Seeing the Beauty in the Beast

Komodo dragon research at UNLV
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Banners, Historical Photos to Enhance Campus Appearance

The UNLV Alumni Association is funding two projects that will enhance the appearance of the university campus.

Sixty colorful banners are now available for placement atop the lamp posts along the academic mall on Southern University, will soon be placed on the walls in the new Classroom Building Complex. Both projects are the result of cooperative efforts by UNLV alumni, students, and staff, according to Carl Cook, assistant director of alumni relations.

The idea for the banners grew out of the efforts of Cook and UNLV Student Activities Director Becky Barnard, who arranged for several of them to be placed along the academic mall to encourage greater student participation in upcoming activities. Hoping that the banners might promote extra interest in activities year-round, the two successfully pursued approval for them from the Campus Planning Commission and funding for them from the Alumni Association. The banners will display the university's mascot, a number of education-oriented phrases, and/or holiday greetings.

The 54 historical photos were selected by an association-appointed committee of students and alumni who waded through thousands of photographs in the James R. Dickinson Library's special collections department, Cook said.

"Today's students should be made aware of important events in their alma mater's history to truly appreciate the efforts taken to make UNLV the great university that it is," Cook said. "What better way than to display photographs of these events for them to see every day?"

Both the banners and the photographs will be installed and maintained by the UNLV operations and maintenance department at no charge.

Several Top UNLV Administrators Appointed, Reassigned

Norval Pohl, former dean of UNLV's College of Business and Economics, has been promoted to the post of vice president for finance and administration following a nationwide search. Pohl's appointment was one of a number of personnel decisions made in recent months by UNLV President Carol C. Harter.

In announcing Pohl's selection, Harter said, "Dr. Pohl's unique combination of an academic background and real-world experience, coupled with his knowledge of UNLV, made him the best choice."

Pohl served eight years as dean before being appointed interim vice president for finance and administration in 1994. In another personnel decision, Lyle Rivera was named vice president and assistant to the president for special projects. In that post he will head the university's planning and development efforts for a proposed law school and will coordinate fund raising for the UNLV International Gaming Institute.

Rivera, an attorney who has been at UNLV since 1979, most recently had served as vice president for development and university relations. From 1987 until last year he also served as executive director of the UNLV Foundation and led its successful effort to raise millions of dollars in support of university programs. In August, Harter selected longtime faculty member Joseph A. "Andy" Fry to serve as his executive assistant.

In that position, Fry's duties will include liaison work for the president's office on academic and faculty issues. Fry, a history professor, has been a member of the UNLV faculty since 1975 and has served in a variety of campus administrative posts, including chair of the history department, chair of the Faculty Senate, and associate dean of the College of Arts and Letters.

On Aug. 1, Charlie W. Cavagnaro became UNLV's new director of intercollegiate athletics. Cavagnaro came to UNLV from the University of Memphis, where he had served as director of athletics since 1982. "Charlie brings vast and highly successful collegiate athletic administrative experience, a profound commitment to academic integrity and the well-being of athletes, demonstrated expertise in marketing and generating new revenues, and an energetic, humane approach to the management of people," Harter said.

In another appointment, Fred Albrecht, who had served as director of alumni relations since 1973, was named executive director of alumni and community relations.

Albrecht, who has been at UNLV for 25 years, served as interim athletic director before Cavagnaro was appointed. In addition to continuing his role in alumni relations and his work with the UNLV Alumni Association, Albrecht will be responsible for the university's government relations program, as well as internal and external communications.

He will be assisted in the communications effort by Les Raschke as director of university publications and reprographics and Tom Flagg as director of UNLV news and public information.

900 Attend Inauguration of UNLV President Carol C. Harter

UNLV President Carol C. Harter was inaugurated as the university's seventh president on Oct. 21 in a ceremony staged on the steps of the Performing Arts Center at the north end of the academic mall.

Attended by more than 900 guests, the ceremony featured introductory remarks by University of Nevada, Reno, President Joseph Crowley, an address by Harter, and music by UNLV music department ensembles.

Among the guests were representatives of universities across the country; state and local government officials; representatives of the University and Community College System of Nevada and the Board of Regents; representatives of the UNLV Alumni Association and the UNLV Foundation; faculty, staff, and students; and local business and community leaders. The public was also invited.

"One of the purposes of a presidential inauguration in the university setting is to reinforce the values of the academic community," said Leonard Goodall, former UNLV president and chair of the inauguration committee. "It is a symbolic act that brings people together - members of the university community, as well as friends from the community at large - at a time of institutional change."

A colorful event, the inauguration included a procession on the mall of visiting representatives and members of the UNLV faculty dressed in formal academic robes.

Welcoming remarks were offered by representatives of the UNLV Foundation and the UNLV Alumni Association, the CSUN student government, and the Faculty Senate. UCCSN Chancellor Richard Jarvis presided over the ceremony.

The official investiture of Harter was performed by Jill Derby, vice chair of the UCCSN Board of Regents.

Immediately following the ceremony, a reception was held on Pila Plaza in front of the Moyer Student Union and that evening world-renowned evolutionary biologist Stephen Jay Gould spoke in Artemus W. Ham Concert Hall as a Barrick Distinguished Scholar Lecturer.

More Than 600 Alumni Elect New Board of Directors

More than 600 UNLV alumni voted in September to elect one newcomer and five incumbent members to the Alumni Association's board of directors.

Each fall of the 18 board members are elected by dues-paying members of the association.

The new member of the board, Dr. Tony Alamo, graduated from UNLV in 1986. While attending the university, he was a founding member of the student ambassador program and served as the undergraduate representative on the academic standards committee.

Currently, he practices internal medicine at the Alamo Medical Clinic in Las Vegas. Jim Kirkwood, a 1983 graduate of UNLV, was elected to the office of treasurer. The accountant at Harrah's Las Vegas, Kirkwood formerly served as member-at-large on the board.

Ray Tipton, a member of the classes of '89 and '91, has been re-elected as the association's secretary. He currently works for Becker Realty in real estate marketing and investment. Former association second vice president Rafael Villanueva, who graduated from UNLV in 1984 and 1991, was elected as member-at-large. He serves as sales and promotion director at KLAS-TV 8.

