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IN PRINT

Faculty authors examine Las Vegas women at work, the status of global patents, racialized schools, and advances in the understanding and treatment of substance use disorders. **BY COREY LEVITAN**

Changing the Game: Women at Work in Las Vegas, 1940-1990

Joanne Goodwin
University of Nevada Press

In *Changing the Game: Women at Work in Las Vegas, 1940-1990*, UNLV history professor Joanne Goodwin deftly deploys oral history to chronicle how — during a period when workplaces remained deeply divided by race and gender — the rules of the employment game gradually shifted from discrimination to greater, if not equal, opportunity.

The book, Goodwin's second, details the lives of 11 women who defied the odds to succeed in the Las Vegas hotel/casino industry during a pivotal time in the evolution of Southern Nevada. Among her subjects were casino owners, dancers and dance company managers, hotel administrators, dice dealers, and housekeepers.

Today, we might be tempted to celebrate such pioneering figures as feminist icons. Central to Goodwin's work, however, is the context of historical possibilities during the decades after World War II.

"Women needed to work around and within the constraints of a workplace that hired women and men, blacks and whites, for different jobs," Goodwin said. "Historians have focused on activists who struggled to open doors yet missed the significance of non-politicized women, who, by their presence, pushed boundaries and sought greater opportunities once the doors were opened."

Through Goodwin's interviews, readers will meet Hattie Canty and Lucille Bryant, two African-American "back-of-the-house" workers who became active in the Las Vegas Culinary Workers Union Local 226. Canty became Local 226's president in 1990, eventually leading 550 Frontier Hotel culinary workers in a six-and-a-half year strike — one of the longest labor actions in U.S. history.

"Bryant and Canty's stories describe women who are wage-earners in a traditional position for the time — housekeeping," Goodwin says. "Both were part of the

migration of workers from the Deep South to the West during and after World War II. Neither had an advanced education, which was true for many workers who came to the area during these years."

Even with little formal schooling, however, both women implicitly understood what it took to get ahead, says Goodwin. "Rather than employing an individual strategy, they used collective action through the culinary union for employment security. Hattie Canty was pleased to be



JOANNE GOODWIN
Her new book recognizes the "significance of non-politicized women, who, by their presence, pushed boundaries and sought greater opportunities."



“They started with specialized knowledge, utilized relationships, wove around sexism — whether blatant or subdued — and advocated for themselves.”

a mother and homemaker. When her husband, the family provider, died, she found an inner strength to do what needed to be done to take care of her children. The union held the greatest potential for achieving this.”

Goodwin also profiles casino owners Sarann Preddy and Claudine Williams. Preddy was a civil-rights activist best known for her efforts to revive the Moulin Rouge, the valley’s first interracial hotel, which closed a few months after opening in 1955. Williams ran the Silver Slipper and then the Holiday Casino (which became Harrah’s), at first in a partnership with her husband, then by herself when his health failed.

“Claudine and Sarann had a number of similarities,” Goodwin notes, “yet their outcomes were remarkably different because of the era and one’s ability to finance a casino. They both had a marvelous way with words and were pretty honest about the ups and downs of the business. For these businesswomen in the years before equity protections, they each cultivated networks and adopted styles that enabled them to advance in their chosen fields.”

Fluff LeCoque and Bernice Jaeger also proved adept at advancing in discriminatory workplace environments, as each moved up the chain of command at a time when women were rarely promoted. LeCoque was particularly successful, progressing from dancer to production director.

“The skills [they] used are prototypical of contemporary women in business,” Goodwin says. “They started with specialized knowledge, utilized relationships, wove around sexism — whether blatant or subdued — and advocated for themselves.”

Goodwin says the book owes its origins to two of her graduate students, both employed in hotel-casino jobs, who approached her with the idea of collecting life stories from women in the gaming industry. Goodwin encouraged them to pursue the idea. Other students joined and when they completed their degrees and moved on, Goodwin was left with the foundation of what became the *Las Vegas Women Oral History Project*. The project has since encouraged nearly 100 community members “to share their life stories, thereby enriching the teaching of Las Vegas history,” she says.

“This type of research could not have been done without extensive interviews or oral histories,” Goodwin says. “The texture of a person’s daily life, her choices, her trials, her dreams are not available to the historian in any other documentary source.”

The women’s stories in *Changing the Game*, she adds, aim to add to historians’ understanding of an economic and cultural moment that transcended Las Vegas’s gambling industry.

