in injuries between male and female athletes, teenage soccer injuries, the mechanisms of knee injuries, nutrition and sports psychology.

Shortly after Commencement, the women's golf team became the first female program at Duke to win a national championship. Overall, five different Duke teams earned Final Four berths last year, placing Duke 7th in the final standings for the 1998-99 NCAA Division I Sears Directors Cup. The cup is presented annually by the National Association of Collegiate Directors of Athletics to the best overall collegiate athletics program in the country. Duke ranked second in the nation among all private schools and first among ACC schools.

For the sixth time in seven years, Duke has won the 1999 American Football Coaches Association's Academic Achievement Award. Duke recorded a 100 percent graduation rate for members of its football squad when all 12 members of the freshman class entering in 1993 earned a degree. It's the tenth time Duke has received this

recognition in the 19 years that the Academic Achievement Award has been offered.

We have three exciting new head coaches - Carl Franks in football, Bill Hillier in baseball, and Jolene Nagel in volleyball. In the early fall national rankings, three Duke teams - men's and women's soccer, and women's golf - are among the top 10.

Among Athletic Director Joe Alleva's top goals when he succeeded Tom Butters last year were increasing the number of scholarships we offer our student-athletes and improving the quality of our intercollegiate and recreational athletic facilities. We have much good news on both of these fronts. This summer we announced that a \$5.5 million bequest from the estate of alumnus Tobias C. "Zollie" Sherrill will support as many as eight additional scholarships annually for Duke student-athletes. Sherrill was a 1951 Duke graduate, football letterman, and charter member of the Iron Dukes. Income from the \$5.5 million endowment will be directed to support athletic scholarships and, in recognition, an area of the new Schwartz-Butters Building will be named for him.

We also announced last month that the proceeds of a \$2.5 million trust established by Trustee Emeritus John Koskinen and his wife Pat will support female student-athletes and enhance the university's recreational and athletic facilities. The Koskinens established a charitable lead trust which is expected to generate more than \$1 million to establish the John and Patricia Koskinen Scholarship Endowment fund to support female student-athletes, \$300,000 for the renovation and improvement of the soccer/lacrosse stadium, and \$1 million to assist with the construction and maintenance of Duke's new West Campus recreational facilities. In recognition of their many contributions to Duke's academic and athletic programs, our refurbished soccer stadium has been named in honor of John and Pat.

And finally on the sports front, assistant women's soccer coach Carla Overbeck served as captain of the U.S. National Team that thrilled the nation by winning the World Cup. Coach Overbeck plans to take part in next summer's Olympic Games, but continues to work with Duke athletes as her schedule permits.

THE CAMPAIGN FOR DUKE

The Campaign for Duke continues to run ahead of projections, with more than \$940 million recorded through Sept. 20. This includes a record gift total of more than \$330 million this past year. Not only are these record results, they are among the highest yearly totals in the nation. All divisions of the university are making progress toward their goals. Particular goals - perhaps most notably annual giving, "bricks and mortar," and restricted programs - are ahead of expectations. As John Piva reported at our last meeting, a few other "buckets" - faculty support, graduate fellowships and unrestricted endowment - are behind. We continue to believe that we can reach our goals in all areas of the campaign, and are working hard to develop creative strategies to tackle the areas of greatest need. Peter Nicholas and John Piva will report on these continuing efforts at our meeting.

AWARDS AND HONORS

English Professor Houston A. Baker Jr., who joined the faculty this fall, has been named editor of *American Literature*, the oldest and most prominent academic journal in the field. *American Literature* is published quarterly by the Duke University Press in association with the Modern Language Association, the country's leading academic organization for the study and teaching of language and literature.

Orrin Pilkey Jr., whose outspoken efforts to conserve beaches in North Carolina and other coastal states have led to changes in how states regulate coastal development, is retiring as James B. Duke professor of geology at Duke. The good news is that Professor Pilkey will continue as director of the Program for the Study of Developed Shorelines, which he founded in 1986, in the Earth and Ocean Sciences Division of Duke's Nicholas School of the Environment. He also will continue to teach some geology field trip courses for undergraduates.