Both Bruce Ford and Russ Petersen were re-elected as members of the board of directors. Ford, a 1986 graduate of UNLV, is vice president and manager of the lending center for Pioneer Citizens Bank. Petersen, class of '76, is the senior vice president and director of sales and marketing for First Security Bank of Nevada.
Phone-a-thon to Help UNLV Foundation Raise Funds

Voices from UNLV will ring out through living rooms across the country this spring when student callers will be contacting alumni, past donors, and parents during “The Rebel Ring,” the university’s new telephone fund-raising campaign. UNLV President Carol C. Harter endorsed the phone-a-thon as a major step forward in the university’s efforts to increase the private donations that supplement the financial assistance provided by the Nevada Legislature.

“Together we can make UNLV a quality university,” she said. “The difference between UNLV and others—the difference between a struggling young public university and a thriving university—is you. We depend on you and rely on you to help us achieve academic excellence.”

This year’s phone-a-thon goal is $85,000 in pledges—a major challenge for those in the UNLV Foundation conducting the campaign. “We set the target high as a challenge to ourselves, the student callers, and our donors,” said Lara Kolberg, director of annual giving for the UNLV Foundation. “Everyone is revved up and ready to kick off this exciting new venture. Nothing will be a bigger boost to morale than hearing hundreds of donors say ‘yes’ this spring.”

Phone-a-thons are the backbone of most university annual giving programs. They are the most effective way to raise private funds and maintain contact with alumni as their careers develop, Kolberg said, adding that increasing alumni participation and the number of alumni financial gift pledges are two important objectives of the campaign. The UNLV Foundation is the university’s academic fund-raising organization. The non-profit education corporation’s mission is to raise funds for academic programs and manage all private funds donated to UNLV. Annual fund-raising activities are planned to achieve the goals and priorities set by the university faculty and administration. A total of more than $6.5 million was raised by the foundation during the 1994-95 academic year.

Donations received during the phone-a-thon will benefit the university’s annual fund. Unrestricted gifts to the annual fund support student scholarships, faculty development, special projects, facilities, equipment, and fund-raising administration. More than $826,000 was contributed to the annual fund during the 1994-95 academic year.

According to UNLV Foundation Executive Director John Gallagher, the time is right “to increase the pace to meet the rising costs of high quality academic programs.”

“This year our goal for the annual fund is $1 million. We hope that our alumni and friends will take the time to talk to our student callers, catch up on university news, and make a pledge to support UNLV.”

International Gaming Institute Receives Grant, Donation

UNLV’s International Gaming Institute has received a $100,000 grant from ACE Denken Co. of Japan to compile a training manual for the gaming industry, according to Vincent Eade, director of the institute.

ACE Denken Co., a manufacturer of gaming equipment for the pachinko industry, has been a strong supporter of UNLV’s William F. Harrah College of Hotel Administration. A $2 million endowment created by the company and its president, Takahiko Takemoto, in 1992 enabled the college to launch its Ph.D. program in hospitality administration and a research journal.

The $100,000 grant will be used to collect and publish the material from a series of seminars that the UNLV International Gaming Institute has presented to ACE Denken employees over the past two and a half years, Eade said. The material includes lectures, related information, and numerous case studies.

The book will cover such topics as casino marketing, human resources management, computerization and technology in the gaming industry, customer service, security and crisis management, financial issues, regulatory and legal issues, internal control procedures, and trends analysis. A $25,000 donation from First Interstate Bank of Nevada will enable the institute to move one step closer in its quest for a new building. In recognition of the gift, the new building will feature a First Interstate Bank conference room.

The institute is developing plans to erect a new 22,000-square-foot building on the southeast corner of Flamingo Road and Swenson Street across from the Desert Research Institute. Features will include the IGT Library, First Interstate Bank conference room, a multi-purpose room, and a 5,000-square-foot gaming laboratory.

The UNLV International Gaming Institute was created in July 1993 to provide information and training for the gaming industry. Its mission is to provide educational programs, conduct gaming research, and disseminate gaming knowledge through seminars, classes, and publications.

The UNLV alumni is trying to break into the music business with her own unique blend of blues and folk styles, infused with a little country, a little alternative rock, and a lot of determination.

BY SUZAN DIBELLA
With broken dreams, Emerson was by no means ready to call it quits without a bit. She sang in the most famous writers' night in the world, which is at the Bluebird Cafe, says. Though that might have made a poignant ending for a movie, Emerson began writing songs at 16 and it went great. I finally wasn't freezing up anymore.

But, as many a country western star has crowned, the path to fame is littered with broken dreams. "Well, Nashville was sewn up tight," she says, recalling that they left without a bit.

Though that might have made a poignant ending for a movie, Emerson was by no means ready to call it quits after her disappointing forsy into the country western big time big. "My head was so full of my own dreams Never took the time to think about you and me" — from Emerson's ballad "No Longer Blue"

She now reflects on the irony of the fact that she never sent in the paperwork to collect the cowboy boom she won in the talent contest. Whether it was an indication of her ambivalence toward the country style or just an unwillingness to deal with the paperwork, she isn't certain. But after Nashville, she knew one thing for sure: Pure country western wasn't in the cards for her. The experience, she says, enabled her to come to a clearer understanding of what her music is really about and how she wanted to pursue it.

"Well, I found out that I wasn't strictly country, and I wasn't going to try to fit into that mold anymore. And I decided to quit my day job," she says. Since then, Emerson, a UNLV alumna, has been performing her original folk and blues tunes for audiences in local venues ranging from the Summerlin Hills Park to Green Valley coffee houses. She has also done short tours in Arizona, Texas, and California and has opened for the fusion band The Yellowjackets, singer/songwriter Wakar Hyatt, and New Age musicians R. Carlos Nakai and Will Eaton.

Emerson says, adding that she was calling herself a female Lyle Lovett for a time. "I really lean in my heart and soul toward blues and folk," she says, adding that she was calling herself a female Lyle Lovett for a time. "I was pretty much a loner thing. It was hard. It was strange; most towns I visit and play in are a tough town."

"It's great to be able to unleash that," she says, adding that she recently played to a crowd of more than 700 people. "I love it. It really feed off the audience."

Emerson, who recently played at the Bluebird Cafe, says, adding that it will be out of loneliness more than anything else; she went to three different high schools in as many years, the result of moving around with her mother, who was pursuing her education and various academic endeavors. "I was pretty much a loner," she recalls of her early songwriting days. "It's taken me a long time to get comfortable with people. I guess you learn how to be around people, and it just takes some longer than others to do that."