“These women were joined by thousands of others across the country,” she says. “Their presence in the workforce by the ’70s created a watershed moment, not because of the majority’s activism, but because there were so many women who were not going to ignore opportunities any longer.”

Goodwin, who also leads UNLV’s Women’s Research Institute of Nevada, is currently on sabbatical conducting research for her next project on the implementation of equal opportunity policies in the West.

Global Patents: Limits of Transnational Enforcement

Marketa Trimble
Oxford University Press

If you have a great idea for a new product, says Marketa Trimble, be aware that somebody, somewhere in the world, could steal it.

Patents provide a way of protecting inventions but, as Trimble points out, there’s never been a way to obtain patent protection worldwide.

“Inventors must obtain patents in every individual country if they want to protect their inventions globally,” she says. “And, if you’re not a millionaire, that’s unrealistic.”

Trimble, a professor at UNLV’s William S. Boyd School of Law, has crystallized decades of international patent law research and experience into her first book, *Global Patents: Limits of Transnational Enforcement*, published by Oxford University Press.

“The book provides lawyers and business people who have international dealings with a good overview of the international patent system and its possibilities and limitations,” Trimble says, noting that the book has been well received by academics and practitioners from around the world seeking insight into transnational enforcement of intellectual property rights.

Since the 1880s, she says, countries have sought to make it easier for applicants to obtain patents in multiple nations. Although there has been progress, the world has yet to codify what some argue is a necessary next step: a global patent.

“The creation of a single global patent would require countries to agree on a single set of conditions of patentability,” Trimble says. “Not only would such an agreement be difficult to achieve, it might not even be desirable. Countries at different stages in their development and with different socioeconomic conditions have understandably different views on what should be protected by a patent and how. The different views are apparent even now, at a time when most countries of the world adhere to several international patent treaties that set the basic rules of patentability and provide for the streamlining of the patent application process in multiple countries.”

Historically, the lack of a global patent has been only a mild headache to inventors, chiefly because physical and logistical barriers helped thwart thefts of intellectual property. In order to see an actual patent in the past, one would have had to travel to each country’s patent office to view and copy the actual patent. The internet has changed that, of course. Computers can now display every major country’s patents for free — a boon to scofflaws looking to steal ideas. And they do.

“Many companies do business on a global scale, but they typically forfeit patent protection in many countries because of the high costs of patenting in multiple countries. Even when companies do file for patents in multiple countries, they might not obtain patent protection in some countries because of differences in standards of patentability,” she says.

MARKETA TRIMBLE

Her work “not only explains the limitations of international patenting, both legal and practical, but also reveals workarounds for expanding a small inventor’s patent protection.”



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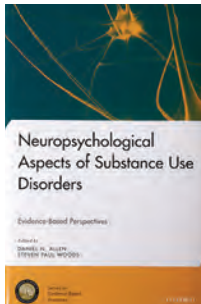
Trimble, a native of Prague, Czech Republic, says her initial interest in patent law was stoked by trips that she took with her father. “My father was a technology reporter who covered issues of intellectual property protection. As a child I was fortunate to be able to travel with him to several factories in Czechoslovakia where he covered their technology and innovation. It was an interesting and very educational experience because Czechoslovakia was a communist country before 1989, so the economy and innovation were skewed in numerous ways, highlighting the need for effective intellectual property protection.”

After graduating from law school, Trimble worked in the government of the Czech Republic, including the Ministry of Justice. As a Czech official, she represented the country in European Union bodies and on assignment at the European Commission in Luxembourg. She went

on to obtain two additional degrees at the Law School of Charles University in Prague, then moved to the U.S. in 2004 where she obtained a master’s and doctoral degree in juridical science from Stanford Law School. She joined the faculty of UNLV’s Boyd School of Law in 2010.

Trimble is now a recognized expert on intellectual property law. She serves, for example, on the International Law Association’s Committee on Intellectual Property and Private International Law, and is the co-author of a highly regarded casebook on international intellectual property law. Her work on transnational disputes, including disputes arising from activities on the internet, is credited with assisting a wide range of parties and bodies operating in the international arena.

