BRINGING BUSINESS ETHICS to the table
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have had the honor of serving as Duquesne’s president for just over a year and a half. During this time, the University has had some remarkable successes. I would like to highlight three.

Last fall our Admissions Office, working with our deans, brought us our largest freshman class ever — about 1,500; counting transfers it’s over 1,600 new students! We are a bit crowded on the Bluff now, but pleased by such a strong demand for a Duquesne education. Even better, this is our brightest freshman class ever, judging by average SAT scores and high school performance.

We have also had a strong year in University Relations. At the end of the last fiscal year, we set a record for the percentage of alumni who donated to the University. Midway through this year, we are on track to break that record. I continue to be deeply impressed by the loyalty and commitment of Duquesne alums.

Finally, after multiple and careful national searches, we have assembled a new leadership team for the University. In the last 18 months, we have hired three new vice presidents, three deans and three directors of major areas. Replacing this many executives in a short time was a challenge to our many search committee members, but it has paid off already with new perspectives, energies, and skills in areas vital to the University’s future.

Time is on our minds these days because this year we are celebrating the University’s 125th anniversary. We began in 1878 with six faculty and 40 students in rented space. Today we are one of America’s leading universities with 400 faculty and nearly 10,000 students in a model city campus. Most importantly, in our 125 years, we have produced over 82,000 alumni — men and women who have changed their lives, their families, and their communities for the better because of their Duquesne University education.

We are proud of this legacy and determined to advance it. Our new Strategic Plan is the blueprint for the start of our next 125 years. It clarifies our priorities and focuses our efforts. It will also shape the next capital campaign. The Plan is animated by a vision that surely would have seemed an impossible dream to our founders as they struggled for survival in 1878. But what they and subsequent generations of the Duquesne family have accomplished makes this vision possible for us today. We intend to enter the first ranks of American Catholic higher education by emphasizing our Spiritan identity and mission, enhancing the quality of our students’ experience, and developing our national reputation for academic excellence.

I wish you and your loved ones the very best in our anniversary year. All of us at Duquesne ask for your continued prayers and support.

Sincerely,

Charles J. Dougherty, Ph.D.
President
BRINGING BUSINESS ETH
Bringing Business Ethics to the Table

David M. Mastovich, editor of the Duquesne University Magazine, addressed the topic of business ethics with James C. Stalder, dean of the A.J. Palumbo School of Business Administration and the John F. Donahue Graduate School of Business; James F. Weber, Ph.D., director of the Beard Center for Leadership in Ethics; and R. Pete Vanderveen, Ph.D., dean and professor for the Mylan School of Pharmacy and a board member for Mylan Laboratories.

Mastovich:
Recently, a number of high-profile cases (Enron, WorldCom, Adelphia) have made headlines and brought the issue of corporate ethics to the forefront. Do you think these scandals are isolated incidents or are they symptomatic of a widespread problem?

Stalder:
I am absolutely certain they are isolated exceptions. There are more than 17,000 SEC-registered companies that trade in the marketplace. All of them have certified financial statements; all of them have management who have exercised a lot of solid ethical judgment to run their companies as they have. How many are bad companies? Let’s do the math — one percent would be 170 companies — and I don’t believe there are 170 bad cases out there at the present time.

Weber:
I would simply agree that breaches of ethical conduct make the news. If you ask 100 CEOs what their corporate processes were, my guess is that 99 would come back and say ‘we are following the law and doing what we are supposed to be doing ethically.’

Vanderveen:
That would be my impression — that they are isolated cases. I can tell you that as a board member for Mylan Laboratories, there is certainly a lot of trickle down in the rules and procedures that we have to follow now. In my opinion, perhaps these are the reactions that are pretty typical once you have some bad players.

Mastovich:
The problems might have occurred with only a few companies, but the wrongdoing has had an impact on the economy and led to the passing of Sarbanes-Oxley legislation aimed at reforming the accounting industry and enacting new penalties for chief executives convicted of cooking their companies’ books. The public perception seems to be that the problem is significant.

Weber:
We have in society different pockets where we see people violating rules and norms. And we punish those people like we are doing here and it is important to do that. But I don’t think this is a symptom that we have widespread problems with corruption. I do think there is a strong concern. The impact that Enron had was so strong throughout the country and we are starting to see more of an impact on the stock market and other things. We have to address it, but I do not think we have a widespread panic.

Stalder:
When you have compensation packages tied to a rapidly moving stock like Enron, people start equating what that means — including average everyday employees — and they completely throw out all the rules of balanced investment. There were 17...
investment options with the Enron 401(k) plan. And 68 percent of their money went into Enron stock, which violates the basic rules of asset allocation. The employees knew that, but what drove them was the tremendous escalation of price. When you mix in a tremendous escalation, people lose good sense. Greed takes over at all levels.

Mastovich: Let’s talk about some of the significant changes that have happened as a result of the recent high-profile cases.

Weber: I guess what I can see going on is a reactive regulatory response. Just like ten years ago when the U.S. Federal corporate sentencing guidelines were a reactive response. When the Enron case hit the news, the first thing I did was check the textbook I have been using because Enron had been used as an example of a pretty good company. And, in fact Enron had a marvelous ethics program in place. We know that all these programs or outside pressures are not necessarily going to be effective because ethical behavior comes down to the individual.

Vanderveen: I think there has certainly been an emphasis to separate employee board members from outside directors and to involve directors a lot more in the true decision making versus rubber-stamping. But, it becomes pretty ominous when you look at all those rules the SEC passed. Some of them are good, but most companies had been following them in principle prior to the legislation.

Stalder: There is a danger anytime the government tries to set rules — witness your tax environment. When the government gets involved as they have with Sarbanes-Oxley, you can bet that it will create serious questions. Is it going to be an impediment to good business? I think one of the most difficult jobs in the near term will be individuals who are willing to take the risk and serve as an audit committee member and be the one who is practically designated as the certified financial expert for the board.

Mastovich: How does a non-financial person juggle that responsibility?

Vanderveen: The way Mylan does it is by having four levels of audit: internal auditors, an internal consultant group that looks at what the internal auditors did, an outside group and the Audit Committee made up of outside directors. So, there are really four pairs of eyes looking at the books.

Stalder: The role of the board is to say ‘Timeout management. What are you doing?’ You need to know how to ask the right questions.

Vanderveen: That is perhaps why I was selected to be on Mylan’s board, because of my understanding of the pharmaceutical industry. So the thing that I think I bring to the board is asking questions pertinent to the industry.

Mastovich: What systems can be in place to foster the ethical behavior before it gets to the board level?

Stalder: I think the behavior is set at the top. The boss says that if you do something that is improper, you are fired. This system will work except when the boss is corrupt and that is where the board comes into play. The board has to be alert. So it all ties
together and it is a practical matter. The ethical behavior is closely tied to the punishment.

It is as simple as highway driving rules. If you break the law and get caught, you pay a penalty. If you severely break the law, you go to jail. The companies that broke the law have been or will be punished.

Weber:
I would again talk about the Enron program. Enron had a clear focus of values, a commitment by senior leadership, codified values in a code of ethics, established enforcement and procedures, ethics training and internal whistle blowing. Now all that was in place and some of it failed. So what can you set up as a correct practice? The accounting industry had become the oversight watchdog and there are certainly issues of independence that have become clouded.

Stalder:
The accounting industry does serve as the watchdog. If we think that the accounting industry has substantially failed, then we have to replace them with another system. I do not think anyone honestly believes that. We have to recognize that 99 percent of the audits did produce the expected results.