But she doesn't particularly want to forget her painful experiences; she notes that, like most artists, she draws on them to fit into that mold anymore. And I decided to quit my day job," she says. Since then, Emerson, a UNLV alumna, has been performing her original folk and blues tunes for audiences in local venues ranging from the Summerlin Hills Park to Green Valley coffee houses. She has also done short tours in Arizona, Texas, and California and has opened for the fusion band The Yellowjackets, singer/songwriter Wakar Hyatt, and New Age musicians R. Carlos Nakai and Will Eaton.

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Though she acknowledges that a bit of country still lingers in her sound, she's not aspiring all her of her goals. "I bought me a $30 guitar. I had been wanting one for a very, very long time." Emerson began writing songs at 16 and it went great. I finally wasn't freezing up anymore.

But, as many a country western star has crowned, the path to fame is littered with broken dreams. "Well, Nashville was sewn up tight," she says, recalling that they left without a bit.

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"It's so much gospel in him, and he's got that country singing style or just an unwillingness to network with other musicians who are starting out. While she waits for her break to come, she keeps a journal to maintain perspective.

"It's a fickle business," she says. "There are a lot of peaks and valleys. I keep a journal so I can see them coming. Things are slow, and it's getting really scary. I can't turn on my journal, and say, 'Oh, yeah, I remember. I was happy that day. I had all the gigs in the world.'"

She says she also relies on her husband, local attorney James Chriestman, to help her stay focused. "I know it's cliché, but he's my rock. I couldn't do it without him."

Above all, she says, she has to keep believing in herself and her music. "I think I've finally chosen my way. I think I'm going to do this for the rest of my life. I'm just bound and determined to get a record deal, and I believe that determination is more than 50 percent of it."

"I don't even want to think about burning out. I need to be able to walk in somewhere and say, 'I'm going to make it. You're going to hop on now or you're going to hop on later. It's your choice.'"

And with that kind of attitude, who needs cowboy boots anyway!®
**Seeing the Beauty in the Beast**

Through his studies of the cardiovascular development of reptile embryos, UNLV physiologist Carl Reiber gets an eggs-ordinary research opportunity as he plays parent to the world's first Komodo dragons hatched in captivity.

BY BARBARA CLOUD

In mythic lore, the dragon is a huge, ferocious, terrifying creature. In real life, the dragon is a huge, ferocious, terrifying creature. And if you didn’t believe there was a real life dragon, you haven’t met *Varanus komodoensis*, the Komodo dragon, a beast that may not actually breathe fire, but that may very well live up to its reputation.

“Komodo dragons thoroughly enjoy eating people,” says Carl Reiber, a physiologist in UNLV’s department of biological sciences who studies the world’s largest lizard. “They are predators, but worse. They tend not to be able to eat full-grown adults, but there are numerous occasions reported when these animals have attacked children.”

Komodos, which are found in nature on the island of Komodo in Indonesia, stalk and ambush their prey — usually goats, sheep, and other small animals, but sometimes humans. “They don’t usually take them down immediately; it’s not like a lion that slams his prey and gobbles it by the throat, suffocating it or destroying blood vessels so that it bleeds to death. Komodos bite their victims, and these animals have foul mouths. They have a bacterial and fungal population in their mouths that is absolutely horrible.” So when a Komodo bites its prey, it infects the animal, rendering it greatly weakened within 24 hours.

“All this time the animal has been running around, and the Komodo is following, tracking him, ready to move in when he drops.”

Despite the dragon’s colorful — albeit anti-social — style, Reiber, who has been studying the endangered reptile for the past three years, is more interested in its eggs than its predatory behavior. Now in his third year at UNLV, Reiber formerly taught part time at George Mason University in Virginia, where he began a collaborative study of the dragons with another physiologist, Geoffrey Birchard. The two scientists have been working with the National Zoological Park in Washington, D.C., since 1992 in its effort to produce healthy offspring from the only two Komodos to have been bred in captivity — Friendly, a male, and Sobat, a female, both given to the zoo by Indonesia in 1988.

Since 1934 the National Zoo has exhibited seven Komodo dragons. The captured reptiles never lived more than a few years, even though in the wild they are thought to live as long as 100 years. Early specimens were the largest animals that collectors could capture. (Komodos have been recorded at just over 10 feet and more than 350 pounds.) However, modern zoo curators realized that the very large, old dragons were stressed by capture, travel, and their new surroundings and that this undoubtedly hastened their demise. Hence, curators began seeking younger and smaller specimens, such as Friendly and Sobat, who have grown since arriving at the National Zoo, but still measure only about 6-7 feet and weigh 50-115 pounds. They have already lived longer than any previous Komodo in captivity.

Modern zoos also offer animals more natural surroundings than were common 60 years ago, and the National Zoo’s Komodos have warm conditions, deep soil in which they can burrow as they do in the wild. Their diet, too, has been improved. In 1934, one specialist advised feeding the Komodos chicken, beef, lobster, pheasants, and pigs three times a day; Friendly and Sobat get a more emulate, yet realistic, diet: a feast of rats once a week. As the zoo staff continued to improve the dragon’s living and breeding conditions, they began to wonder what might happen if their efforts at matchmaking paid off. What if the Komodos did breed and the female laid a clutch of eggs? What could they do to increase the likelihood that the eggs would hatch? That’s when Reiber and his colleague entered the picture. As experts on the cardiovascular development of reptile eggs, they were called in to help.

The first problem for the physiologists was to determine optimum hatching conditions. Because Komodo dragons are not the kind of creatures that invite scientists to poke around in their burrows, little was known about conditions in their nests. And since the climate in the Komodo’s natural habitat can vary greatly, Reiber and Birchard faced added uncertainty in determining the right incubation temperatures.

“In the wild these animals can be exposed to temperatures of 100 degrees plus, and it doesn’t rain for long periods of time. Then they are inundated with monsoon rains,” Reiber says. The limited previous observations of
the moisture content of the surrounding soil varies out in the air here, you can incubate it at a lightweight, highly water-absorbent lite, a lightweight, highly water-absorbent Komodos' natural environment might affect the soil moisture levels in the soil in which the dragon eggs were incubating. Initially, this included moisture levels up to four parts water to one part vermiculite, a lightweight, highly water-absorbent material. But they soon discovered that the eggs absorbed too much water on that combination.