Trimble says her recent book aims to fill a unique niche. “Publications on international intellectual property law



“There have been so many new developments increasing our understanding of substance abuse from a brain perspective.”

usually focus on the aspects of *public* international law — the making of international treaties and the enforcing of countries’ obligations to follow these treaties — and not on the aspects of *private* international law,” she says. Private international law concerns cross-border disputes among private litigants, such as between a patent owner and an alleged infringer, or a patent owner-licensor and its licensee.

Global Patents covers patent laws and litigation worldwide but focuses on the U.S. and Germany, providing a side-by-side comparison of patent enforcement in two of the busiest patent litigation countries in the world.

“The expertise of their courts is highly regarded in other countries,” says Trimble. “Patent experts follow the developments in these two countries, and courts in other countries refer to decisions from them.”

The book not only explains the limitations of international patenting, both legal and practical, but also reveals workarounds for expanding a small inventor’s patent protection. One involves using the litigation of a single-country patent to extend protection outside that country.

“Enforcement is most cost-effective when a business can use the patent of a single country to solve its worldwide disputes relating to the invention covered by that patent,” Trimble says. “The *Apple v. Samsung* saga is instructive. After battling in dozens of lawsuits in multiple countries, the two companies decided to shape the outcome of all their disputes worldwide according to the decisions of the U.S. courts on the contested U.S. patents.”

Another solution is to maintain disputes over multiple countries’ patents but to concentrate the litigation of the patents in only one forum; this means that one country’s decision determines the fate of patents granted in several countries for the same invention.

“This sometimes occurs in arbitration,” Trimble says. “However, as opposed to arbitration tribunals, courts have been reluctant to take cases involving multiple countries’ patents. Nevertheless, we have seen litigation, for example in the United Kingdom, in which a court decided the non-infringements of several countries’ patents.”

Of course, it is extremely costly to litigate patent matters, which is why the costs can become unbearable for many patent holders when multiple countries are involved. In addition, some nations’ courts will not accept cases involving multiple countries’ patents at all, so centralizing them in a single court may not be an option.

Despite the problems it would solve, global patent protection won’t be available anytime soon, according to Trimble.

“This is a prerogative that countries are unlikely to delegate,” she says, adding that uniform enforcement would be the next difficult issue to address if a single global patent were created.

“For a global system to be consistent, it needs to be accompanied by global agencies and courts that decide on the validity of patents with global effect,” she says. “The current developments surrounding the introduction of a regional unitary patent in the European Union show how difficult this process is, even among countries that are relatively close to each other economically, geographically, and culturally.”

Neuropsychological Aspects of Substance Use Disorders: Evidence-Based Perspective

Daniel Allen and Steven Paul Woods
Oxford University Press

According to the National Institute on Drug Abuse, approximately 570,000 people die each year due to drug use, along with more than \$700 billion in increased health-care expenditures, lost productivity, and costs associated with drug-related criminal activity.

Behind these sobering statistics lie countless lives ruined and hearts broken. But for both addicts and their families, argues UNLV’s Daniel Allen in a new book, recent research offers promise for treating this troubling — and enduring — problem.

Co-edited with Steven Paul Woods of the University of California, San Diego, Allen’s *Neuropsychological Aspects of Substance Use Disorders: Evidence-Based Perspective* includes work by some of the world’s most distinguished addiction researchers.

“Our hope is that our book will help address some of the obstacles to understanding and treating substance use disorders by bringing together the most current information from the brain science literature with application to specific substances of abuse and special populations,” says Allen, UNLV’s Lincy Professor of Psychology and a former president of the National Academy of Neuropsychology.

The project sprang from what Allen and Woods say was an “obvious gap in the literature on neuropsychology and substance abuse.”

“There have been so many new developments increasing our understanding of substance abuse from a brain perspective,” says Allen. “There was a real need for a book where the most up-to-date information is assembled.”

After identifying the need, Allen and Woods recruited an international dream team of brain science leaders to contribute chapters. Authors include such nationally recognized experts as Warren Bickel, director of the Addictions Recovery Research Center at Virginia Tech; John Crabbe, director of the Portland Alcohol Research Center at the Oregon Health & Science University; and Igor Grant, director of the HIV Neurobehavioral Research Program at the University of California, San Diego.

“As I was editing some of the chapters that came in, I found myself learning much in areas that are not a central part of my own research program,” Allen says. “There are so many new developments with the knowledge base increasing each day; having an opportunity to read about the most current findings was rewarding. And it was also rewarding to have the opportunity to interact with some of the brilliant scientists doing the research.”