“I think behavior is set at the top. The boss says that if you do something that is improper, you are fired. This system will work except when the boss is corrupt . . .”

James Stalder
Mastovich:  
One of the major issues that gets a lot of media coverage today is executive compensation and how it has escalated in recent years. What are your thoughts on payment and incentives for top management?

Stalder:  
The whole issue of incentive with compensation has been around for a long time. And it is most evident in the sports arena we all see. There is a concept in our free enterprise system that the market will prevail. So, admittedly boards get together and try to hire a targeted replacement for the CEO and they have got to pay what the marketplace demands.

One might argue that an executive should not be compensated with stock because he or she is going to be influenced in decision-making. But the historic argument is, give people a piece of the rock and they will work harder, you will get more out of them. That is pretty well established and a proven human trait. But at this level does it cause behavior that is unethical, unwise, immoral? Do you throw the baby out with the bath water and say ‘no more stock options?’

Vanderveen:  
One of the interesting things that just happened occurred with the GlaxoSmithKline merger. Glaxo is a U.K. company, and in Europe, CEO compensation is markedly lower than in the U.S. There was a movement to bring in line compensation of the CEO of the new GlaxoSmithKline with the compensation of CEOs of the other large pharmaceutical manufacturers, such as Pfizer. The increased compensation was actually stopped because of the uproar of shareholders. But in comparison, the increase would have put GlaxoSmithKline’s CEO compensation in line with Pfizer’s CEO compensation.

I think that executive compensation probably is excessive in this country. But then again the salaries in professional sports are excessive as well. If you want the top talent you have to pay for it. As a board member, I would look at how the compensation and incentives are structured. Is the incentive for short-term or long-term performance? I would want to see someone who has a long-term commitment to growth, profitability and ethical behavior. And I think you can structure those compensation packages to minimize the tendency to try to just meet Wall Street’s expectations. In the end, it all comes back to individuals thinking through and making good ethical decisions that are in the best interest of the shareholders.

Mastovich:  
Let’s touch on that for a minute. What do we do at Duquesne to help students learn how to make good ethical decisions?

Vanderveen:  
In pharmacy, obviously ethical questions come up frequently. We discuss ethical dilemmas in certain situations and students are asked to think about those and try to figure out what they would do in that particular situation. Fortunately, an institution like Duquesne has a lot of other things for undergraduates that try to instill those kinds of principles in them. I don’t think you can do it in one or two courses.

Weber:  
Probably one of the silliest questions was asking whether any of the Enron executives had ever taken an ethics course, as if one course for a couple of hours a week would change your life. But the approach I think is important is symbolized in the curriculum we have, where ethics is considered a decision-making skill. If we are expecting...
students at least to have the potential to be ethical decision makers we have to give them the tools. We don’t teach them values, those are formed by the age of seven. But we do give them specific tools to recognize ethical situations, to look at ethical alternatives and to pick the most ethically supported decision.

Mastovich:  
You mentioned teaching them skills and providing students with specific tools. Can you talk about those tools for a moment?

Weber:  
We talk about the three R’s of ethics: recognition, reasoning and resolution. Recognition is important because many people who are surveyed in companies do not recognize that most of what they do has ethical consequences. ‘I’m just making an acquisition of a company. I’m just filling out an audit report.’ There are ethical issues in virtually everything we do. The reasoning skill emphasizes the focus for the decision maker. We go through some reasoning skill issues and look at consequences and principles. The resolution part is one that is hard for some graduate students because they can get the right answers quickly but then some ask: ‘how does this get resolved in the workplace?’ They will say things like, ‘I know this is the right answer. But all the

“... the approach I think is most important is symbolized in the curriculum we have, where ethics is considered a decision-making skill.”

James Weber
compensation, all the modeling from my senior management says do the opposite.’ We teach that there are ways in which you can resolve a problem through organizational context. Does your company have an 800 whistle blower number? Do you have an ethics person to go to, someone who can hear what is going on? So that is a kind of skill-based framework that we use.

We are also trying to develop a code of ethical behavior for the business school to tell the students exactly what our expectations are in terms of things like cheating and plagiarism and other unethical behaviors. We have set up enforcement procedures. There is punishment involved. And then you reinforce it through the course and subsequent classes so the students go through Duquesne University thinking this ethics stuff is really important. That is a really big plus and we need to reinforce that.

Mastovich:
I would like to close by asking each of you, has ‘Corporate America’ learned from the recent incidents? Are we headed in the right direction and making the necessary changes to reduce the likelihood of future scandals?

Stalder:
I would interpret all of this as a healthy reminder of what ‘doing right’ is all about. I honestly believe that the result will be a tremendous focus on doing the right thing.

“I think one of the fallouts will be that it will be much more difficult to get qualified board members.”

R. Pete Vanderveen
Weber:
I would follow up on that with something that concerns me, the concept of what I call ethical schizophrenia. This concept involves people believing that they can set aside their values and ethics when they go to work and operate by a different set of principles or rules because of competition or short-term focus or whatever it might be.

I think these unfortunate situations will remind people that the ethical values they apply in their personal life, community relations, and family relations are also good values for business. I think we are now reminded in a shocking way by the consequences of these corporate scandals that you need to maintain a focus on ethics no matter what you do — when dealing with children, or dealing with employees, customers or stockholders. And hopefully these incidents will remind people that ethics and values are important.

Vanderveen:
I think overall that management is going to be more accountable, boards are going to be more accountable, and so are the stockholders. I don’t like the fact that government is really mandating all of this because then it becomes fodder for lawyer’s fees, etc. That’s why I think one of the fallouts of this will be that it will be much more difficult to get qualified board members. But overall I think the future looks positive. Most corporations won’t change dramatically because they have been operating in ethical ways and will continue to do the right thing.

“...the end result will be a tremendous focus on doing the right thing.”

James Stalder

Everybody got a wake-up call. And we’ve just gone through a painful, painful experience. And I think it will be healthy in spite of all the burden. The net positive I see is that it has refocused us. The corporate board people will pay attention at the financial disclosure meetings. They will challenge management and management will be far more hesitant to be unrealistically aggressive. I think they are all positive consequences. And the ultimate positive aspect of this is that we will have better board members, better management, better auditors and a better business climate.

**Ethics and the Individual**

by Eleanore W. Holveck, Ph.D., Associate Professor of Philosophy

The German philosopher Immanuel Kant is famous for arguing that it is always wrong to lie. The purpose of speaking or writing is to communicate one’s thoughts to others. A person who speaks or writes the opposite of what she truly believes is contradicting the very purpose of speaking and writing; in effect, speaking and writing become useless. Even lying cannot succeed unless the listener believes that the speaker is telling the truth.

Accounting is the language of business, and if this language does not embody the truth, the entire enterprise breaks down. What is the position of a potential investor who cannot determine if a financial statement is true or if it is the product of a clever fiction writer whose moral state does not rise to the level of a bank robber’s? After all, a robber waves a gun in your face and cries, truthfully, ‘Your money or your life.’ He does not seduce one into handing over that same money with the false promise of a decent retirement.

One out of a hundred businesses
breaking the rules is disturbing to an ordinary person. My health care plan enrolls 500 physicians. Suppose I suspect that five of these will lie about the true state of my health, perhaps recommending an unnecessary operation simply to earn a large fee. Whenever I have a problem, would I have to consult at least eight physicians to make sure that at least some of them are telling the truth? And suppose my health plan has far more than its share of the scoundrels, given that the statistic reflects all the physicians in the U.S.? How many physicians would I have to consult before I could be sure of obtaining anything resembling the truth?