"They looked like they were going to burst, just like water balloons," Reiber recalls, "so we had to dehydrate them back down and let them lose weight. However, once the researchers controlled for excessive water absorption, Reiber says, "it didn't seem to matter which of the lower moisture levels was used for incubation." From their study of the 10 eggs from the first clutch and eight more the next year, they found no significant difference in weight or incubation time for the hatchlings when the incubation material was dry as a desert or as damp as a rainforest. That finding was one in a series that would perplex the researchers. "With other reptile eggs, you usually see a much heavier animal if it has more water," he says.

Another area they studied extensively was the length of incubation of the Komodo eggs. More specifically, they examined what they call the "cost of development" — the total amount of energy required to go from one point in development to the next. Komodo dragons have an unusually long incubation period — about eight months, which is not only longer than any other reptile, but also longer than one would expect for the size of their eggs.

Reiber points out that the long incubation time suggests a high cost of development, but by reptilian standards, the energy source — the yolk of the egg — is not large enough to provide enough food for such a lengthy period. Because the zoo badly wanted the eggs to hatch, Reiber and his colleague could not break them open and analyze the yolk to see what it contained. So Reiber's skill in noninvasive measurement, honed in his study of invertebrates, provided the solution.

He explains that one of the ways they measure energy consumption of an embryo is to determine how much oxygen is being used by the egg in which it grows. So they put a Komodo egg in a closed jar with a substance that absorbs carbon dioxide. As the egg would "breathe," it would take up oxygen and give off CO₂. As the absorbent substance sucked in the CO₂, the pressure in the jar decreased. Then, calculations based on the reduced pressure showed how much oxygen was being used.

Typically for reptiles, Reiber says, the larger the egg, the higher the oxygen consumption and metabolic rate. However, both the Komodos' oxygen consumption and metabolic rate were significantly lower than expected, Reiber says.

"The Komodos have a lower-than-predicted metabolic rate and a longer-than-predicted incubation time," Reiber says, "and we want to know why. Clearly, something is happening to the Komodo that doesn't fit typical reptile patterns."

Part of the explanation appears to lie in the gas exchange process. Reiber notes, explaining that like the chicken egg, the Komodo egg has a chorioallantoic membrane that lines the shell. "We just call it the 'cam,'" he says.

The cam develops blood vessels that expand as the animal grows, and these blood vessels provide the embryo's link to the outside world. The animal's heart pumps blood to the cam at the surface of the eggshell. The CO₂ is released, oxygen is absorbed, and the oxygen-rich blood is pumped back to the animal. Late in the development of the Komodo embryo, its metabolism plateaus. One of Reiber's hypotheses is that for some reason the cam has gotten as large as it can and can no longer exchange gases efficiently. This may be what triggers hatching, Reiber says. "This is analogous to what happens when a human baby goes beyond term. One of the reasons doctors will induce labor after a baby is a week or two overdue is that the placenta begins to break down, and the baby begins to become starved for oxygen. We see the same things happening here with the cam.

Why the cam breaks down remains something of a mystery, Reiber says, acknowledging that much of his work on the Komodos has presented more questions than answers.

But identifying the enigmas of Komodo development is only part of their work. Reiber proudly reports that their role as surrogate parents paid off when one of the eggs under their tender care was the first to hatch — even before those under the zoo's care. The zoo eventually had 13 healthy baby lizards, each approximately 16 inches long and weighing about 3/4 ounces. The next year Sobat was successfully mated with a male in the Cincinnati Zoo and another clutch of eggs was hatched.

The success in getting Komodo dragon eggs to hatch has meant the scientists can use invasive procedures to study the reptile's embryo and perhaps find answers to more of the questions about its development. Eggs for such study are available because Sobat and her two partners are responsible for almost all of the Komodos now in the United States; as a result, they are no longer genetically viable. Further breeding is not desirable because of the lack of diversity in the gene pool and the consequent dangers of inbreeding.

Reiber and his colleague are taking advantage of the fact that the zoo insists that the eggs not be allowed to hatch. The scientists are now able to peel back the leathery external layer of the shell, count the number of blood vessels present in the cam, and compare their findings with what is known about other reptiles. Reiber says the findings so far are surprising.

"We expected because of the metabolism of the animal that it would have looked much more like birds, that it would have had a lot more blood vessels than it has. [That was not the case] so there's obviously something else going on here," Analysts of the data is continuing.

The dragon egg studies have been conducted in a laboratory at George Mason University, and Reiber spends two or three months a year there. Meanwhile, continued on page 24.
The typical temporary employee in America is a woman who works such jobs as group health insurance or paid sick leave, Parker says. And, while company CEOs may be putting themselves on the back for having saved the company money by shifting to an increased reliance on "temps," Parker believes those supposed gains will prove fleeting. Eventually, problems caused by low morale and absence of loyalty to the company will take their toll, he predicts.

Parker's creative approach to researching the temporary help industry was to hire out as a "temp" worker for five months to see for himself exactly what the working conditions were like.

That experience, combined with on-the-job interviews of temporary employees and employers, provided Parker with the basis for his dissertation.

It also sparked his ongoing interest in the temporary work industry, which has led to both the publication of his book and an invitation to make a formal presentation about the contingent work force to the U.S. Senate Labor Subcommittee. He presented that statement in 1994 at the request of the subcommittee's chairman, Sen. Howard Metzenbaum, D-Ohio.

Today, Parker, an associate professor in UNLV's sociology department, continues his research in the field and sometimes uses it as the source of lectures for courses he teaches on the sociology of work.

And when that happens, Parker tells his students about his stint as a "temp" worker in Texas, where he signed up with five agencies. He made sure he requested both clerical and industrial jobs, which he says make up the two dominant segments of the temporary work force.

The clerical jobs were unremarkable for the most part. He usually worked as a data entry operator; other times he stuffed envelopes.

The industrial jobs were repetitive, too, they typically involved warehouse work. But one job he took that summer in Austin stands out in his mind.

It was more than 100 degrees and humid in the warehouse. The work he and the other "temps" were doing involved moving heavy appliances such as washing machines. Sometimes they used fork lifts. Other times the workers were up on two or three levels of scaffolding, moving items around.