Substantial progress has been made, he adds, from the days when alcoholism and substance use problems were viewed as moral failings. Today’s researchers instead view them as clinical challenges, disorders demanding empirical investigations aimed at discovering successful psychological and pharmacological treatments.

Allen is upbeat about what’s been accomplished so far,



but says much work remains to be done.

"In particular, interventions for substance use disorders are not as effective as we would like, and understanding the interactions between treatment effectiveness and individual variables such as ethnicity, comorbid mental and physical illnesses, and cognitive disorders continues to present challenges to researchers and clinicians," he says. ("Comorbid" is a term that describes patients who have two chronic diseases or conditions simultaneously.)

Allen adds that the interplay between environmental and genetic contributions to the development and continuation of substance use disorders requires more study, as does identification of those who are at the greatest risk of developing problematic patterns of substance use.

The book is grouped into three sections. The first focuses on new developments in the fundamental science, such as genetic influences and neural substrates of addiction. The second addresses recent research from each of the major categories of substances typically abused. The third deals with special patient populations and topics, including patients whose substance-use disorders occur with comorbidities, such as infectious disease, traumatic brain injury, and, especially, mental illness.

"Serious mental illness and substance abuse comorbidity continues to be a significant challenge to the treatment community," he says. "Unfortunately, those

with mental illness and comorbid substance abuse probably make up the majority of individuals who have schizophrenia and bipolar disorder, but we know less about them than we do about those without substance abuse disorders."

Allen gravitated toward addiction treatment while specializing in the neuropsychology of mental illness at a Veteran's Administration hospital in Pittsburgh, where he worked before joining the UNLV faculty in 1999.

"The biggest problem I saw among vets I worked with by far was substance use disorders, particularly alcoholism and cocaine use," he says. "I found it hard to provide adequate treatment for them because, at the time, little information was available in the empirical and clinical literature that specifically addressed the unique needs of individuals with both a mental illness and a substance use disorder."

Allen's hope for the book is that it might help clinicians, researchers, and graduate students overcome barriers to understanding the complex set of neurological factors at play in substance use disorders.

"Ideally, it's a book that can be a reference tool for those who want to review a summary of recent literature from a group of nationally respected experts," he says. "I hope that clinicians and the academic community find it useful and can turn to it when they seek the most up-to-date research in this area of study."

DANIEL ALLEN

With co-author Steven Wood, Allen assembled a "dream team" of brain science leaders. Their contributions represent the latest findings on the neuropsychology of substance use disorders.



SHANNON SMITH (left) and JESSE BRINSON
Our society may never overcome racism, the authors argue, "but the children in our schools do not have to be victims to individuals who may be unaware of their racist tendencies."

Racialized Schools: Understanding and Addressing Racism in Schools

Jesse Brinson and
Shannon Smith
Routledge

More than 60 years has passed since the U.S. Supreme Court ordered an end to segregation in America's public schools, but inequality and racial prejudice have not disappeared from our classrooms. In fact, argue the authors of *Racialized Schools: Understanding and Addressing Racism in Schools*, racism in education is today an even more pernicious problem, since it operates on a largely unconscious level.

To one of the book's authors, UNLV's Jesse Brinson, racism is so embedded in the human mindset that some people don't even recognize its presence. Some schol-

ars, he notes, even go as far as to assert that admitting one's racism is indistinguishable from acknowledging one's humanity.

"So the question is not whether an individual is racist," says Brinson, a professor of educational and clinical studies. "The real question is whether an individual is mildly, moderately, or severely racist."

For educational authorities, then, such acknowledgements are just a starting point: They must also be cognizant of how racist policies and practices play out in their schools. In other words, they must ask, "To what extent are school policies and procedures intentionally or unintentionally racist in development and implementation?" says Shannon Smith, Brinson's co-author.

Unfortunately, says Smith, previous studies suggest policy makers and administrators are ill equipped to do much about the deeply entrenched racial biases manifested in schools.

“Racism is particularly important to address in schools, where creating a level playing field among kids of different ethnic backgrounds is critical to achieving positive educational outcomes,” says Smith, who is also a professor of educational and clinical studies.

The best administrators, the authors agree, are those who commit themselves to hiring staff who are less likely to perpetuate racist thinking and behavior.