Myrna Adams, vice president for institutional equity, has been cited by *Black Issues in Higher Education* as part of a small group of national leaders who have made outstanding contributions in equity in higher education. Adams was among 15 faculty, administrators, and advocates listed by the magazine as leaders in the effort to improve the lives of students of color and to open the doors of opportunity.

ACADEMIC INITIATIVES

With increasing recognition of the importance of medical ethics in these changing times, the university has created the Duke Center for the Study of Medical Ethics and Humanities. The interdisciplinary center will be headed by Dr. Jeremy Sugarman, a medical ethicist with appointments in both medicine and philosophy. Dr. Sugarman has played a critically important role in efforts led by Chancellor Snyderman and Medical School Dean Ed Holmes to develop Medical Center institutional review boards. Pediatrician Peter English, the Josiah Charles Trent associate professor of the history of medicine, has also been named associate director of the center.

As in all fields, effective church leaders are made, not born. The Reynolds Leadership Program, a three-year, \$720,000 initiative funded by gifts from Royce and Jane Reynolds of Greensboro and the Parish Ministry Fund, is helping launch a new Duke Divinity School program--beginning this fall-- dedicated to the premise that the development of leaders should extend far beyond seminary education. While a thorough study of the scriptures and tradition forms a strong foundation for a pastoral career, clergy must continue their growth and learning after ordination to be effective leaders for their congregations. This endeavor is being directed by Associate Dean for Continuing Education and Strategic Planning Janice Virtue.

The Center for Documentary Studies has launched a national project involving photographers, folklorists, oral historians, and radio documentarians to undertake a firsthand examination of a cross section of America to document the end of the 20th century. Called "Indivisible," the project will chronicle grassroots activism and commitment in 12 communities across the country, from volunteer crime patrols in Delray Beach, Florida, to marine conservation along the North Pacific Coast of Alaska, and from migrant farmworker home building in the Rio Grande Valley to youth empowerment on Chicago's Southwest Side. Indivisible, one of the most ambitious national social documentary projects to be undertaken in decades, is supported by a \$2.4 million grant from The Pew Charitable Trusts.

A rich archive of print and television ads from Wells Rich Greene BDDP, at one time among the most successful advertising agencies in the industry, is now available for public use at Duke Libraries' John W. Hartman Center for Sales, Advertising and Marketing History. Having gone out of business last year and donated its 32-year historical archive, the agency is remembered for having created many well-known commercials and product slogans over the years, such as "I can't believe I ate the whole thing"; "Try it, you'll like it"; and "Flick my Bic." Library staff members have spent the past 10 months organizing and preparing the archive for public use.

Duke and the University of North Carolina at Chapel Hill are establishing a joint Rotary Center for International Studies in Peace and Conflict Resolution, where scholars can learn about conflict resolution and the promotion

of international understanding. The Duke-UNC partnership will be one of seven new centers around the world established with funding from The Rotary Foundation to support graduate training in fields related to international cooperation and conflict resolution. Courses will emphasize democracy building and sustainable development in the areas of shared natural resources, environmental policy, and public health.

EMPLOYEE RECOGNITION AND RELATED ISSUES

We had the opportunity to recognize 2,042 long-time employees last month at the "Night of 2,042 Duke Stars" as part of our Employee Appreciation Week. No star shone brighter than University Marshal Pelham Wilder as he marked a half-century of service to Duke. As I noted in presenting Pelham with his 50-year certificate, "Simply put, Duke would not be Duke as we know it had Pelham not chosen to join the chemistry faculty 50 years ago. His knowledge of Duke's traditions and the principles and history which undergird them is as legendary as is the role he has played in shaping the lives of generations of Duke students." Employee Appreciation Week gave the university community an opportunity to thank people across the campus who provide service every day and every year and who make Duke the remarkable place it is. Vice President for Human Resources Clint Davidson and Director of Employee/Labor Relations Mindy Kornberg deserve our thanks for leading the planning effort for this year's successful week-long celebration.