A glance at an arbitrarily chosen newspaper, let us say the edition of The New York Times published the Sunday before Christmas, presents some of the serious consequences of unethical conduct. One article informs us that the states of Nevada, Washington, Oregon, and California are pursuing criminal investigations of five corporations including Enron; California claims that customers of electric companies lost $9 billion from the manipulation of the energy market. In one small county in the state of Washington alone, where electric bills have risen 50 percent, 14,000 customers have had their power shut off because they cannot pay their bills. I imagine one of these customers to be a woman who cleans houses for a living, as described by Barbara Ehrenreich in her recent book, “Nickel and Dimed.” This woman’s employer charges customers $25 an hour for her services; the woman receives $7 an hour. She can barely afford an apartment; she cannot afford health care for her children. I imagine an elderly woman who has to choose between electricity and a drug that keeps her blood pressure at a healthy level.

Another news article cites Fortune magazine for the statistic that the annual compensation for the top 100 CEOs in the United States went from $1.3 million in 1970 — 39 times the pay of the average worker — to $37.5 million in 1999, more than 1,000 times the pay of ordinary workers. Is it any wonder that CEOs have little understanding of the lives of women who clean their houses and offices?

All of us in the United States have to face and acknowledge responsibility for some of the consequences of our economic and political system. One out of six of our children lives in poverty, set at under $18,000 a year for a family of three. Forty percent of Americans have no health care insurance. If we were people of good will, of good intentions, who promote the common good, would we tolerate this?

During my years of teaching ethics I have tried to encourage students to reflect on their moral intentions. Whether one follows a Kantian morality or the utilitarian principle that one must act for the social good, morality requires that one look beyond one’s own limited point of view and attempt to act for the good of all. Good intentions must lead to choosing freely to perform good actions and to taking total responsibility for the results of these actions, even unforeseen results. Perhaps the actions of those among us like the Duquesne University Volunteers more truly represent the Spirit that gives us all life than any course that I teach. To feed the hungry, to clothe the naked, to visit the sick. These are actions that lead to a wisdom which far surpasses our understanding. May we all seek to incarnate this truth.

“All of us in the United States have to face and acknowledge responsibility for some of the consequences of our economic and political system . . .”

Eleanore Holveck

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Alumni and Friends Invited Back to CARNIVAL

Alumni, friends and all members of the Duquesne University community are invited to the 52nd annual Carnival on Feb. 20-22 in the Bubble over Arthur J. Rooney Field. Sponsored by the Office of Greek Life, Honor Societies and Professional Organizations, Carnival includes performances of musical comedy shows by members of Duquesne's Greek fraternities and sororities, as well as its service organizations.

This year marks the return of the James F. O'Day Alumni Award, to be presented to the most popular show. A 1952 graduate and member of Duquesne’s Board of Directors, O’Day is a member of the Kappa Sigma Phi fraternity and is credited with being one of the students who founded Carnival. Carnival also includes student organization-sponsored booths for food, face painting, games and other activities. On Saturday evening, The Clarks, a Pittsburgh-based band, will perform in the Duquesne Union.

“Carnival is the single oldest campus event and tradition at Duquesne. It is an event that brings together all elements of the University and Pittsburgh community for charitable purposes, and more importantly, lifelong memories,” said Ron Shidemantle, director of Greek Life, Honor Societies and Professional Organizations. “The event directly ties into the University mission statement in that the Greeks work to raise money for charity.” Proceeds from the concert and activity booths will directly benefit the Make-A-Wish Foundation.

“We invite Duquesne alumni and friends to come back and enjoy themselves and see how Carnival has been transformed during the last few years. It’s turned into an even better event and, now that it’s under the Bubble, inclement weather is no longer a problem,” said Andrew Madden, director of Carnival and a senior in the Sigma Nu Fraternity.

Show times begin at 6 p.m. on Thursday and Friday, Feb. 20-21, and at 1 p.m. on Saturday, Feb. 22. For more information on Carnival, e-mail Madden at madden712@duq.edu.

DU Alumni Around the Country

Our Alumni Relations team, together with University leaders, visited alumni and friends throughout the country this past fall. Duquesne supporters turned out in force at brunches, lunches, dinners, Tamburitzans’ performances, and sporting events in Chicago, Detroit, Pittsburgh, West Chester and New York. In 2003, Duquesne will host special events in Florida, Ohio, Virginia, Maryland, Washington, D.C., and Puerto Rico, to name a few places. To find out if Duquesne is coming to your community, visit www.alumni.duq.edu/upcoming.html.
Occupational therapists (OTs) are rehabilitation specialists who use different interventions to achieve a common goal: to maximize functional ability, independence, and quality of life among people who have limitations.

For some populations, however, regaining function and independence requires a more comprehensive therapeutic touch. The John G. Rangos Sr. School of Health Sciences is preparing a cadre of occupational therapists to do just that.

Through its unique Practice-Scholar Program, Duquesne is addressing the health and wellness needs of underserved communities with a major focus on marginalized individuals. Using a holistic, occupation-based approach that attends to the physical as well as psychological, social and cultural needs enables OTs to improve the quality of life for individuals.

More than $500,000 in competitive grants — a 100 percent funding rate — was acquired to begin the Practice-Scholar Program in 2001. However, the seeds for developing these community-based models were planted more than a decade earlier.

“This model was created to reconnect our students with ‘best practice’ models in emerging community-based practice areas,” explained Patricia A. Crist, Ph.D., OTR/L, FAOTA, chair and professor of the OT department at Duquesne. “The goals are to apply theory and scholarship in everyday practice and to demonstrate active engagement in responsible fieldwork education. Except for school-based service delivery, OT practice in this region was only in traditional medical sites. Occupational therapy’s best applications occur in the everyday activity environment for individuals.”

One faculty member who embraced the new initiative is Anne Marie Witchger Hansen, M.S., OTR/L (pictured opposite), an OT instructor and practice scholar who formerly served as a lay missionary. “I have been an activist for peace and social justice for many years. I am a lay member of the Spiritan community and an OT committed to enhancing the health and wellness of our community, especially to those who have the greatest needs,” Hansen said.

Through the Practice-Scholar program, the OT department has established several partnerships with unique community coalitions. For example, through collaboration with Goodwill Industries of Pittsburgh, three OTs are working at the Allegheny County Jail promoting productive community re-entry. In addition, two occupational therapists are funded through grants for Project Employ, a program that provides life management skills to formerly homeless men and women at Bethlehem Haven, a women’s shelter in Pittsburgh.

A third Practice-Scholar program, Good Beginnings, helps children with multiple challenges develop their abilities from their interaction with their environment. Directed by faculty member Jeryl Benson, M.S., OTR/L, BCP, this program works in partnership with Duquesne’s Speech-Language-Hearing Clinic.

The innovative OT interventions carried out at each site include intensive individualized supportive employment services (for the adult programs), case management and life skills training. Services are provided within an interdisciplinary model designed to improve each participant’s overall health status and quality of life. Students engage in service learning, fieldwork and research in each site as part of their studies.

“Our Practice-Scholar program is not only unique to Pittsburgh, but to most of the country as well. It embraces teaching, scholarship and service, and is uniquely reflective of the University’s mission.”

Anne Marie Witchger Hansen
helping HANDS
After more than 30 years and countless contributions to Duquesne University and its Department of English, Jay Keenan, Ph.D., still hasn’t given up his Burt Mustin dream.