Sadly, some school staff will undoubtedly bring their racial baggage to work with them; some will suffer from forms of bigotry that will rank them in the “severe racist” category. The authors say their new book will help school personnel identify and confront these educators in a direct and yet professional manner. When done correctly, they add, the process can be cathartic.

“For individuals who are challenged to identify their racism, if you are able to show them how their thinking is erroneous, many will tend to change their way of thinking,” Brinson says.

Racialized Schools supports its recommendations with data from various empirical models, including the authors’ own research involving online surveys distributed to some 3,000 U.S. education professionals, including school mental health personnel, teachers, administrators, and school board members. The results of their study almost immediately yielded insights into the scope of the problem.

“One of our first findings was how deeply embedded racism is as a societal taboo,” Smith says. “We received a number of contacts from teachers who were not willing to answer the survey because they were afraid that their principal could access the survey and discover how they really feel.”

Another telling discovery was the heavy price racism exacts in “opportunity costs” — that is, the way racial prejudice can turn the economic potential of millions of young people into a long-term financial burden.

“The school-to-prison pipeline alone is enough to warrant a radical new way of thinking about education,” Brinson says.

Brinson and Smith write that, “Certain kids, because of the way they’re perceived by teachers, are likely to be funneled into low-ability curriculum tracks and identified as being difficult to teach. As a result, they are stigmatized for their entire academic careers and rarely attend college.

“If they even graduate from high school, they will be identified as marginal and less likely to find meaningful employment. And, if they decide not to go into the service sectors because the wages are so low, many could turn to less legitimate ways to spend their lives attempting to earn a living.”

The authors suggest a number of ways we can do better for such children. In addition to curriculum guides, they present “interpretive acts” — short vignettes involving potentially racist encounters or situations.

The intent of the interpretive acts section is to enable readers to uncover their hidden racism, they say. They also hope some readers will be challenged to explore their own thought patterns and beliefs, particularly when the vignettes they’re reading aren’t, to them, read-

ily identifiable as offensive.

Racialized Schools is also intended as a practical learning resource, one that provides in-class curriculum guides. The guides, tested using focus groups, were designed to reduce race-based bullying and foster more effective interaction among different ethnic groups.

Curricula notwithstanding, success in school is strongly influenced by the student-teacher relationship. In societies where racism is prevalent, students become adept at identifying adults that they perceive as harboring a racial bias towards them.

“If teachers don’t find themselves able to have meaningful relationships with students of color, their ability to be effective teachers is extremely compromised,” says Brinson. “American teachers are 80 percent white, and many are not comfortable communicating with underprivileged students on an emotional level, nor are they adept at impressing upon them the importance of learning.”

Brinson, who is African-American, met Smith, who is white, at a program merger created by the College of Education’s Counselor Education Program. Brinson had a research interest in multicultural counseling issues. Smith focused on social justice and advocacy. It wasn’t long before they found themselves talking about issues that appeared to overlap between their respective research areas.

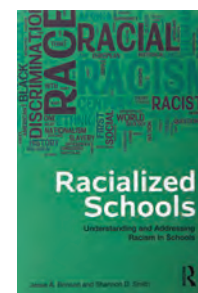
But it was only after Brinson began to discuss his experiences in academia that he and Smith shifted the discussion to racism in education. Both scholars acknowledged that Smith had a slight, but still unfair, advantage as a white male.

“We’re both equally qualified in our field,” Smith says, “and yet [in meetings] I would be called on more and would have the ability to address certain topics that Jesse wouldn’t. There were multiple examples of where I would have privilege in the academic environment. Even the simpler things, such as the seating arrangement, often reflected who had the most sociopolitical capital due to racism.”

After such meetings the two discussed these inequities, talks that led them to conclude they should team up to tackle a study related to racism in higher education. But soon Brinson and Smith determined that racism at the elementary and secondary levels would be a better place to start given that there was a greater need for empirical research in this area.

“In particular, we wanted to be able to produce a project that could potentially have public policy implications,” says Brinson, “one that would expose this problem to individuals within our state government. We felt that a book would have the greatest potential impact. Our society may never overcome racism, but the children in our schools do not have to be victims to individuals who may be unaware of their racist tendencies.”

Smith concurs. “If racist ideologies are to be dismantled from the American fabric, it must begin in our nation’s schools, and it must begin with our teachers and school administrators examining their own racism.”



“For individuals who are challenged to identify their racism, if you are able to show them how their thinking is erroneous, many will tend to change their way of thinking.”