"We were doing things that many companies wouldn't even allow you to do because they would be so afraid that you would slip and fall, and they would have a major lawsuit on their hands," Parker could see why those companies might worry. "I was afraid for my neck," he recalls. "Doing sociology is great, and doing research is great, but I really don't want to break anything in the process."

One thing the two types of temporary work had in common for Parker were that they both gave him entree to the "real" temporary employees he needed to interview.

Parker revealed to some of the agencies that he was a researcher collecting information for an article. In other instances, no one from the agency was told. But he told all of those temporary workers he interviewed about the nature of his research.

Surprisingly, the temporary agencies that were told of Parker's research intentions had no objections.

"They [the agency managers] thought they were showing me really uplifting organizations that benefited the workers and the employers mutually and that there was no big advantage to either side," he says. In order to help preserve that picture, he adds, "They would make sure that the only people I ever saw were happy temporary workers."

But happy temporary workers, in Parker's view, are in the minority.

Again and again, when he asked temporary workers what they most
wanted from their temporary jobs, the answer was "a permanent job."

In contrast to the popular public perception — which Parker says is supported by the temporary employment agencies — he did not find people who wanted sporadic, part-time work so that they could spend time with their families or pursue leisure activities.

What he found were people who wanted permanent, full-time jobs with benefits, but who couldn’t find those positions.

The only people he interviewed who said they wanted only temporary employment were teachers who were working as "temps" during their summer vacations. All others, Parker said, reported that they wanted full-time work. Some had hoped to find it via the temporary work assignments, but that wasn’t happening.

The reason it wasn’t happening is understandable, Parker says, when you become aware of the fact that most temporary help agencies charge an employer a substantial fee — $1,500 is typical — if that employer hires one of its "temps" as a permanent employee. The reason for the fee is sound, Parker says. Without it, temporary help agencies would find themselves acting as free employment agencies, which they are not.

But that distinction is not always clear to the temporary workers, Parker says. "People go there and think the temporary work agency is there to help them find a job," Parker says. "But they’re not there to help them find a job. They're there to help employers find workers on a temporary basis."

That’s where some of the resentment about the companies being "flesh peddlers" comes from.

Parker points out that the notion that temporary work agencies help workers find permanent jobs is only one of many myths surrounding the temporary work industry.

Another is that women deliberately choose temporary work over full-time employment.

"This has been a big myth about temporary work for a long time — that women choose temporary work, that it's voluntary, that it allows them to be mothers and homemakers and workers all at the same time. (The myth is that for them, it's definitely a win-win kind of situation," Parker says.

That notion also has a patronizing aspect to it, according to Parker. He found literature from the 1970s that talked about "how women were afraid, had expidations about entering the labor market and that temporary work would give them this sort of easing into the labor market — a way of segueing into the labor market where they wouldn’t otherwise have a path to get there." In one article, temporary work was described as a "halfway house" for women afraid to get a full-time job, he says.

A third myth is that the temporary work industry provides a solution to hard-core unemployment, Parker says.

While temporary work may be better than no work, the truth is that many temporary workers cannot begin to get anything approaching a 40-hour work week and, therefore, cannot support themselves, he says. The fact that they often are paid less than full-time employees and that they typically receive no benefits only makes the situation worse.

Additionally, Parker notes, the hard-core unemployed are often people who lack basic work or social skills. Those people are no more likely to be hired by a temporary agency than by an employer, he says.

When people go into a temporary agency to sign up, what they often don’t realize is that the agency personnel are sizing them up, just as prospective employers would, Parker says. "They're smelling you, looking at you, and wondering if you would interact well with an employer, if you are the type to give somebody a hard time, or if you are a troublemaker."

The idea is that temporary work would be unlikely to be sent out on many jobs, even if they pass the skills tests, according to Parker. If Parker's premise is accurate — that both workers and companies suffer as a result of the increasing reliance on temporary workers — why does the temporary work industry continue to flourish?

To answer that question, Parker says it's necessary to look at what happened to corporate America during the 1970s and 1980s.

"I think it's legitimate to look at things like international competition and say America has been kind of slow on its feet to catch up and stay on top of things," he says.

As American companies found themselves lagging behind international competitors, they often responded by laying off employees. In many cases, once those workers were laid off, Parker explains, companies were hesitant later to rehire permanent workers, even when the economy improved, for fear there would be another downturn, prompting another round of layoffs. So, when economies improved and they needed additional employees, they shifted to temporary workers.

"Now we're not laying off as many workers, but we're changing the way we hire them and retain them," Parker says.

But international competition was not the only problem. In the 1980s things were also dicey on the domestic front.

"It was the decade of the acquisition, of the hostile takeover, of the mergers," he says. When two companies with eight vice presidents each merge, the new mega-company finds itself with 16 vice presidents. What does it do? It reorganizes and starts laying off, Parker explains. These developments affecting the job market have led to a profound change in the social compact between American employers and employees, he says.

For years American workers believed that if they worked hard for their employers and were productive, they would be assured their jobs until they retired and would receive regular pay increases along the way, he says.

Many people still believe that is the case, especially as they watch their parents retiring after 30 or 40 years with the same employer.

But those workers are the last of their kind in America, Parker predicts, pointing to studies that show that a person entering the workforce in America today can expect to hold down six or seven jobs over the course of a lifetime.

It's entirely possible that by the turn of the century, as many as half of the workers in America may be on temporary or part-time schedules or may be working on a subcontractor basis, he says.

Parker adds that it's past time for Americans to begin thinking about what this change in the social compact means for American society.

"What's going to happen to all those people who used to have health insurance and all the other kinds of benefits?" Parker asks. "Where are all those people going to get that kind of continued on page 24"
Unconventional Therapies for An Unrelenting Disease

A UNLV study of alternative therapies used by HIV-infected patients offers health care practitioners insights on how and why these diverse approaches are being used to fight AIDS.

BY LAURIE FRUTH

Some meditate, some wear crystal pendants, and some pray. Some even crunch macrobiotic beans and grains while watching their favorite Lettermen reruns.

At first glance, the people described above might seem to have little in common based on the diversity of their behavior. But in reality, they share two critical qualities that have led them to choose different paths that they hope will lead to the same destination: They are all infected with the HIV virus, and they are all using unconventional therapies to fight the deadly disease.