Mustin, a good friend of Keenan’s father, left his post at U.S. Steel at age 65 to venture to the bright lights of Hollywood during the 1960s. There, he landed recurring guest star roles on such hit television shows as “Leave it to Beaver,” “The Andy Griffith Show” and “All in the Family.”

Before Keenan’s father passed away several years ago, the son told his dad that he was going to follow Mustin’s lead. Upon his sabbatical at the end of this academic year, and his official retirement in 2004, the long-time professor and department head will get his chance to follow that dream.

“I will try to make it,” said Keenan, a veteran of numerous local stage productions. “But I certainly am going to continue to act here in Pittsburgh.”

While his “Mustin” future remains uncharted, what is certain are the many ways in which Keenan has served Duquesne University.

The Millvale native came to Duquesne in 1966 as an assistant professor of English. Among numerous courses, he taught 18th Century English Literature, which is his area of scholarship. Keenan would eventually acquire two more titles that endeared him even further to the University community: English Department chair and director of the Red Masquers, the University’s theatre troupe and Pittsburgh’s oldest acting company.

“He was just an exemplary chair,” said Wallace Watson, Ph.D., who is currently the department’s interim chair. “Jay was always calm, collected, efficient and sensible. He always impressed me as very supportive of his English colleagues.”

In 1995, Keenan stepped down from his post as department chair after 15 years, but continued his service to the Red Masquers. As director of the troupe, Keenan said he had the pleasure of working with countless student actors who shared one valuable quality — they loved the theatre. With five performances a year for 27 years, Keenan said he has seen his share of stellar successes. One of the plays that he thinks made the greatest impression on the community was a production of “Equus” during the late 1970s.

“At the time, the Red Masquers were just trying to pick themselves up by their bootstraps,” Keenan said. “And people really took to that play like ducks to water. It was a real artistic success.”

If you missed the impact that Keenan has had on the acting company over the years, you’ll have one more chance this spring. Keenan will play the role of Anthony in John Dryden’s “All for Love,” and the role of Sir in Ronald Harwood’s “The Dresser.” A number of Red Masquers alumni will return to perform once more with Keenan. The alumni group has also launched a scholarship drive in Keenan’s name.

Watson said that Keenan’s contributions to the Masquers will be difficult to replace. “Jay has devoted enormous time and energy to what is essentially a student enterprise,” said Watson. “He will leave an enormous hole (upon his retirement).”

Currently, Keenan is leading the implementation of the English Department’s new Theatre Arts program, which includes a unique collaboration with the Pittsburgh Irish and Classical Theatre that offers Duquesne students production, performance and pre-professional opportunities.

As for the future, the professor of English said that if the bright lights of Hollywood beckon, he will answer. Unlike many other actors, however, he can give up his day job. “Thanks to my retirement and Social Security, I won’t have to wait tables,” Keenan joked.

For more information on the Keenan scholarship, contact Danielle Crumrine, A’00 at crumrine@duq.edu.
Catching up with...
A Musical Journey
by Lisa V. Mikolajek

Beethoven. Mozart. Bach. The names represent the greatest musical minds that ever passed through time. However, their masterpieces are nothing more than marks on paper unless their beauty can be released from the pages of a score. To let great music live again — this is the job of a conductor.

The Choice

“I don’t really remember my life without music,” said Rossen Milanov, GM ’92. He grew up in Bulgaria in the final throes of the Cold War. Under the communist system, young people were directed in their studies and subsequent career paths according to their demonstrated abilities. So in the beginning, the choice to become a musician was one that was made for him.

However, although Milanov was skilled in violin, piano, oboe and singing, he determined for himself that he would be a conductor. “As a conductor, you don’t have to produce the music yourself,” he explained. “You imagine what the music will become. Then your job is to inspire others to make it a reality.”

Rossen Milanov

Milanov’s musical journey was also marked by another major decision when he was 24. In 1990, after finishing a five-year conservatory program (which is equivalent to a bachelor’s degree in an American school of music), Milanov had already been accepted for advanced studies in Germany. Then he heard about a scholarship competition that could allow him to earn a master of music degree in America.

“I had never really heard of Duquesne University, and never thought about going to America,” he recalled. “But this opportunity just presented itself, and I took advantage of that.”

American Mom and Dad

Nicholas and Christine Jordanoff, both veteran faculty members in the Mary Pappert School of Music, also share a happy marriage and a love for their Eastern European roots. Christine, currently the chair of Music Education, is a graduate of the school herself and an alumna of the Duquesne University Tamburitzans. Nick, a past Artistic Director for the Tammies and current director of Music Enrollment, is proud to be a first-generation American with 100 percent Bulgarian ethnicity. Their personal and professional interests took them to Bulgaria in the summer of 1990. As representatives of the ethnic foundation sponsoring the scholarship to which Milanov had applied, the Jordanoffs were asked to make a final recommendation. After interviewing the finalists, they chose Milanov.

Milanov said that he found incredible support at Duquesne for his career path, meeting mentors such as Dr. Robert Shankovich, director of Graduate Music Studies, and embracing exciting opportunities to conduct the Duquesne University Symphony Orchestra.

“Duquesne was a very good starting point to launch my career,” he stated. “I had the security of accomplishing my degree and knowing that the next step was really within reach.”
Milanov flourished socially as well, a result of his warm relationship with the Jordanoffs. "When I arrived in America, Chris and Nick met me at the airport and I actually spent a month at their house because I didn't have anywhere else to go," he continued. "I had no experience of the West at all. So for me, that was a very important period of adjustment, to learn about the American culture and, in particular, to get acquainted with the American tradition of making music. Chris and Nick became my second family. They basically adopted me to help me make it through, and I still feel that they are my American Mom and Dad," he reflected.

**Swift Climb**

"One of the unique things about Rossen in comparison to some other international students I've known is that he talked often about learning the American system," Christine said. "Within a year, Rossen was telling us the best bargain on portable phones and fixing electronic gadgets around the house!"

Christine believes that Milanov's openness to the American way has contributed to his relatively swift climb through the ranks of arts leadership in the United States. Milanov graduated from the Mary Pappert School of Music in 1992. While pursuing specialized conducting studies both at Juilliard in New York and the Curtis Institute of Music in Philadelphia, he became assistant conductor of the Haddonfield Symphony Orchestra in Philadelphia.

Almost immediately after completing his education, Milanov attained a position as the music director of the Chicago Youth Symphony Orchestra, followed by a period as assistant conductor at the University of Michigan. He made his largest leap forward to date in 2000, when he was selected from among 10 international candidates to be the new assistant conductor of the Philadelphia Symphony Orchestra. Almost simultaneously, the Haddonfield Symphony Orchestra promoted him to music director.

While America has been good to Milanov, he does not neglect the arts in his country of birth.

According to Christine, Milanov is "making large musical contributions in Bulgaria" through his work as music director of the New Symphony in Sofia, the nation's first private orchestra after the collapse of communism.

Milanov said, "I wanted to give the younger generation of musicians in Bulgaria the same kinds of opportunities I have had here — to experience something closer to what was happening in the rest of the world of music."

With artistic talent balanced by plain hard work and humility, Milanov shrugs off suggestions that he is quite young to have reached his current level of achievement in the field. Yet he does not deny that the inexpressible power to move music beyond simple notes is the central tool of his trade.

