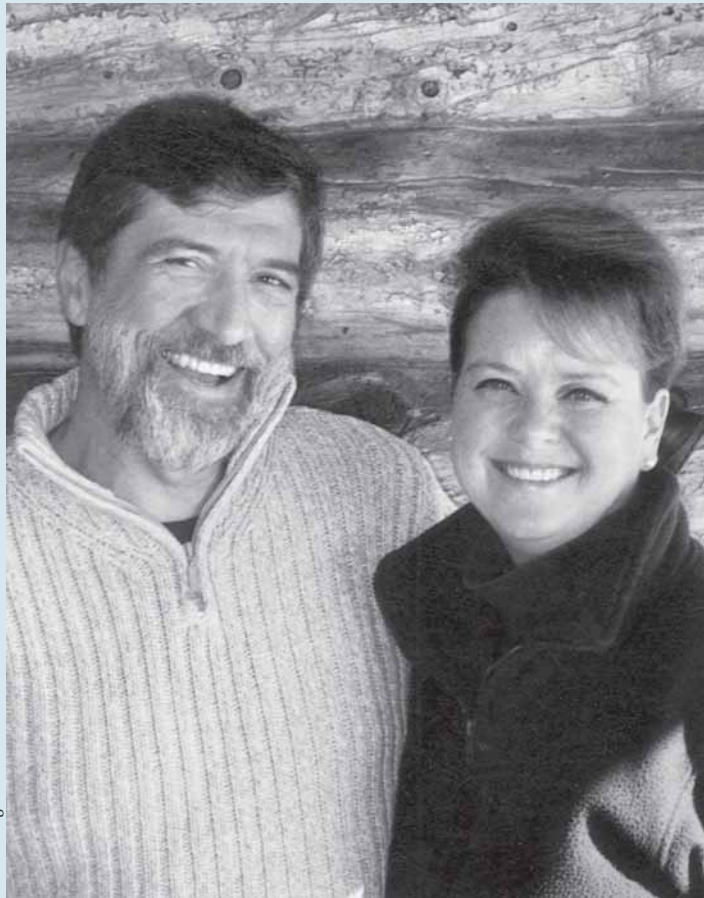


AQUATIC & FISHERY

SCIENCES

NEWSLETTER OF THE SCHOOL OF AQUATIC & FISHERY SCIENCES UNIVERSITY OF WASHINGTON WINTER 2004

REMEMBERING



Jenna Rovig

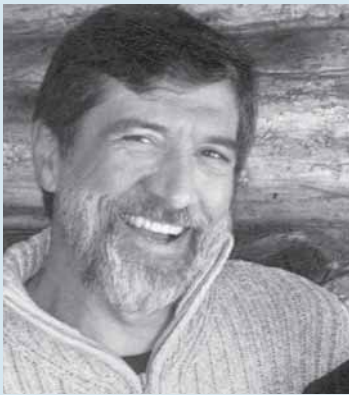
Marsha Landolt & Bob Busch



Anonymous

Marsha Landolt 1948-2004

*Dean, The Graduate School
Vice Provost, University of Washington
Professor, School of Aquatic & Fishery Sciences*



Jenna Rovig

Bob Busch 1946-2004

*Aquaculturist & Fish Culture
Consultant, and Affiliate Faculty,
School of Aquatic & Fishery Sciences*

On January 2nd, 2004, Marsha Landolt and her husband, Robert Busch, lost their lives in an avalanche that engulfed their family cabin in the Sawtooth Mountains in Idaho. It is difficult to convey the breadth and scope of Marsha and Bob's contributions and accomplishments, and the tremendous, positive influence they had on so many of us. We dedicate this issue to them.

Marsha and Bob enjoyed every moment that life gave them—they savored Marsha's homemade, gourmet meals as much as an evening at the finest restaurant; the sites of Peru and Istanbul as much as the serenity of their sailboat. They loved taking their grandkids to Mariners games during the day and enchanting them with opera at night. Apart, they were amazing individuals and together they were exemplary parents, grandparents, family, and friends.

They are survived by Marsha's son, Nicholas Kocan, and sister-in-law, Karen Adams; Bob's sisters, Barbara Busch Scheeler (brother-in-law Tom) and Sandra J. Solberg (both in Wisconsin); and his daughters, Jodie Wright (son-in-law Archie, grandchildren Brittane, Jordan, and Isaiah) and Jenna Rovig (son-in-law Kelby, grandchildren Tucker and Emma), both residing in Boise.

Brief biographies give some sense of the extent of Marsha and Bob's lives and work. The true sense of Marsha as an outstanding teacher, scientist, administrator, and friend is borne out through the ensuing testimonials from faculty, staff, and students who worked and studied with her. To honor the memory of Marsha and Bob a memorial fund to support graduate students has been established. If you would like to make a contribution, please see page 15.

Marsha Landolt was a long-standing member of the UW community, serving as a faculty member, Director and Assistant Director for the School of Aquatic & Fishery Sciences (then School of Fisheries), and Associate Dean of the College of Ocean and Fishery Sciences. Most recently she was Dean of the Graduate School and Vice Provost. In addition, in 2003 she was elected Chair of the Board of Deans. David Hodges, Dean of the College of Arts and Sciences, noted, “That says something about the incredible respect people had for her.” She had also been selected as chair for the committee that designs and reviews the nation’s main test—the GRE—for students entering graduate school.