Once again, Duke employees are joining with others in our community to support people across Durham who need help. Our 1999 United Way-Duke Partnership Campaign kicks off on Sept. 24 with a goal of \$850,000, up more than 300 percent from where we were five years ago. More than 400 Duke volunteers have been recruited by our three co-chairs - Associate Vice Chancellor for Medical Center Administration Bobby Clapp, Special Assistant to the Executive Vice President Dan Rodas, and Vice Provost for Academic and Administrative Services Judith Ruderman - to increase awareness of the benefits of giving through the campaign to support charities across the Triangle.

Duke and the local bargaining unit for the American Federation of State, County and Municipal Employees have reached agreement on a new three-year contract covering about 850 service employees. The agreement provides wage hikes of 3 percent for each year of the three-year contract. It also sets mutually agreed upon standards for employee attendance. The contract, which replaced one that expired at midnight June 30, covers housekeepers, food service workers, grounds keepers and sanitation drivers.

The National Labor Relations Board has turned down a request to review its regional office's earlier denial of a petition by the Durham Police Officer's Association to be union representative of the Duke University Police Department. The NLRB regional office in Winston-Salem ruled June 11 that federal law prohibits certification of bargaining units that are composed of guards when an affiliated union has members other than guards. The NLRB said the Durham Police Officer's Association is affiliated with the International Union of Police Associations, which is a member of the AFL-CIO.

In July, part-time bus drivers for Duke Transit voted to be represented by the Amalgamated Transit Union, which represents Duke's full-time bus drivers. The election occurred July 28. Duke has 31 drivers who basically work during the school year and 13 full-time drivers already represented by the ATU.

ALUMNI AFFAIRS

On the alumni front, I have continued a series of meetings around the country. My travels, since we last met,

have included meetings with alumni and friends in Dallas; an alumni reception in Portland, Oregon; and, of course, the wonderful dinner hosted by Bill and Melinda Gates at their home in Washington state, which many of you attended, to which major donors to The Campaign for Duke were invited. My fall schedule includes meetings with alumni in Cleveland, Columbus, New York, and Ottawa and Toronto, Canada. I find these visits with our graduates to be wonderful opportunities to learn how they feel about Duke and how we can engage them actively in the life of the university.

The Duke Alumni Association has selected KOZ.com to create a system that will allow Duke alumni to create personal or group homepages to reunite friends, dorm mates, fraternity or sorority members, graduating classes, and local alumni chapters, among other groups. Via DukeAlumni.com, university alumni worldwide can connect by creating newsletters, marking alumni reunion dates and gathering times on calendars, chatting with Duke alumni in private chat rooms, posting photos and e-mailing other Duke alums or campus groups. Director of Alumni Affairs Laney Funderburk says this latest development allows Duke to extend its reach and stay in touch with graduates around the globe.

And speaking of virtual communities around the globe, Duke has been in the news a great deal over the past few years for its leadership in efforts to improve conditions of workers in overseas clothing factories. Duke and four other universities are joining forces this fall to create a pilot program aimed at monitoring the compliance of apparel manufacturers and subcontractors with new fair labor codes at their factory sites. Other pilot project campuses are Boston College, Georgetown, the University of North Carolina at Chapel Hill, and the University of Wisconsin at Madison. All are members of the Fair Labor Association, a coalition of government agencies, universities, apparel manufacturers, and other groups working to ensure compliance with fair labor standards. Duke's Jim Wilkerson, director of Stores Operations, was elected this summer to the Fair Labor Association board.

AND FINALLY . . .

For the last 91 years, Washington Duke has sat quietly - legs crossed, face pensive - and kept watch over the comings and goings on East Campus. On July 19, workers unbolted the 2,000-pound bronze statue from its granite base, hoisted it onto a trailer and sent it on its way to Cincinnati, where the venerable Mr. Duke was cleaned and restored. He returned safely to his perch last month and once again is keeping a non-judgmental eye on Duke's original campus and the activities of our first-year students. Though his regard is somewhat aloof, I know he joins me in welcoming the Trustees back to campus as well.