"As a conductor, you have tons of administrative responsibilities — hiring musicians, representing your organization, fundraising — you name it," he said. "But most important is to treat the people well so that they will be comfortable making music with you and giving you their souls. Because that is the real magic when you are conducting. You are not just hearing the notes of the music — you are hearing the souls of the players as well."
Open Heart
by Lisa V. Mikolajek

If you were single, with your children grown, and had the opportunity to retire early after decades of hard work in your profession, what would you do with your newfound freedom? Seek adventure? Travel the world? Invest in something that brings you fulfillment and joy?

These were the same choices facing Anne Little Wedemeyer, M.D., J.D., L’88 as she approached her golden years. And she decided she could have it all in an impoverished third-world country.

Since 1997, Wedemeyer, a pediatric cardiologist, has coordinated the effort to treat an estimated 500,000 children with serious heart conditions in Nepal. Some are born with congenital defects, but many more develop heart conditions when untreated strep throat turns into damaging rheumatic fever. The extreme poverty and mountainous terrain of the country prevent
most Nepalese children from receiving basic medical attention and simple antibiotics such as penicillin to treat infections.

“A physician acquaintance told me that a pediatric cardiologist was needed very, very badly at Kanti Children’s Hospital in Kathmandu,” Wedemeyer recounted. “So I thought, ‘Why don’t I go there and see if there is anything I can do?’” Upon her arrival, she quickly realized that she could do a lot — for she was the only children’s heart doctor in a nation of 23 million.

As the founder of the Kathmandu Children’s Heart Project, Wedemeyer has raised tens of thousands of dollars in donations — and has donated tens of thousands herself — to finance open-heart surgeries and purchase equipment, medicine and supplies. She also spends a portion of the winter months on location at the hospital, where a host of general pediatricians follows her on teaching rounds to gain invaluable training.

“I take my vacation to work six days a week!” she exclaimed. Accommodations during her stay include lentils over rice and an unheated hotel room, yet Wedemeyer is more than satisfied. She explained, “I don’t go to Hawaii or Florida, because sitting on a beach would be meaningless to me when I have the opportunity to do this work. How can anyone not want to do this when the people are filled with such gratitude — and you know a child’s life has been saved?”

Reflecting on the course of events leading her to the present, she continued, “There were a number of circumstances where I had to make a choice, and I seized the opportunity. Each person has a path in life, and I think part of that is given to us, and part of that is chosen by us. Are you going to accept what is given, or are you going to turn your head away and choose something else?”

For Wedemeyer, the direction has always been clear. “I believe I am doing what God wants me to do at this time in my life,” she said.

“Each person has a path in life, and I think part of that is given to us and part of that is chosen by us.”

Anne Wedemeyer

“How can anyone not want to do this when the people are filled with such gratitude. . .”

Anne Wedemeyer

Growing up as a tomboy on her family’s small farm in Mercer County, Pa., Wedemeyer played games like Cowboys and Indians with her closest brother and “best buddy,” David. But one day an uncooperative horse kicked David in the head, and Wedemeyer saw him knocked lifeless before her. While her grandfather and mother rushed him to the hospital, the eight-year-old girl went to get help in her own way.

“I just spontaneously went to my bedside and knelt down,” she recalled, “and I said to God that I would do anything if He would let David live. Then a very bright light came into my face, and I heard a voice, and it just said, ‘You will be a doctor.’”

David recovered completely, and Wedemeyer followed the chosen path. She volunteered at the hospital where David was treated and, despite her father’s advice to study home economics after high school, entered medical school. She was one of only eight women in a class of 100 to graduate from the University of Pittsburgh Medical School in 1962. Specializ-

ing in pediatric cardiology was another unique choice.

More than 30 years would pass before Wedemeyer described the religious experience to anyone. By then she had a thriving private practice in Pittsburgh after working at Pittsburgh’s renowned Children’s Hospital. “Until I was a successful doctor for several years, I could not be sure it was safe for me to talk about this,” she explained.

After a divorce left her a single mother of three, she earned her juris doctorate by attending the evening division of Duquesne University School of Law. She turned to the law for answers to questions of biomedical ethics, citing Professor Robert Taylor as her most influential mentor at the school.

After passing the bar exam, Wedemeyer was able to offer much pro bono work for nonprofit organizations, not
imagining she would one day establish a charity herself.

“We’re Counting On You”

In 1990, Wedemeyer traveled to Tibet with her son, who was studying Buddhism. Touched by the spirituality of the people and the political turmoil they endured, Wedemeyer became a major donor to U.S. and Swedish Tibetan societies that were planning to build a school in a remote Tibetan village.

In 1994, she recounted, “I received a call and was told they wanted me to build a medical dispensary there. I said, ‘I’m a doctor, not an architect,’ and they said, ‘We’re counting on you.’”

The clinic was completed in 1996, and Wedemeyer was so successful in raising funds that she and her son were granted a rare private audience with Tibet’s exiled spiritual leader, His Holiness the Dalai Lama. He and his associates eventually asked her to work as a school doctor in a remote settlement for Tibetan refugees in India, where children were plagued by numerous infections. Wedemeyer agreed and remained at the isolated settlement for four months through the bitter Himalayan winter.

“The conditions were just terrible,” she recalled. “There was no hot water, no heat whatsoever. There were 500 children, and all had to bathe in cold water once a week, as I did.” In order to stay warm on her cot at night, Wedemeyer wore six layers of clothing and two pairs of wool socks inside her sleeping bag.

Wedemeyer helped the school obtain a solar-powered heating system, which provided the children hot baths twice a week and reduced the incidence of respiratory infections. She also implemented a regimen of vitamins for the children and helped the community to organize a dump to dispose of garbage, all of which greatly improved the health of the refugee population.

The Need to Be There

When asked how she could endure such conditions, Wedemeyer’s response is simple: “I saw their level of poverty, I saw their kindness, and I saw the need to be there. When you are needed and wanted by people so badly, surely it keeps you there.”

That same heartfelt response continues to take Wedemeyer back to Kathmandu year after year. She maintains contact with her associates at Kanti Children’s Hospital year-round, utilizing frequent e-mails or phone calls to guide them in the medical challenges they face during her absence, and her fundraising efforts are ceaseless. Wedemeyer’s next major project involves financing an extensive strep-throat treatment program for the children of Nepal.

“As soon as I get enough money, I am going to buy a lot more kits to diagnose strep throat and then give penicillin to those kids immediately to prevent rheumatic fever,” she reported. “To do it right, we need about $50,000. I still haven’t found the right foundation to finance this program, but somehow we will get it. I know it.”

To learn more about Kathmandu Children’s Heart Project, visit www.kathmandukids.org, or contact Wedemeyer at doctoranne@kathmandukids.org.
Calling All Alums! by Kimberly Saunders

Please don’t call them telemarketers. The students who work the phones at Duquesne’s Telefund Office are considered University ambassadors. They are hard-working, highly trained diplomats who are charged with a most important mission: making personal contact each year with more than 60,000 alumni and friends.

The Telefund Office is located on the first floor of Fisher Hall and employs up to 30 students each academic year to work on two 10-week campaigns, one each semester. Students do not have to qualify for a work-study program or commit beyond a semester. Shifts run Monday through Thursday, from 6 - 9 p.m. and Fridays from 11 a.m. - 2 p.m. According to Telefund Manager Danielle Crumrine, A’00, however, there is rarely a problem filling the positions.