Marsha, a native of Houston, Texas, earned her BS in Biology (1969) at Baylor University, Texas, her Masters in Zoology at the University of Oklahoma (1970), and her PhD in Pathology at George Washington University (1976).

Marsha’s career was focused on fish disease and pathology. She was principal investigator for numerous research projects relating to marine animal diseases: In the mid-1970s, she conducted investigations on oyster disease and genetics, and toxicity studies of flatfish. Later, she was involved in ongoing studies on bacterial kidney disease and its causative agent, *Renibacterium salmoninarum*, and the means to control the infectious hematopoietic necrosis virus. She was a prolific writer: She authored or coauthored over 70 scientific publications in the open literature.

Marsha was renowned for her sartorial splendor. Usha Varanasi, director of the Northwest Fisheries Science Center, said Marsha “loved to wear really brilliant colors, something women in sciences didn’t do.” Usha added that Marsha also broke the mold for the way women scientists governed: “She was very complimentary, but very clear when she felt something needed to be improved. To...speak out and still be considered a valuable colleague was quite an achievement.”

Despite Marsha’s professional accomplishments, she was proudest of her son Nicholas, about whom she told everyone. As Nick wrote, “From the moment she woke up until the moment she fell asleep, she was a devoted mother. She cooked a warm breakfast every morning and prepared a delicious and elegantly presented dinner every night. Even as a single mother, she never let up—there were always fresh flowers on the table and soothing music on the stereo.”

Marsha and Bob were ardent outdoor enthusiasts who loved sailing, cross-country skiing, and snowshoeing. At the time of her death, they had been planning to retire to the mountains and islands, where they could finally relax and enjoy the life they had built together.

Robert Busch, born in Rhinelander, Wisconsin, was a fisheries scientist and aquaculturist. He earned his BS in Biology from Colorado State University (1968), MS in Microbiology from the University of Northern Colorado (1971), and a PhD in Immunology and Bacteriology from the University of Idaho (1976). At time of death, Bob was an independent aquatic health consultant.

After a teaching stint at Humboldt State University in California, Bob moved into industry in the mid-1970s, where he conducted research on fish feed and aquaculture. After working for Clear Rangen, Inc., and Clear Spring Foods, two organizations focusing on aquaculture research in Idaho, he left in 1989 and became the general manager of Biomed, Inc., a Bellevue-based developer and manufacturer of aquaculture bacteria used to immunize fish against disease. Most recently, he had been working for Alpharma, a pharmaceutical company based in New Jersey, developing vaccines for commercial fish farming.

Bob “was very straightforward and very honest in everything he did,” said Tom Goodrich, who worked with him at Biomed. “There were no hidden agendas with anything that he ever did.” Bob had once been called the Jonas Salk of fish, a comparison the “big man with a big voice and big ideas” laughed off.

Ron Hardy, Director of the Aquaculture Research Institute at the University of Idaho, noted that Bob “was very active and very well respected and had the ear of about anyone he wanted to talk to.”

David Powell worked with Bob for five years at Biomed and Alpharma NW (he was also one of Marsha’s students). He observed that “Bob always asked for your best and led by example. He brought scientists together from around the world...to share ideas and build a vision of mutual benefit and accomplishment. He was constantly challenging assumptions and looking for the truth during our discovery process. Bob warned us that sometimes, the easiest person to fool is yourself.... His ultimate goal was to help each of us become a better scientist and person by setting a good example.”



LaVerle Belcher

Sharing Memories

David Armstrong

Director and Professor

School of Aquatic & Fishery Sciences (SAFS)

As I sit here thinking what to write, I realize that the School has changed so much, and many people have come since Marsha departed SAFS to become Dean of the Graduate School. Perhaps half the faculty and staff are new since then and so don't know about Marsha's extremely important contributions to the School as Director from 1991 to 1996.

One of the most important legacies to Marsha's credit is the robust undergraduate program we have today...she saved it.

Marsha took charge at a historical juncture when the School seemed in disarray following our 1990 academic review. Among the review committee's more severe recommendations was elimination of our undergraduate (UG) program. While this seems unthinkable now, it preceded the ongoing, passionate refocus on undergraduate education that began several years later. Some of us didn't regard eliminating a small UG major as necessarily bad...Marsha argued to the contrary. She persuaded the Administration to give the School time to invigorate our UG major, and by the time of her departure in 1996, the School had reversed the negative trend.

We continued to build on the foundation she

provided, advancing to the vigorous department we are now. While she was Dean of the Graduate School, Marsha continued to believe in the essential underpinning provided during the baccalaureate education and all the benefits derived from experiential learning at that stage.

All of us who started careers with Marsha miss her so much as a colleague and friend, and are thankful for the leadership she gave in a stormy time as transformation of the School of Fisheries began. The School has lost a friend who remained keenly interested in our health and vitality as a new School of Aquatic & Fishery Sciences emerged. We owe her a great debt of gratitude for starting us down a road that has brought us to a better time.

Please join me in offering our thoughts to her family, who mourn in the aftermath of this calamity.