It is their use of these therapies that has brought them to the attention of UNLV nursing professor Carolyn Sabo, who — along with two of her colleagues — conducted a study last year examining what is known in the health care field as alternative therapy.

According to Sabo, alternative therapy is a catch-all phrase that encompasses a number of diverse, nontraditional approaches to health care that can take such familiar forms as prayer, yoga, and meditation. But the term also refers to such esoteric practices as chakra balancing and aromatherapy.

For some patients, alternative therapy means watching funny movies to maintain one's sense of humor. Still others engage in more structured activities such as reiki and massage to improve circulation and relieve stress.

Sabo's interests in the subject was kindled by the growing body of research on alternative therapy used by chronically ill patients. She was particularly intrigued by one major study that reported improved survival rates among women with breast cancer who participated in massage.

Sabo quickly discovered that alternative therapy as it's used by HIV-infected patients had not been studied extensively and, thus, decided to take a closer look. Specifically, she was interested in how and why HIV-infected patients use these unconventional therapies.

Building on prior research linking alternative therapy use to such chronic illnesses as diabetes and cancer, Sabo developed a seven-page survey asking patients to indicate which of 34 different alternative therapies they used and with what frequency.

Questionnaires were distributed at three sites: the local office of Aid for AIDS of Nevada (AFAN), the HIV Wellness Clinic associated with the University Medical Center, and the office of a local physician who treats a number of HIV-infected patients.

"All of the 127 people who completed the survey are HIV-positive," Sabo says. "Some of the respondents have AIDS, some are battling opportunistic infections, and some are relatively healthy." The majority of her respondents indicated that they use alternative therapies to improve the quality of their lives. Some indicated that they use the therapies to improve their spiritual lives, while others said alternative therapies are part of their "positive approach" to life.

Sabo explains that some patients with chronic illnesses search for ways to eliminate negative or stressful elements in life, and alternative therapies often help them achieve that objective.

"Although it is very difficult to point to an alternative therapy and say that that therapy increased a person's life for six months to a year, there is a perceived benefit to the use of such therapies," says Sabo, who currently serves as interim dean of the College of Health Sciences.

"Particularly when you're looking at the HIV disease process, which is changing, affecting different organs and systems of the body, you begin to see that these therapies are being used as a type of support along with medical management of the disease," Sabo says.

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Educating UNLV Students About AIDS

Educating an increasingly vulnerable population of young adults about AIDS and HIV infection is the challenge facing UNLV's Campus Committee on AIDS.

Organized in 1989 by Lori Winchell, the director of UNLV's Student Health Center, and Vicky Carwein, the former dean of the College of Health Sciences, the committee was initially charged with the task of developing an AIDS health and safety policy for the campus. That accomplished, the committee then set its sights on AIDS education.

Brad Manning, UNLV occupational safety director and chairman of the Campus Committee on AIDS since 1993, uses statistics to emphasize the importance role UNLV must play in AIDS education.

"Nevada is ninth in the country in AIDS incidence, yet the state of Nevada spends only 23 to 30 cents per resident on AIDS education," Manning says. "Our population (at UNLV), the 18- to 24-year-old adult, has one of the fastest-rising infection rates. There must be some reason why this incidence rate is increasing in the face of overwhelming evidence concerning risk."

Denial is one problem AIDS educators face, according to committee member Ken Tomory.

"Teens don't think they are going to get infected," explains Tomory. "They think they can get infected, most students know how they could get infected, most know what AIDS is. The problem is getting them to change dangerous behaviors." According to Tomory, the student health center gives out 10,000 condoms each semester along with safer sex kits that talk about abstinence, HIV and AIDS, and sexually transmitted diseases. But, he argues, the face of AIDS is changing, affecting different..."
pupulations. The university needs to tailor its programs for specific populations.

Manning agrees, adding that the committee is working to reach out to students in specific environments. "We are particularly interested in working with graduate students, African-American students, Hispanic students, and students in residential life. A mandatory, campus-wide AIDS awareness class would help, but we need students to tell us how to develop programs and materials that will be meaningful to different subcultures."

One way the committee reaches students is through its speakers' bureau. Individual committee members speak to fraternities and sororities, student organizations, classes, and just about anyone who will listen. "What these kids don't know is surprising," Manning says. "For example, one student didn't know that the virus could be transmitted by oral sex or that not all condoms are equally effective."

Another way of increasing awareness about AIDS is through special events, such as those held on campus Dec. 1, World AIDS Day. This year the Campus Committee on AIDS scheduled 72 hours of events, including a 15-minute darkening of the campus from the Moyer Student Union to Great Hall, a human red ribbon formation, free HIV testing at the Student Health Center, a mandatory, nominalized memorial service, and a feature film festival.

"The committee feels that it's important to offer both community outreach events and education in-house to our population," Manning says. "We have the bizarre population and the educational resources. It's time that the university took the lead in this." 

\[continued from previous page\]

\[can extend for a number of years, if a patient believes he or she feels better or has more energy as a result of using the alternative therapy, then that is clearly a benefit."

Results of the survey revealed that prayer, meditation, laughter and humor, and self-talk relaxation techniques were the most frequently used alternative therapies.

"These are things that people can do on their own, privately and with minimal expense," Sabo says. "It's not surprising that patients would choose therapies that they can do when they want and as often as they want."

What was surprising, however, was the extent of alternative therapy use by HIV-infected patients, she adds.

"What we found most impressive was that only 20 percent of the people who completed the survey used alternative therapies before they were infected, but 100 percent used alternative therapies post-infection," she says, noting that previous studies found that only about one-third of those with chronic illnesses use alternative therapies.

Although Sabo says the limited number of respondents in her sample prevents her from drawing firm conclusions about the larger population of HIV-infected patients, she says her study seems to suggest that they are more likely than other chronic disease sufferers to use alternative therapies. She is interested in gathering more data on the subject so that she can find out why.

She speculates that one reason for these patients' propensity for such therapies might be the strong communication network within the HIV-infected community.

"There is a tremendous sharing of information within the HIV-infected community both through formal informational channels, such as newsletter, and through informal sharing between patients in clinics and self-help groups."

Another reason might be that physicians are becoming more receptive to the use of alternative therapies when they are combined with more traditional therapies, she adds.