“The students we employ are among the University’s best and brightest — they are on the Dean’s List, members of the Honors College, or leaders in their extracurricular activities,” explained Crumrine, a former Telefund ambassador herself. “The job is considered one of the most prestigious on campus; it pays one of the highest wages and typically has a low turnover. In fact, several upper-classman callers have been with the Telefund since their freshman year.”

Each campaign targets about 30,000 individuals each semester, with a goal of reaching 30-40 percent of the calling pool. The primary responsibility of the callers is to increase alumni participation. How many alumni respond is just as important as how much each donor gives.

“Our overall alumni participation rate fluctuates from the mid-teens to the low-twenties. Our goal is to continuously raise that rate, and the Telefund Office is a critical component,” said Colette Hucko, director of the Sustaining Gifts Office. The calls often supplement appeals that are made by mail throughout the year to specific groups, such as Homecoming reunion groups or recent graduates.

While mailings may reach more households simultaneously, the Telefund has the advantage of being a dynamic medium. “We all know how easy it is to ignore a piece of paper, but not so easy to refuse a friendly, enthusiastic person who sincerely believes in the cause,” commented Crumrine. To prove her point, she proudly reported that the Fall Telefund, which ended in December, achieved a 50 percent participation rate. “That campaign was the most successful since I started managing the operation in August of 2000.”

Duquesne’s tradition of fundraising by phone began nearly a generation ago with the Annual Fall Phonathon. Student and alumni volunteers, fueled by free food and

“With more recent graduates, sometimes all we have are their cell phone numbers. One night, I called an alumnus who was out ice skating with friends. He told me to hold on a minute as he skated over the side of the rink. Then he pulled out his wallet and gave me a donation on his credit card!”

Tasha Floyd, Sophomore, Political Science
the promise of cash and other prizes for the top achievers, manned a phone bank in Mellon Hall Monday through Thursday throughout the month of October.

“I cut my fundraising teeth, so to speak, as a volunteer caller for the Phonathon in 1984. The combination of affinity for the University and the competition associated with making calls and getting pledges created a palpable, contagious energy on a nightly basis,” recalled Jim Miller, B’87, director of Major Gifts for University Relations. “And while my original motives for joining the volunteer Phonathon were somewhat less than altruistic — I was just a poor college kid who was interested in the perks — I genuinely came to enjoy the work and interaction with alumni and friends who were so supportive of the University.”

The Phonathon remained a volunteer program at Duquesne and even grew into a regional effort in several select cities for the next several years. In 1987, Miller was tapped to organize the first-ever paid student Telefund campaign, which was set up on the fourth floor of the Administration Building.

Originally designed as a year-long program, it was reduced to bi-yearly campaigns in the 1990s. Then telefundraising moved into the 21st century with automated dialing equipment, computerized record keeping, and hands-free headsets.

“The paid caller enterprise demonstrated the enhanced level of success that could be achieved using trained and supervised student callers. That’s the model we use today,” said Crumrine.

The student callers also use the opportunity to confirm and update alumni records, promote upcoming campus events and initiatives, and share experiences.

“The majority of alumni I speak with have fond memories of Duquesne. I enjoy hearing what it used to be like on campus as much as they enjoy hearing what it’s like now,” remarked Jessica McKinney, a junior Telefund ambassador.

“An alum once asked me about my studies. After talking a while, he offered me an opportunity for a summer internship. He was an investment consultant — my dream job!”

Stephanie Takach, Junior, Investment Management and Psychology
DUKES

courting praise
Dukes Courting Praise by Jason Wawrzeniak

Long before the first jump ball is tossed, even before the sound of squeaking sneakers bounces off the gym walls, it has begun.

The late-November game dates signify the start of basketball season for Duquesne hoops fans. But for those who have made countless recruiting ventures or lifted weight after heavier weight, this season began long ago.

Women’s Success Built on Diversity

As comfortable as Dan Durkin is on the Bluff in his 10th year as Duquesne’s head women’s basketball coach, he has often found inspiration — and a point guard or two — overseas.

It could be said that the composition of Durkin’s team — along with the outlook for the current season — began more than 20 years ago when he was head coach of Team Corona, a Division I men’s professional team in Belfast, Ireland. There he started building an international recruiting base that he would tap into initially as assistant coach at Penn State, and later as head coach of the Dukes.

Durkin’s success in recruiting players from overseas has paid dividends for the Dukes through the years, as demonstrated by former All-American Korie Hlde, now playing with the New York Liberty in the WNBA. It is also an essential part of the 2002-03 squad that came together from Bosnia, Canada, Croatia, Israel, Latvia, Russia and, yes, the United States, to challenge for an Atlantic 10 title.

Junior point guard Shiri Sharon of Israel leads the international charge, placing in the NCAA top 10 in assists per game last season. That, along with her defense and scoring, has made Sharon a steal for the Dukes.

“I’ve learned that if you’re recruiting in Western Maryland or in New York, you’ll be going against Tennessee and UConn, and your chances may be slim,” said Durkin. “When you go over to Bosnia, Latvia or Croatia, your odds (of recruiting players) are a lot better.”

Fans who may have doubted the Dukes’ odds of success had their qualms eased during a game against Robert Morris earlier this season. Freshman Aiga Bautre, a guard from Riga, Latvia, came in for Duquesne’s injured leading scorer, Candace Futrell, and ably led her squad to a 75-58 victory with five three-pointers and a career-best of 17 points.

The recruiting leg work paid big dividends throughout the nonconference season as Duquesne amassed an impressive 6-1 start — with its only loss coming to Big 10 foe Ohio State — and a collection of Top 25 poll votes. The Dukes toppled cross-town rival Pittsburgh 62-60 during the stretch in a game that illustrated the team’s collective chemistry. Bautre once again poured in 17 points while senior Beth Friday added 14 points and 14 rebounds, and senior Nikolina Pender, from Croatia, chipped in with nine assists.

But though players come from far and wide to play for the Dukes, fans may be most familiar with a more local face. All the way from Upper St. Clair High School, four-year starter Friday continues to anchor the team’s inside game. In addition to averaging a double-double in points and rebounds, she has been named to the Atlantic 10 All-Academic Team and was a finalist for the 2002 Dapper Dan Sportswoman of the Year Award.

“Beth is such a smart, strong and competitive player, and she is so well-known,” Durkin said of Friday, who is co-captain along with Sharon. “Everyone I run into always asks how Beth is doing. She has been a very good ambassador for the University.”

Friday is just one of many ambassadors on this multicultural team.

“I think it’s great for the University,” Durkin said. “Americans get to know students from foreign cultures, and every foreign student I have recruited has passed academically with flying colors.”

Men’s Program Builds on Year-Round Effort

An 81-66 Atlantic 10 Conference Tournament loss to St. Bonaventure last March closed the door on Head Coach Danny Nee’s inaugural season with the Dukes. But as much as it ended one campaign, it started another.

The players who would return with Nee for another season had the entire trip from Philadelphia back to Pittsburgh to relax and reminisce. When they arrived back on campus, they all had early morning appointments with their coaches. Location? The weight room.

“We called it ‘The Breakfast Club.’ We lifted weights and ate breakfast together,” Nee said of his team’s 6 a.m. March through August wake-up calls. “We went through a six-month boot camp.”

More than merely to add pounds of muscle to his players, Nee instituted the workout sessions as part of his continuing effort to establish a set of expectations for his team. In his second year at the helm, the coach wants to ensure that a core set of values is at the center of everything the Dukes strive for — every team member will be held accountable for both his basketball responsibilities and his development in life.