Bruce Miller

Professor Emeritus, SAFS

Marsha and I became faculty (assistant professors) at the same time some 25 years ago, although I was a dozen years older than she. Almost at once, and for the next 10 years or more, we worked together on projects involving pollution ecology, epizootiology of tumors in flatfish, and the causative agent of the tumors through laboratory studies.

Marsha was a wonderful, energetic colleague, an outstand-

ing researcher and teacher, and one with whom it was a real joy to experience the highs and lows of research. I tried hard to talk Marsha out of going into administration because she was such an outstanding teacher, but she proved me wrong on that aspect since I now realize that she became an exceptional administrator as the Dean of the Graduate School.

Marsha and I kept in touch through Christmas cards, emails, and occasional meetings at gatherings, and every autumn, my wife Marie and I talked with her at UW football games since our seats were near each other.

Two very enduring visions I have of Marsha come to mind: After she had become Dean of the Graduate School, we encountered her at a UW football game. She was all decked out in Husky purple, including eye shadow and other make-up, standing along a busy footpath route to the stadium, selling candy bars to support some function at her son's school. Marie and I bought a couple of candy bars but I received a razing from Marsha for not buying more so that she "...could get the hell out of there!" The other vision I have of her was with her feet up on her Fisheries office desk and telling me "Well, I'm an associate professor with tenure now, so I am just going to sit back and let the world go by"; she was some story teller.

Marie and I will miss Marsha a lot.

Randy MacMillan

Vice President of Research and Environmental Affairs

Clear Springs Foods, Inc.

President, National Aquaculture Association

I first met Marsha 25 years ago. I was just entering the PhD program at the UW School of Fisheries and it was Marsha's first semester as an associate professor. Neither of us had a clear idea what the path forward should be, but we both had a strong commitment to succeed and a deep love of biology. It was those commitments that proved most powerful—for indeed, we did succeed. And, while we followed separate paths, we never lost those commitments. I consider Marsha's dedication of time, energy, exuberance, and intellect a key force in any success I have realized since then.

As a comparative pathologist, Marsha brought a rare perspective to the study of aquatic animal diseases. She could examine vertebrate and invertebrate animals, distinguish differences between tissues, and had a good probability of determining the problem. She used comparative approaches to exquisitely enhance our graduate education. Marsha recognized that one of the best ways to understand biology was to study disturbances to normal biology. She taught me that pathologic processes were a window to understanding,

and she taught me to take advantage of that window.

During my graduate student career, Marsha invited her students to assist in animal necropsies for the Woodland Park Zoo and the School of Medicine Pathology Department's veterinary services program. This was one of the greatest treats of my graduate career. Of course, we were expected to learn histopathology and participate in histopathology diagnostic seminars. This turned out to be a superb method to learn histology, both of normal and abnormal tissues. I fondly remember the discussions we had in those days.

Marsha expected considerable dedication from her graduate students but was willing to commit her own time and efforts to their success as well. She became excited about scientific discovery and could get others engaged in that excitement. I remember Marsha as a good communicator and excellent writer. And she was very successful in securing research funding that would support students and foster their development and success. It is easy to see why Marsha became the Dean of the Graduate School: she had a special talent with graduate students and a commitment to their success.

The measure of a successful person is in the positive impact he or she has on others. Marsha had a significant impact on my career and life. She was a success and had a life well lived.

Carrie O'Farrell

Director of Collections

American Type Culture Collection

Marsha was my PhD advisor at the School of Fisheries, and I had the unique opportunity of being her last graduate student. She was both an outstanding mentor and a supportive friend.

I first contacted Marsha in winter 1995 when I was seeking a graduate student position in a top fish disease program. Marsha told me her research was winding down because of her administrative duties as Director of the School. Several months later, Diane Elliott, a former student of Marsha's and a fish disease researcher herself, contacted me about a UW graduate research assistantship that could be funded through her facility, the Western Fisheries Research Center (USGS). Since she was adjunct faculty in Fisheries, I needed another faculty member to act as my major advisor, and Marsha agreed to serve in that role.

I had narrowed my decision to two graduate programs when I visited the UW in spring 1995. Marsha gave me a tour of the campus and impressed me by devoting considerable time as my tour guide in her characteristic dressy attire. This was my first glimpse of someone who was very busy but who gave me her full attention in discussing graduate education at the UW.

I chose the UW and never looked back. Over the next five years, Marsha was extremely helpful and a wonderful mentor to say the least:

She exuded self-confidence. It really was contagious. She acted confidently in making decisions and in providing advice. This was especially helpful as I created an advisory committee of professors from different departments and of diverse research styles and personalities. In every committee meeting, she showed me how to lead, stay on track, and leave with a clear sense of what was accomplished.

Marsha also was an engaging public speaker. This was one of the most influential ways she acted as a mentor. She encouraged me to regularly attend scientific conferences and present my research. Before each meeting, we would tirelessly practice the presentation and she would provide excellent recommendations on how to share scientific data and do so with enthusiasm to engage the audience.

Marsha was known for her detailed editing skills. I certainly could never misplace a comma or miscalculate a “which” for a “that” that she would not routinely find. I follow her example in this aspect: I am known as the “editor with the red pen” at my current position.