"One of the things that we're learning from individuals in this study is that some physicians tend to be open to a number of ideas and are not focused on just one type of therapy about which they'll talk or give information," Sabo says.

\[The value of this type of study, according to Sabo, is that it seeks to provide health care practitioners with more information about what their patients are doing on their own; they can then perhaps offer additional guidance. For example, if a physician knows that a patient is taking mega-doses of vitamins, he or she can advise that patient about the proper dosage. The physician might also have a list of referralgories or support groups to recommend to a patient, Sabo says."

"I would be interested in future analyses with bigger numbers (in the sample) to learn how much of this information patients gathered on their own, how much they gathered from friends or family, and how much they gathered from people they met at the clinic or at AFAN."

"This will give us some idea about how people are coming to decisions about using alternative therapies. Something made the participants in this study change their minds about the value of using alternative therapies."

Further analysis of the data will provide more details, Sabo says, adding that she would like to know what that "something" was.

She is also interested in the cost of such therapy. Additional results from the survey revealed that some HIV-infected patients spend little out of pocket, while others spend as much as $40 per month on alternative therapies.

\[continued on page 24\]
### Calendar

#### March 1996

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Master Series: Jean-Pierre Rampal</td>
<td>March 1, 8pm. McDermott South Gym, 895-3207.</td>
</tr>
<tr>
<td>Women's Basketball: UNLV vs. San Jose State</td>
<td>March 5, 7:30pm. McDermott South Gym, 895-3207.</td>
</tr>
<tr>
<td>Women's Tennis: UNLV vs. University of South Alabama</td>
<td>March 7, 7:30pm. Fetitta Tennis Complex, 895-3207.</td>
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</tbody>
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#### April 1996

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Women's Tennis: UNLV vs. Kansas State</td>
<td>April 3, 7:30pm. Black Box Theatre, 895-3207.</td>
</tr>
<tr>
<td>Women's Tennis: UNLV vs. Purdue</td>
<td>April 3, 7:30pm. Fetitta Tennis Complex, 895-3207.</td>
</tr>
<tr>
<td>Women's Tennis: UNLV vs. Idaho State</td>
<td>April 4, 7:30pm. Fetitta Tennis Complex, 895-3207.</td>
</tr>
<tr>
<td>A Family Affair: Veryovka Ukrainian National Dance Co.</td>
<td>April 5, 8pm. Fetitta Tennis Complex, 895-3207.</td>
</tr>
<tr>
<td>Music Department: Veryovka Ukrainian National Dance Co.</td>
<td>April 5, 8pm. Fetitta Tennis Complex, 895-3207.</td>
</tr>
<tr>
<td>University Theatre: „Ring Around the Moon“</td>
<td>April 11-14, 1pm &amp; 8pm. Judy Bayley Theatre, 895-3301.</td>
</tr>
<tr>
<td>Men's Tennis: UNLV vs. Oregon</td>
<td>April 11, 1:30pm. Fetitta Tennis Complex, 895-3207.</td>
</tr>
<tr>
<td>Alumni Trip: The Down under - Australia and New Zealand</td>
<td>April 12-26, 8pm. Judy Bayley Theatre, 895-3301.</td>
</tr>
<tr>
<td>Music Department: Sierras Winds</td>
<td>April 15, 8pm. Fetitta Tennis Complex, 895-3207.</td>
</tr>
<tr>
<td>Special Event: Career Day Reception and Job Fair</td>
<td>April 17, 8-9pm. Judy Bayley Theatre, 895-3301.</td>
</tr>
<tr>
<td>Women's Tennis</td>
<td>April 21-23, 8pm. Judy Bayley Theatre, 895-3301.</td>
</tr>
<tr>
<td>Women's Tennis: UNLV vs. Texas Tech</td>
<td>April 24, 8pm. Fetitta Tennis Complex, 895-3207.</td>
</tr>
<tr>
<td>Dance Concert: Veryovka Ukrainian National Dance Co.</td>
<td>April 26, 8pm; April 27, 2pm. Judy Bayley Theatre, 895-3301.</td>
</tr>
<tr>
<td>28 Women's Tennis: UNLV vs. Kansas State</td>
<td>March 1, 7:30pm. Black Box Theatre, 895-3207.</td>
</tr>
<tr>
<td>30 Women's Tennis: UNLV vs. Kansas State</td>
<td>April 4, 7:30pm. Fetitta Tennis Complex, 895-3207.</td>
</tr>
<tr>
<td>31 Women's Tennis: UNLV vs. Kansas</td>
<td>April 5, 7:30pm. Fetitta Tennis Complex, 895-3207.</td>
</tr>
</tbody>
</table>

**Events are subject to change or cancellation.**
CLASS NOTES

Betty E. Luttrell, ’64 BS Education, was a member of the first graduating class at UNLV. She retired from the Clark County School District in 1982. She taught at Vegas Verde Elementary School for 24 years.

Kathleen Leonard Magee, ’89

Kathleen Leonard Magee, ’89 BS Education, ’76 Master of Education, was one of the 1994 recipients of the Milken Family Foundation National Educator Awards. She received $35,000 as part of the award. Magee teaches at Greenwood Elementary School, where she works academically as at-risk students as part of the federally funded Title I program. Employed by the Clark County School District since 1969, she spent 16 years as vice president of sales for Paul-on-Dice and Card Inc.

Jim Farnham, ’74

Jim Farnham, ’74 BS Political Science, ’76 MS Political Science, is an associate professor of political science and public administration at Our Lady of the Lake University in San Antonio. She is the author or co-author of America’s Re Pl ay: All the President’s Children, Texas State Government: Its Legal Foundations, Auctions for Amateurs, and numerous other books and articles. For the past 12 years she has written a weekly newspaper column on a variety of topics.

Kevin J. Brooks, ’80 BS Hotel Administration, has been employed by Hyatt Hotels since graduating from UNLV. He currently serves as director of human resources for the Fair Bank Club, a health and recreation club, in Chicago. Previously, he served as the human resources director for the Hyatt Schramberg. He lives in Leesburg, Ga.

Kristine R. Vanders Wee, ’88 BS Business Administration, ’86 MS Counseling, is doing a two-year postdoctoral fellowship in neuro psychology at Madigan Army Hospital in Tacoma, Wash. She recently completed a doctoral degree in clinical psychology at Pacific University in Portland, Ore. While pursuing that degree, she did an internship at Western State Hospital in Tacoma.