Helping to build that foundation for the 2002-03 season is a blend of nine new
players and three veteran senior leaders, a combination that Nee is excited to watch come together. Along with six freshmen, Nee has called upon three transfer students, including 6-foot-8 junior shooting guard Jimmy Tricco.

“He’s just a good shooter, a good passer and he’s got all of the basketball qualities you would want,” said Nee of the transfer from Gonzaga University in Spokane, Wash. “But as good a basketball player as he is, he’s a better person.”

In only his second season with the program, and his first as a player, Tricco has already assumed a share of the team’s leadership role. Nee said that Tricco has organized team trips to the movies, something his players never did before, but a vital part of building team commitment.

Every ounce of weight lifted and practice conducted during the preseason would be immediately put to test during an arduous opening stretch of five games in 10 days. The season began with the Dukes opening the University of Pittsburgh’s new arena. Duquesne led Pitt late into the first half and fought with the Panthers for 35 minutes before eventually succumbing to an 82-67 defeat.

Instead of dwelling on the defeat, the Dukes bounced back just two days later with an 86-82 win over West Virginia that saw junior center Ron Dokes propel Duquesne to victory with 29 points.

All of the conditioning in the world may not have helped the squad handle the remainder of its initial schedule, during which the Dukes hosted Cleveland State and then traveled to defending-national champion Maryland and George Mason within a span of six days.

It was a schedule that forced Nee to focus ahead nearly as soon as the last game was finished. Still, the veteran of 14 post-season trips in 22 years is looking beyond just the next game. He’s looking to build on what began for many of his players last spring in a weight room with their coaches.

“There are two ways you can measure this program. When my freshmen who came in my first year are walking down the aisle with their cap and gown on, that’s a way of measuring a program,” Nee said. “And then, in this day and age, men’s basketball is a business, and you have to measure it in wins and losses. And I’m very comfortable with that.”

For up-to-date-information on all Duquesne athletics, visit: www.GoDuquesne.com.

Duquesne's athletic teams made their impact felt throughout 2002 as the football team went through its regular season undefeated and ranked number one, and the men’s soccer squad finished just minutes away from a possible Atlantic 10 championship.

Just as impressive was the dedication and commitment of the athletes in the classroom, demonstrated by the 2002-03 Verizon District II Academic All-America Awards. The Dukes had 10 student-athletes named to their respective academic all-America teams, the most of any institution in District II.

With 10 listed students, Duquesne topped such universities as Penn State, Pittsburgh, Princeton and Penn. The Verizon District II consists of all NCAA Division I institutions in Delaware, the District of Columbia, Maryland, New Jersey, Pennsylvania and West Virginia.

Five Dukes football players were honored, including two — Mike Hilliard and Joe Pavlick — who were national honorees. Men’s soccer players Terry McNelis, Jason Kutney and Christian Reinecker were also nationally recognized.

Women’s volleyball player Sarah Morrow and women’s soccer student-athlete Lauren Bracco also received District II recognition. Jeremy Conley, Philip Polony and Matt Mrdjenovich joined Hilliard and Pavlick as football team honorees.

To be eligible for the Verizon awards, a student-athlete must be at least a sophomore at his or her institution, be a starter or important reserve and have at least a 3.2 cumulative grade point average on a 4.00 scale. Duquesne has produced at least one Verizon Academic All-American in each of the last eight years and has had 23 different student-athletes named to national teams a total of 32 times.

Duquesne’s 10 honorees were three more than their nearest competitors, Penn State and Lafayette, which each placed seven on the team.
**1940s**

Al DeMao, A’42 was recently elected to the Washington Redskins Hall of Fame and recognized as one of the team’s 70 greatest players. Al, a former DU All-American, played center for the Redskins from 1945-53.

**1950s**

The Friendly Sons & Daughters of St. Patrick of Mercer County have chosen Robert J. Maguire, A’58, a longtime Trenton, N.J. area automotive executive, as one of its 2003 honorees. Other honors bestowed on Maguire through the years include the state’s 1985 Patriotism Award from then-Gov. Tom Kean; Time Magazine’s 1986 “Quality Dealer of the Year” Award, and recipient for 10 consecutive years of General Motors “Chevrolet Service Supremacy Award.”

Bob is also a member of the Duquesne University Sports Hall of Fame.

**1960s**

Bill Kraft, Ph.D, A’60, GA’62, professor of Psychology at Carlow College, has published four books in the last four years. His most recent tome is “When Someone You Love Drinks Too Much,” Ann Arbor, MI: Servant Publications, 2002. Delfin Basset Carbonell, A’61 resides in Madrid and specializes in bilingual lexicography. He dedicated his latest publication, a four-volume educational series titled, “English in Action” to Duquesne University and all his teachers. G. Murray Mintz, A’62 has received the Florida Theatre Conference’s 2002 Distinguished Career Award for secondary theatre education. A retired high school drama teacher, Mintz was also recently appointed executive director of the Florida Association for Theatre Education.

After years as a surgical nurse, Kathy Bennet, N’68 retrained as a teacher in England and is now a specialist language teacher working in primary schools across the borough of Hillingdon, London, England.

Glenn Thiel, A’68 has just completed his doctoral dissertation titled “Faculty and Administrator Perceptions of the Dispute Resolution Process in Four Selected Institutions of Higher Education.” He works as an assistant professor of management at Robert Morris University.

Sal Greco, B’69, after many years in corporate computer sales, is now a first-time novelist/screenwriter who recently published the book, “Left for Dead.”

**1970s**

Jonathan M. Klemens, A’70, P’76 was selected for inclusion in the Marquis Who’s Who in America, 57th Edition. His recently-published book is “Mountains and Rivers: Complementing Your Healthcare with Alternative Medicine.”

Patricia Rondaris, RN, MSN, CNA-BC, N’71 was promoted to director of Ambulatory Nursing, MetroHealth Medical Center, Cleveland, Ohio. She recently obtained her national certification in nursing administration from the American Nurses Credentialing Center.

Linda A. Toth, Ph.D., D.V.M., A’72, director of Laboratory Animal Medicine and professor of Pharmacology at Southern Illinois University School of Medicine in Springfield, has...
received two national honors. She is one of 45 women selected as a fellow for the Executive Leadership in Academic Medicine, a national program that focuses on preparing women faculty in academic medicine for senior leadership positions. She also has recently been awarded a fourth federal research grant to fund her study of the health implications of inadequate sleep...Jim Anderson, M'73, a producer and recording engineer, has won his fifth Grammy Award for Gonzalo Rubalcaba’s CD “SuperNova” on the Blue Note label. He was also elected vice president of Eastern Sections of the Audio Engineering Society...Dr. Sean O’Connell, C.S.Sp., GE’76 retired at age 75 and is living in Ireland...Chris Cooney, A’78 has been named vice president, Corporate Marketing and Branding, The PNC Financial Services Group...Dorothee von Gebhardt Koenig, N’79 retired from the Army after 23 years of service on active duty and in the Army Reserves with the rank of LTC. She continues to work as a nurse for UPMC Shadyside Hospital.