Marsha was an outstanding mentor as a successful woman scientist but also as a friend. When I suffered a sudden tragedy in my family several years ago, she sent me a card offering her thoughts, prayers, and support. I last visited with her in July 2003 when I was passing through town. Again I was impressed how effortlessly she made time to meet with me for several hours, talking about my career and the tragedy I had had to face. She was genuinely interested in my personal well-being, not just my scientific pursuits. She stressed the importance of being happy in your career as a measure of success and that family should be a high priority. She also mentioned how

she declined several opportunities that appeared to be steps leading to even greater success—her family and own happiness outweighed the potential merits of these opportunities.

At that last meeting, I remember thinking “She makes it look so easy, I wish I had her position/career.” That is what a true mentor is about: not just teaching how to be a conscientious scientist, but leading by example on how to be a supportive, caring individual to those that cross your path.

Gary Farris

Director, Finance and Administration

UW Graduate School

My relationship with Marsha goes back more than 20 years. While serving as the Assistant Director of the School of Fisheries, she persuaded me to accept the Administrator position.

In 1991, Marsha became the Director at a critical juncture for the School and thus began a partnership between us that would last for over 13 years. When Marsha assumed the directorship, one of her priorities was to ensure high staff morale. SAFS has always had great staff, which is evident by the many of them now spread across this campus in positions of responsibility as well as those still working there. But she was concerned that the staff, who were such an important part of the fabric holding the School together, needed access directly to her. She managed that by creating two elected staff councils—classified and professional (biologists)—which met with her regularly. The classified council empowered the staff, and they made it their priority to bring the School together, which they managed by undertaking volunteer projects, hosting functions, and working with Marsha to solve a number of issues. I was very impressed by how well the council worked and by how well all of the staff worked with Marsha as a result.

Another of her priorities was to eliminate the individual divisions of the School and bring the School together under one banner. This decision improved faculty morale and paved the way for the School to grow much broader academically.

Marsha also nearly single-handedly saved the undergraduate program because she felt it was so important even in the face of a review that suggested its demise. She did it through sheer hard work, developing advertising materials, traveling to high schools across the state to represent the school and recruit students, meeting with undergraduates on campus, supporting all sorts of undergraduate activities, and so forth. It really was a passion for her and a lot of hard work that she maintained for the entire time she served as Director.

She won the faculty, staff, and students over with her



Ken Adkins

diligence, savvy leadership, and great presence, and the School prospered during the five years she led it even though it was a period of retrenchment.

Marsha's passing is a great personal loss for me because I admired her very much and worked with her for so long. I knew a lot about her and everything I knew was good. You can't say that about just anyone, can you? Someone said to me, "You know that she had something special to have such dedicated staff for that long because there are so many other opportunities for them in the University." She did have something special and it is so sad to have all of that knowledge, experience, commitment, and genuine concern that she had for faculty, staff, and students alike to be lost in an instant. Her great leadership in support of graduate education, graduate faculty, and graduate students on this campus will not be easily replaced.

Laura Swaim

Zebrafish Facility Manager/Research Scientist
UW Department of Microbiology

Despite my love for fish since age 6, my aquariums in high school, my three years fishing in the Bering Sea, and my job feeding and medicating ornamentals for a pet fish distributor, it wasn't enough for Marsha that I wanted to be a fish pathologist. I had to first prove myself worthy by taking numerous classes, such as medical bacteriology, immunology, and organic molecular fish functions. The courses would determine my fate, and three years later, she agreed to be my mentor. Thank you Marsha!

Consequently, when I started my graduate studies in 1994, I had completed most of the course requirements, which enabled me to focus on my research project conducted at Biomed under the watchful eye of Bob (more about him later).

Marsha had high standards for her students. She was demanding, a perfectionist, and a critical editor. My thesis was returned to me with many red-penned remarks, but the paper was always addressed "some thoughts for your consideration." Marsha made time for me despite her numerous duties as Director of the School of Fisheries and most importantly, her students became members of her special family.

Bob was a freight train when lecturing to us about fish disease knowledge. I once made the mistake of sitting in the front row during his guest presentation in fish pathology class. Bob's booming voice resonated out into the hallway and when class time was finished, there was no pause or notice. He talked 10 minutes overtime! Marsha had to schedule him for another class period.

Marsha and Bob were exceptional scientists who loved to



teach fisheries. I feel honored to have known them and I will always be touched by their gift of advancing my fisheries career. It is with great sadness they left this world, but they did so as most fish do, by being buried in ice. Sail on Marsha and Bob, you are sorely missed!

Frieda B. Taub

Professor Emeritus, SAFS

Marsha faced some tough challenges when she took a faculty position in the mid-1970s at the (then) UW College of Fisheries. I suggest that the manner in which she met those challenges laid the groundwork for later successes:

- She was the second woman faculty member at the College
- She was the first woman hired through an open, competitive search procedure, which in itself was controversial
- The nature of the position was controversial—it was advertised as a "histopathologist," but some felt that the College needed an expert in Pacific salmon diseases.

Marsha came from the East Coast, had not worked on Pacific salmon diseases, and was not part of the "old boys' club." She focused her energies on teaching at a time when we had more students than we could handle and attractive teaching styles were not in fashion. One of her first actions was to obtain funds for high-quality microscopes for teaching. She came from the outside but more than filled the position.