Steven G. Ryan, ’83 BS Hotel Administration, is the food and beverage director at the Beauty Hotel in Beverly Hills, Calif. He lives in West Hollywood.

Albert Young, ’83

Alma Garcia Vining, ’76

Clark F. Klinkhammer, ’78 MS Counseling, is a director of corporate human resources for SuperPawn, a chain of pawn shops that is preparing for an initial public offering.

Alma Garcia Vining, ’76

Clifford J. Klinkhammer, ’78 MS Counseling, is a director of corporate human resources for SuperPawn, a chain of pawn shops that is preparing to expand nationally.

Robert J. Ringh, ’90 BS Business Administration, is co-owner, co-publisher, and business manager of Scope magazine, a guide to the Las Vegas music and cultural scene.

Cynthia R. Dierckx, ’86 MA Nursing, is a psychiatric registered nurse and case manager at Southern Nevada Adult Mental Health Services. She has been with the agency for eight years. Previously, she worked at University Medical Center.

William H. Flanagan, ’87 BS Hotel Administration, is corporate vice president and division controller for the central division of Pinnacle West.

Donald Davis, ’88 BS Hotel Administration, is general manager of Houston’s restaurant in Rockville, Md. He lives in Bethesda.

Scott J. Smith, ’88 Master of Education, is athletic director for the Wichita (Kansas) Public School District. He is also completing a doctoral degree in sport management at the University of Maryland.

Judy Tarchine, ’93 BS Hotel Administration, is the director of sales for USA Host Destinations Services. The company creates themed productions, operates customized tours, and provides citywide transportation.

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Name
Year Graduated
Major
Type of Degree(s)
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City
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Phone Numbers
Home
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Enter your information here.

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Attention Alumni — The UNLV Alumni Association offers a variety of social and cultural activities. For more information or to join the association, call 895-2021.

Please be polite! Because of the popularity of the Class Notes section, UNLV Magazine cannot cover every entry as soon as it arrives. If the information you have submitted for a Class Notes entry becomes outdated, please submit a new entry and indicate on the form that it is a replacement.

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Name
Year Graduated
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Address
City
State
Zip
Phone Numbers
Home
Office
Career or Personal Information

Enter your information here.
Beast

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if he wants to observe a Komodo closer to home, he must travel to the San Diego Zoo.

But Reiber doesn’t keep all of his eggs in one basket either. His studies of the Komodo dragon have led quite naturally into his research on another reptile, one indigenous to the Las Vegas area: the endangered desert tortoise.

“The reason for working on them really stems from the Komodo dragon work in that they are such different eggs,” he says, comparing the leathery shells of the Komodo eggs to the more brittle eggshells of the tortoise, which are similar to chicken eggs. And, while the dragon eggs apparently can tolerate considerable extremes in conditions, they would have a hard time in Southern Nevada’s exceptionally arid climate in which the tortoise eggs thrive.

“If you took a Komodo dragon egg and put it in a Las Vegas environment, it would not hatch,” Reiber says. “It would dry up and blow away. If you put a snapping turtle egg [the subject of one of Reiber’s earlier studies] in the Las Vegas environment, it wouldn’t hatch. Yet these desert tortoises — their eggs sit in the air, and they don’t lose water. This capability to conserve water is unique.”

As with the dragons, Reiber is trying to discover how the tortoise egg’s cardiovascular system handles incubation conditions. “We are looking for optimal hatching conditions, but also how the cardiovascular system deals with such a dry environment. Is the egg dehydrated proportionately to other reptiles’ eggs, and if so, does it have an effect?”

Yet another subject of Reiber’s research is the crayfish, specimens of which he collects in the Flamingo Wash, not far from the UNLV campus. Reiber focuses on newly hatched crayfish, so tiny and transparent they are barely visible in the tanks that line his lab in the Juanita Greer White Life Sciences building.

Although the techniques for studying the crayfish hatchlings differ from those used to analyze reptile eggs, Reiber’s objective is still to measure cardiovascular pressures and flow rates in an effort to discover how the system works. When does the heart start to beat? What effect does the oxygen supply have on the developing system? What role does the cardiovascular system play in regulating development?

Reiber would be the first to acknowledge that while he might find a greater number of subjects nearby for his work on the crayfish and the tortoise, they can’t compete with the Komodo dragon when it comes to generating interest in his research. The dragon would win hands down every time in a contest gauging public appeal, he notes.

That is, of course, unless the contest were held on the island of Komodo.

Temporary Fix

continued from page 15

insurance now that employers have pulled back and have created another kind of arrangement for employing their staffs?

“Does it mean that we’re just going to have laissez-faire capitalism 1890s-style? Or does it mean that the government is going to have to stand up and take a role and say, ‘Look, employers, we’re going to require you to prorate benefits,’ or ‘You’re just going to have to offer these people the same benefits you offer everybody else.’”

Or does the government step in and provide universal health care coverage as President Clinton has proposed?

In short, Parker says, “We’ve got a really big problem on our hands.”

But he doesn’t believe that either American employers or workers are at the point of recognizing the severity of the situation. Therefore, a turn away from hiring temporary employees is unlikely, particularly within the next five years, according to Parker.

In the meantime, he says, corporate America would be well-advised to consider his admonitions. “Maybe some farsighted chief executive officers will say, ‘Look this is hurting us more than it’s helping us.’ Maybe then we’ll see some changes.”

Therapies

continued from page 18

enable Sabo to determine how much money was actually spent over the course of a year, how much was covered by insurance, and how much patients were willing to spend on specific alternative therapies.

In the meantime, Sabo and her coauthors of the study — Vicky Carwein, the former dean of the College of Health Sciences, and health care administration professor Mary Patterson — were invited to present the results of their investigation last fall at the Eighth Annual Conference of the Association of Nurses with AIDS in Boston.

Sabo is pleased that her research efforts are adding to the small but growing body of research on HIV-infected patients.

“When you’re dealing with people who have a chronic illness, who must have repeated contact with a physician or sometimes with a number of physicians, the more information a physician has concerning a patient, the more they can individualize the care.”
Where will your kids go to college?
Faculty, regents, alumni, several former UNLV presidents, and other dignitaries joined in the processional for the inauguration of UNLV President Carol C. Harter, held Oct. 21 at the north end of the campus academic mall. See inauguration story, page 3.