1980s

John S. Cominos, A’81 has been appointed vice president and counsel for National Commercial Services in Dallas...Colin Higgins, B’81 joined TimeSys as vice president of North American sales and business development...Gus Martin, JD’82 has joined the faculty of the School of Business and Public Administration at California State University, Dominguez Hills, as a criminal justice administration professor. His new book, “Understanding Terrorism: Challenges, Perspectives and Issues,” will be published in the spring...William Brian O’Hara, B’82 graduated cum laude in June 2002 from St. John’s University School of Law with a J.D. degree...David Murphy, A’82 was named to the worldwide leadership board of Young & Rubicam advertising. He is currently President and CEO of the Y&R companies in Southern California...Mary Louise Osborne, A’83 was named executive vice president of HealthAmerica and HealthAssurance to oversee Western Pennsylvania and Ohio operations. She will supervise all areas of operation including marketing, sales, account management, medical management, government programs, and provider contracting and servicing for HealthAmerica’s commercial and Medicare products...David W. Brown, A’84, partner/senior vice president and general manager of the Philadelphia office of The STAR Group, has established a new firm focusing on multicultural consumers. The firm, BrownPartners, is the first minority-owned and focused full-service ad agency to be launched in Philadelphia in more than a decade...John T. Pion, L’85, a shareholder with Dickie, McCamey and Chilcote, has been elected to the Board of Directors of the Trucking Industry Defense Association. Pion will serve a three-year term through October, 2005...James W. Pierce, B’86 is operations manager of Howard A. West Real Estate, a distinctive apartment rental company in Shadyside, Pa...Army Major Dan Svaranovic, B’89 recently graduated from the Command & General Staff Officer Course of the Command & General Staff College at Ft. Leavenworth, KS. He is currently stationed at Headquarters US Army Europe, in Heidelberg, Germany.

1990s

Jennifer (Heller) Myers, B’90 is vice president/controller at inChord Communications Inc., the world’s largest independent healthcare marketing company, headquartered in Columbus, Ohio...Shannon F. Barkley, A’93, L’97 recently chaired the Allegheny County Bar Association’s Holiday Party for Homeless Children, which provides Christmas gifts to children in eight homeless shelters in the county...Michael J. Hatzfeld, Jr., CPA, B’94 has been promoted to senior manager in the Assurance & Advisory Business Services (AABS) practice at Ernst & Young, LLP in Pittsburgh. He will continue and expand upon his audit work with Western Pennsylvania retail, distribution and manufacturing clients...Michelle Sloane-Gregg, A’95 earned an MSW from the University of Pittsburgh and was recently promoted to director of Utilization and Case Management at The Bradley Center, a home for children and adolescents with mental health disabilities. She also serves as a volunteer for CASA and is in the process of joining a committee for Child Advocacy...Kristie Crognale RN, BSN, N’95 was named nurse manager for Pediatrics and Pediatric Intensive Care Unit at Allegheny General Hospital Pittsburgh...Maria Walsh DeCrosta, A’96 received a master of science in education in early childhood from Duquesne University...Christine (Meyers) Mileo, E’97 received a master of science in education in early childhood from Duquesne University...Brian Williams, CPA, B’97 has been promoted to manager in the Assurance & Advisory Business Services (AABS) practice at Ernst & Young, LLP in Pittsburgh where he works with clients in the energy and manufacturing...
Alumni Updates

2000s

Sarah E. Marshall, A’99, JD’01 has been named an associate at the law firm of Dickie, McCamey & Chilcote. She concentrates her practice in the area of Toxic Tort Litigation and personal injury law…Kevin Popovic, A’87 GA’00, president of Ideahaus, launched a new company web site, www.ideahaus.com, that features an online studio…Jessica Laick, GA’02 recently joined The Matthew A. Laick Company, a Mt. Pleasant-based registered investment advisory firm, as the director of corporate communication…Keri Muller, E’02 is working as a fifth grade Learning Support teacher in Pottstown, PA…Elena Schneider, M’02 was selected by the John F. Kennedy Center for the Performing Arts for a Fall 2002 internship as part of the Center’s Vilar Institute for Arts Management. She works in the National Symphony Orchestra’s (NSO) Education Office and is primarily responsible for In-School Ensembles, a program that sends NSO musicians into inner city schools to present specially designed interactive workshops/performances.

New Arrivals

Skylar King and Clayton Moore, sons of Gregg Dudash, A’75, E’78 and Pamela Dudash…Christopher, son of Susan (Pavlis) Verbanic, A’84 and George Verbanic…Alexander John, son of Jennifer Zurawsky Zito, B’85 and John Zito…Chloe Iris, daughter of Patrick Myers, A’88 and Jennifer (Heller) Myers, B’90…Nathaniel Charles, son of Heather (Mead) Yerage E’91 and Charles J. Yerage, B’90 …Charlotte Rachel, daughter of Christina (Moyer) Decker, BS’96 and Mark Decker…Caroline Christine, daughter of Christine (Meyers) Mileto, E’97 and Jason Mileto, A’96 …Quinn Caitlyn, daughter of Eleanor (Belt) Madden B’97 and Dave Madden …Ashley Noelle, daughter of Kelly (Smith) Stevens, Ph’00, and Jerry Stevens.

In Memoriam


Share Your News

Please send Alumni Updates to Duquesne University, Public Affairs, 600 Forbes Ave., Pittsburgh, PA 15282. All submissions - complete with school and year of graduation - must be received in writing. You can also e-mail your news to: dumagazine@duq.edu.

Betsy (Mary) Variath Njalian, MN’99
Be on the lookout for . . .

February 1, 2003
Dukes vs. George Washington (Basketball Game and Alumni Reception) in Washington, D.C.

February 8, 2003
Hall of Fame Game at the A.J. Palumbo Center
Dukes vs. LaSalle

February 16, 2003
Alumni and Parent Event in San Juan, Puerto Rico

February 22, 2003
Carnival hosted by Greek Life at Duquesne University

March 1, 2003
Dukes vs. LaSalle (Basketball Game and Alumni Reception) in Philadelphia, PA

March 8, 2003
Alumni Night at the A.J. Palumbo Center
Dukes vs. Rhode Island (Basketball Game and Alumni Reception)

March 27, 2003
2003 Downtown Alumni Luncheon at the Pittsburgh Hilton

April 3, 2003
Alumni Event in Charlotte, NC

April 4, 2003
Alumni Event in Atlanta, GA

May 4, 2003
Alumni Reception and Tamburitzans Performance in Euclid, OH

May 10, 2003
Alumni Reception and Tamburitzans Performance in Johnstown, PA

May 20, 2003
Alumni Reception and Tamburitzans Performance in Thousand Oaks, CA

May 22, 2003
Alumni Event in Phoenix, AZ

May 22, 2003
Alumni Reception and Tamburitzans Performance in Mountain View, CA

May 23, 2003
Alumni Reception and Tamburitzans Performance in El Cajon, CA

For more information on these and other alumni events, please call the Alumni Relations Office at 1-800-456-8338 or visit our Web site at www.alumni.duq.edu

DOWNTOWN
alumni luncheon 2003

Mark your calendars for Thursday, March 27, 2003, as Duquesne alumni and friends gather once again for the annual Downtown Alumni Luncheon. Held from 11 a.m.-1 p.m. in the Grand Ballroom of The Pittsburgh Hilton, the luncheon will focus on the University’s 125th anniversary. The featured speaker will be the Honorable Cynthia A. Baldwin, a 1980 graduate of our School of Law and a judge for the Allegheny County Court of Common Pleas, Civil Division.

For more information, call the Alumni Relations Office at 1-800-456-8338 or visit www.alumni.duq.edu

Letters to the Editor

DUQUESNE UNIVERSITY MAGAZINE would like to hear from you. If you would like to share your thoughts on anything contained in this magazine or have ideas on future stories you’d like to read, drop us a line at:

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Pittsburgh, PA 15282

or e-mail us at: dumagazine@duq.edu