The patterns of focusing on being effective and focusing on student needs carried through her career. This is one reason why we celebrate her successes and mourn her untimely death.

After the memorial service of January 10th, 2004, where I saw many former co-workers, I was reminded of how Marsha, as Director of the School of Fisheries, made each of us feel that our best efforts were necessary for the School's success and how empowering that was for us.

Marsha's assistant, Cheryl Sorensen, reminded me the other day about something that Marsha said after becoming a full professor 16 years ago: "Only 39 years old and a full professor. Where do I go from here?" We all know the end of that story now. She achieved much more and the final curtain fell before she was done. Someone once said that, "In the end our lives will be measured not by their length but by how we have chosen to spend our time." There were nearly 800 in attendance at the memorial service from all walks of life—family, friends, and colleagues—who all found affirmation of what they already knew: Marsha L. Landolt spent her time very, very well.

Kenneth K. Chew

Professor Emeritus, SAFS

Associate Dean, College of Ocean and Fishery Sciences

Director, Western Regional Aquaculture Center (WRAC)

When word first came to me about the tragic event that took away the lives of two of the most talented and accommodating people I have known and interacted with professionally and personally, I pondered how this could possibly have happened. I knew how careful Bob had always been at the cabin in Idaho, and how he and Marsha loved that place—a little piece of heaven and solitude for them.

I thought of my last discussions with the both of them: Bob was helping me with a WRAC project on fish immunology. Marsha was, as usual, heading to another meeting when we bumped into each other in the hallway and she asked how WRAC was going and how the family was doing. She always expressed both professional concern and personal interest in my family, a becoming trait which she displayed through all the years I knew her.

I remember when she first came to assist me in the teaching program at the School in 1975. I had to teach the fish disease class but I was no expert in that field. I convinced Dean Chapman that we needed a faculty member who specialized in fish disease, and after an extensive search, Marsha was selected. She was an instant success in her teaching and attracted many students into the fish health field. This is evident from the many students she taught and

mentored who are now in prominent and responsible positions throughout the world.

Her ability to communicate well, sensitivity to individuals, intellectual traits, and organizational skills were recognized early in her career here. I remember telling her several years ago that she had all the makings of being a president at some university someday. I was not far off, as she has moved quickly to several high-level administrative positions in our School and College, ultimately becoming Dean of the Graduate School and Vice Provost.

I would be remiss if I were not to mention that all staff members who have interacted closely with Marsha in SAFS appreciated and loved her, as did I as a faculty member, colleague, and friend. I will surely miss her.

Gary K. Ostrander

Associate Provost for Research

Chair, The Graduate Board, Johns Hopkins University

Some of my earliest memories of Marsha are of the time we spent on a fishing boat conducting sampling and necropsy of fish from various embayments in Puget Sound. Typically, she and her graduate students would work in an assembly line fashion to process the fish. New students were often given the task of retrieving fish from the net and noting any gross anomalies. On one particular trip, a student insisted that every fish brought onboard displayed a prolapsed rectum! Using the Socratic method as only few can do, Marsha taught the student that what he was actually observing was a distension of the large intestine due to pressure changes as the fish emerged from depth and, in fact, fish do not have a rectum.

As graduate students, we were given the freedom to develop our own hypotheses, design experiments, and conduct these experiments as we saw appropriate. To have the freedom to test ideas and engage in the practice of science with little external intervention, except when needed or requested, was a wonderful way to harness our creative energies. While it was challenging, it did successfully train students in the development of critical thinking and reasoning skills.

In recent years, as the University has wrestled with the issue of teaching assistants and unionization, the impacts have been felt at the national level. Marsha was the portal into the UW through which all of us involved in higher education administration in North America watched and learned. She displayed not only a thorough understanding of the issues, but a deep sense of caring for the institution as well as the needs of graduate students.

Marsha was an excellent ambassador for the UW and a

caring and compassionate teacher and mentor. She will be missed by many. I wish to extend to all of my colleagues and friends in Seattle and elsewhere my deepest condolences as they work through this difficult time.

Faye M. Dong

Professor and Department Head

Department of Food Science and Human Nutrition

University of Illinois, Urbana,

Past Professor, SAFS

I first met Marsha when I joined the faculty in the School of Fisheries in 1984. Even though I realize with very deep sadness that she has passed away, her impact on the academic community continues, as does her impact on individuals. I consider myself very fortunate to have crossed paths with Marsha during our lifetimes. She was a model of professionalism: composed, respectful, level-headed, logical, intellectual, and objective. Marsha had high professional standards and always had well-researched justifications for the decisions that she made and for the causes that she championed.

I will remember her calm demeanor and upbeat spirit; her wit, charm, and sense of humor; her willingness to take on the big challenges; her vision; her graceful ability to bring a group together; her methodical and logical approach even in chaotic times; and how highly she valued honesty, integrity, and collegiality. Throughout the past year and a half as I settled into my new position at the University of Illinois, the vision of Marsha as the model efficient administrator has been in the back of my mind. I will remember and forever appreciate the support and encouragement she gave to me, as well as her many contributions as a faculty member and administrator at the University of Washington.

Tom Quinn

Professor, SAFS

The untimely deaths of Marsha and Bob stunned and saddened all who have been fortunate enough to know these two wonderful people. I entered the College of Fisheries as a graduate student in 1976 and Marsha seemed impossibly perfect: always poised, knowledgeable, organized, witty, and gracious. She had the reputation among students as a terrific lecturer and a great supervisor. Through the 1980s, she remained among the best teachers and most active researchers in the program. When I joined the faculty in 1986, I was no less impressed than I had been a decade before. Her com-



Ken Chew

ments in faculty meetings and other gatherings were always thoughtful, to the point, but never unkind.

In the early 1990s, the school had serious organizational and budgetary problems, including the existence of three semi-autonomous units. At this crucial time, Marsha took on the directorship, and it was her leadership that brought us through those difficult years. By eliminating the divisions, she helped our faculty to realize that we were all part of one program, and that we needed to understand and appreciate each other better. She led us back together, and restored a sense of pride in the school.

In addition to the broader issues, Marsha devoted much effort addressing the concerns of individual faculty members. She was an extraordinary listener, and she resolved many issues by simply letting the people give vent to their feelings. She made everyone feel valued, and she handled the most difficult problems with rare grace and humanity.

When she became Dean of the Graduate School, we were all proud of her and happy for her, but more than a little sad to miss her day-to-day company. Our loss was the University's gain. Among her duties as Dean was the supervision of mandated reviews of degree-granting programs. In this capacity, she recently received the report of the committee



Mary Levin

that reviewed the School of Aquatic & Fishery Sciences. I am sure it pleased her greatly to read the glowing reports of our progress as a program, and she must have known that she played a pivotal role in our success, but it was typical of her to congratulate all of us. She will be deeply missed, and long remembered, by all of us who were touched by her friendship, dedication, and many talents.

Diane Godsey Elliot

Research Microbiologist

Western Fisheries Research Center, US Geological Survey

Affiliate Professor, SAFS

When I began my MS program in the School of Fisheries in 1971, women were still something of an oddity in my chosen field of fish pathology. At that time, sampling trips by female graduate students to local salmon hatcheries sometimes drew a crowd of curious male onlookers from nearby hatcheries to witness this “alien invasion.”

By the time I returned to the School for my PhD program in 1978, Marsha Landolt’s arrival at the School in 1975 had helped to change all that. She was the embodiment of self-confident professionalism, such that her status as a woman in a male-dominated scientific field never seemed to be questioned.

We students sometimes called her “Mother Marsha” among ourselves. Although she was nearly the same age as many of her students (and younger than some), she seemed more poised and “adult” than most of us, and was always willing to dispense sage advice, personal or professional, to

those in need. She was also a warm, down-to-earth person; still, we were amazed the first time we learned that she could tell risqué stories with the best. For many of us, she became a friend and colleague as well as a mentor.

Since learning of her untimely death, I have reflected on some of the lessons that I learned from Marsha. She did not deliver her teachings in the form of bombastic lectures. Rather, they were imparted by example (her own department), by gentle reminders (a simple exclamation point marking a careless mistake in a paper), or by questions that made you think (“Now, is that really true?”). During the past few days, I have tried to collect some of “Marsha’s Messages” on paper. Following are a few favorites:

1. Demonstration of competence and hard work will do more to further your career than abrasive self-promotion.
2. Be precise in your speaking and writing. Do your homework and know the facts before you open your mouth or put pen to paper.
3. Practice, practice, practice! Memorize the first line of your talk and make it dynamic; you will grab the audience’s attention, and it will help you to relax through the rest of the talk.
4. Show your enthusiasm for your work and let the audience members know that they are important to you. Maintain eye contact, and don’t turn your back to the audience when pointing to a slide.
5. Don’t be afraid to wear bright colors; you will command the attention of your audience.
6. Take time for family and friends. Enjoy good food, good wine, and good conversation.
7. Don’t be afraid to follow your dreams, and above all, live life to the fullest extent possible, so you will have no regrets when you leave this earth.

I only hope that I, and other former students and colleagues, can continue to pass on the teachings that are part of her legacy.

Marcus Duke

Web Developer and Information Specialist, SAFS

Marsha and Bob were consummate bon vivants. This was evident in all aspects of their lives. Among all their attributes like appreciation of wine, sailing, music and so forth, one aspect stands out for me: They were a striking couple on the dance floor. I remember watching them at the party the School threw for Marsha to celebrate her new position as Dean of the Graduate School. They danced as if they were one body, closely embraced, with singular posture and

perfect coordination, and their lithe and graceful moves evoked images of the true tango. I watched this perfectly complemented counterpoint and thought, “Now *that’s* true love!”

John Halver

Professor Emeritus, SAFS

Marsha certainly left a legacy of achievements at our School, College, and University. It was my distinct pleasure to know and work with Marsha from the time she did her first research work in the Eastern Fish Disease Laboratory, before she came to the UW.

She was an outstanding fish disease scientist, an able leading administrator, a lovely lady, and good friend. She and Bob were most cooperative in pursuing understanding of any nutrition and fish health problem and journeyed widely seeking solutions.

She was a leading consultant in the United Nations Food and Agriculture Organization’s evaluation of progress in the national, regional, and international fishery research and training programs based in Hungary several years ago. Her insight and suggestions stimulated major research directions and administrative changes, which have resulted in extensive international technology transfer programs throughout the Far East.

Deanna J. Stouder

Assistant Director, Watershed, Fish, Wildlife, Air, and Rare Plants, National Forest System, USDA Forest Service

What happens when someone suddenly disappears from our lives? I was having lunch in Washington, DC, reading the Saturday *New York Times*. I looked at the “National Briefing” section and scanned the “Northwest.” I was drawn to the topic on Idaho: Avalanche kills two people. I truly expected this to be snowboarders or back country skiers. I did not expect to read about Marsha. Out loud I blurted “Oh my god.”

Amidst the sadness and sense of loss, I felt I had received a true gift—Marsha Landolt’s presence in my life. She was a true person, woman, scientist, and administrator. All of these characteristics were interwoven as she moved through all aspects of her daily world. Marsha was an incredible mentor to me; and I don’t think she even planned to be that or thought of herself that way. It was who she was.

During most of my tenure as a post-doc at the School of Fisheries (1990–1994), Marsha was the Director. I felt

welcomed and engaged. I learned from her by watching her move gracefully among the many aspects of her position. I often sought her advice and counsel. Marsha spoke candidly about her views as a professional woman—balancing the challenges of personal and work lives. She listened attentively as I spoke with her about my future career options. In fact, even after leaving the School of Fisheries, I often returned to talk with her about long-term career paths. Marsha exhibited enthusiasm, support, and candor. Her sage advice and thoughts affected the choices I made and helped me be successful.

Marsha Landolt was a truly remarkable person. I will miss her. I hope that I can adequately impart in my actions what she taught and shared with me.

Robert Deupree, Jr.

Instructional Designer, Microsoft; MS 1993, SAFS

In 1993, my wife Sharon was in a serious car accident. Many people sent cards and flowers, but for some reason, Marsha Landolt’s flowers arrived at Harborview a day before anyone else’s. They came during the Inaugural Day Wind Storm, which was a crazy time for everyone. I remember looking at that one set of flowers and thinking how amazing it was that a person who didn’t even know my wife would be so quick and so thoughtful. We knew that a person like that would go far and we are proud to have known her.



Anonymous

Robin Weigel

Fiscal Specialist, SAFS

What I remember most about Marsha is how professional and yet personal she was. Sometimes the personal part can be hidden from view by the professional part, but with Marsha it seemed like they existed in harmony side by side. I'll always remember Marsha coming out from her office in a lovely, green business suit to pet a big dog someone had brought by the director's office. It struck me as a very gentle and down-to-earth thing for her to do.

Cheryll Sorensen

Assistant to the Dean, The Graduate School

Marsha was very precious to me. Over the last 13 years I spent time with her nearly every day and I knew that she was amazing in every way. She was unselfish and gave 110%. I was inspired by her passion for life and her devotion to her colleagues, her friends, the University, students, and most of all, to her family.

I often told my friends that Marsha was too modest and that I was afraid people didn't know what I knew about her. I have learned otherwise: During the week following the accident, I spent most of my day listening to those who called to express their sorrow and recount their experiences with Marsha and Bob. I've had calls from across the country, Europe, and even from the Governor's Office. And there were countless emails, letters, cards, and acts of kindness. This has been heart wrenching, but it's been cathartic as well. It's



Anonymous

become abundantly clear there were many, many people touched by Marsha and Bob. I have learned so much about them that I never knew.

One call that especially struck me was from one of Marsha's former graduate students, Ragnar Thorarisson. After he graduated, he went on to become a colleague of Bob's; Marsha and Bob even flew to Iceland for his wedding. Ragnar called me from Norway. He told me that his father-in-law was very ill and close to dying. He wanted to come to the memorial service for Marsha and Bob but was afraid to leave his wife alone. It was she that encouraged him to attend the service—she knew what Marsha and Bob meant to Ragnar. It touched me because one of Marsha's passions was mentoring students. This is a perfect example of mentoring and a circle completed.

I thank everyone who has shared from their heart how they felt about Marsha and Bob. I should have known you all knew what I knew. And to Marsha and Bob's family I want to say that I hope you can take comfort from the many, many people from all over the world who have a place for Bob and Marsha in their hearts.

Katherine W. Myers

Principal Investigator

High Seas Salmon Research Program, SAFS

In addition to being a member of the professional staff at SAFS for 24 years, I am an alumna (Class of '76) of the old UW College of Fisheries (COF). In those "good old" days when I would go to seek wisdom from my COF faculty advisor, he would explain that a BS in Fisheries was a useless degree, especially for a woman. His advice was not surprising to me, because the Class of '76 numbered 65 men and only 10 women, and the COF faculty included 56 men and only 3 women. How could a few women hope to successfully compete with all of those men for the handful of fisheries jobs available? Fortunately, my COF advisor retired in 1975, and Marsha became my new faculty advisor in 1976. From Marsha, I learned that a BS in Fisheries was not useless, and that the best option for a successful career in science was to get an advanced degree. I took her advice, and I frequently pass her advice on to others.

Cathy Schwartz

Graphic Designer, SAFS and The Graduate School

As a supervisor, Marsha was wonderful. She let me know that she had confidence in my ability, thus nurturing my own confidence. She fostered independence and autonomy, while

at the same time offering any support required. And, when the job was done, she let me know that her confidence in me was rewarded—she would praise me both publicly and privately. She was a true mentor—for staff as well as students.

I was also fortunate to get to know Marsha outside work, where I learned about her funny, irreverent, caring, down-to-earth good nature. She was a delight to know and I will miss her ready smile and her steady support.

Loveday Conquest

*Professor, SAFS and Center for Quantitative Science
Associate Director, SAFS*

A Latin word that characterizes my initial perception of Marsha is “gravitas.” When I first met her, I knew I was in the presence of “a heavyweight.” Marsha was a builder; she always had a plan. She had an ability to engage people in endeavors larger than themselves. This was noticed early in her career and led to her appointment as Associate Dean of the College of Ocean and Fishery Sciences, of which SAFS is a part, in the early 1980s. When she became Director of the School of Fisheries in 1991, we were considering eliminating the undergraduate degree in Fisheries, per a recommendation by the 1990 Academic Review Committee. She worked very hard to get the School moving in a positive direction. The fact that at present our majors are nearly at capacity is part of her legacy to the School. When SAFS was again reviewed in Spring 2003, the report from the Review Committee referred to SAFS as “the brightest crown jewel in international fisheries and aquatic sciences.”

Marsha must have been proud of the progress that SAFS had made since she left to become Dean of the Graduate School in 1996. She would occasionally attend SAFS gatherings and receptions, and I think a part of her heart was always with the School.

Marsha was thoughtful and extremely hard-working. I was particularly impressed with the way she took great care to pull the School staff members together and maintain morale in the midst of budget cuts and uncertain times. She enjoyed sailing, and the image of her always with a hand on the tiller is a fitting one, given that she spent practically her entire career in a state of “constant leadership.”

Marsha did have a wicked sense of humor and a droll wit. Once I asked her what her favorite candy was and she replied, “Forget candy—give me a salt lick any day!” She had her own personal style and often wore brightly colored jackets. I recall a particular pair—one was hot pink, the other canary yellow (not many folks can get away with wearing stuff like this). One day, I saw the very same jackets featured in a swanky



Jenna Rovig

catalog. I tore out the page and sent it to her, with the caption, “At last! Bloomingdale’s has discovered the Marsha Landolt look!” We had a good laugh over that one.

Marsha worked very hard, but she played hard too. Besides sailing, she enjoyed international travel, gourmet cooking, musical performances, and family gatherings at the cabin in Idaho. She put her whole being into everything she did. In realizing her many talents and accomplishments, I would say that Marsha was about as close to a “superwoman” as one could get. She leaves a lasting legacy to the School, the College, and to the University, and she will be greatly missed

Robert “Trey” Walker

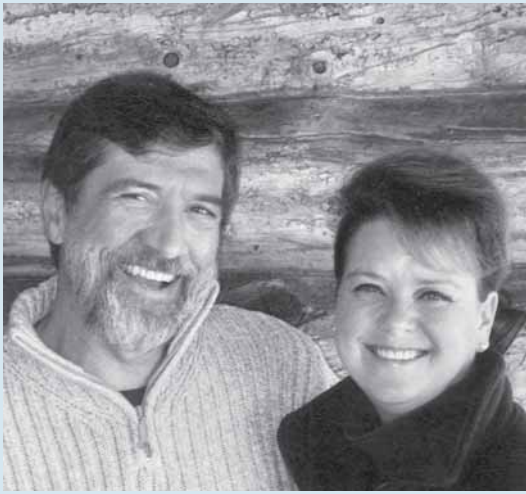
Senior Fisheries Biologist, SAFS

One of Marsha’s greatest accomplishments as Director of the School of Fisheries was the sense of community and openness she brought. There were other very big achievements in answering the negative program review we had received in 1990, but the tone she set was important and healing to those of us inside the School.

Marsha set up councils for student and staff groups, met with us, and listened. Faculty meetings were open to anyone who wanted to attend, and detailed minutes were circulated to everyone. This inclusion and communication gave everyone a feeling that they had a little more of a personal stake in the unit and a connection to the other people here. These actions reflected Marsha’s own openness and respect for others, and you could see how she had touched individuals at all levels in the attendance at her memorial service. We’ll miss the talent she had for bringing people together. ■



Photos: Ken Adkins, Mary Levin, Unknown



Marsha L. Landolt & Robert R. Busch Memorial Fund

The School of Aquatic and Fishery Sciences (SAFS) and the University of Washington have established the Marsha L. Landolt and Robert R. Busch Memorial Fund for graduate fellowships in SAFS and The Graduate School, respectively. In recognition of Marsha's inspiring leadership of and dedication to the School, we elected to contribute \$50,000 to the SAFS portion of the endowed memorial fund, thereby enabling the first SAFS fellowship recipient to be selected in fall 2004.

If you wish to make a donation in memory of Marsha's time at SAFS, please specify "for SAFS" either in your letter or on your check and mail to:

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University of Washington
Box 355020
Seattle, WA 98195-5020
Attention: Jane Meredith

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