

Targeted Combination Therapy Triggers Cell Death in Mouse Models of Metastatic Cancer

A drug that blocks protein breakdown and another compound that initiates programmed cell death have been used in tandem to reduce the number of tumor metastases in mouse models of kidney and breast cancer, and to extend the survival of mice with kidney cancer.

The first drug, bortezomib, blocks the activity of the proteasome, an enzyme complex that degrades misfolded or unwanted proteins. Bortezomib has been approved by the U.S. Food and Drug Administration for the treatment of multiple myeloma, but its activity against solid tumors is still being tested.

The second compound is tumor necrosis factor-related apoptosis-inducing ligand (TRAIL), which human and mouse immune systems

may use to eliminate precancerous cells via programmed cell death (apoptosis). Antibodies that bind to the TRAIL receptor can activate the cell death pathway, as does the TRAIL ligand.

The research group led by Thomas Sayers, Ph.D., SAIC-Frederick, in the Laboratory of Experimental Immunology, Cancer and Inflammation Program, Center for Cancer Research, had previously shown that bortezomib sensitizes some tumors to TRAIL-mediated cell death. In the current study, Anil Shanker, Ph.D., Dr. Sayers, and colleagues tested whether the combination of bortezomib and an antibody that binds and stimulates the TRAIL receptor-2 (MD5-1), was more effective at killing cancer

cells grown in culture than either drug alone. They also tested the combination's ability to improve the outcome for mice that had been injected intravenously with kidney and breast cancer cell lines.

Treatments of cancer cells with the combination of bortezomib and MD5-1 in vitro increased cell death in kidney cancer cells from 34 percent to 95 percent, compared to MD5-1 alone, and from 20 percent to 85 percent in the breast cancer cells.



Thomas Sayers, Ph.D.,
SAIC-Frederick

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Gallup Poll Results Reveal Strengths and Opportunities

By Jill Sugden and Ashley Hartman

Last summer, SAIC-Frederick employees were invited to participate in an Employment Engagement Survey through The Gallup Organization. After 60 percent of employees responded to various questions, areas of strength and areas of opportunity emerged.

Gallup conducted extensive research across 5.16 million employees in 538,000 workgroups across 124 countries, and developed a 12-question survey (collectively trademarked as the Q₁₂)

that captures the level of an employee's engagement with his or her organization. Employees were asked to rate their response to each question on a scale of one to five. These questions ranged from "The mission or purpose of my company makes me feel my job is important" to "I have a best friend at work." Gallup reported that the 50th percentile "score" from all companies that used the Q₁₂ within the past three years was 3.89 out of 5. Overall, SAIC scored 3.71 and SAIC-Frederick scored 3.80. These are positive results for a first survey.

Larry Arthur, Ph.D., president of SAIC-Frederick, met with senior staff to discuss SAIC-Frederick's results and develop Impact Plans. Based on guidance from Gallup, they selected one area of strength and one area of opportunity from the results. The concept behind this is that to be successful, an organization should work on intensifying strengths as well as improving in areas of opportunity.

The group decided to focus on the following two questions from the Q₁₂: "I know what's expected of me at work" (strength) and "In the last seven days, I have received recognition or praise

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Arthur's Corner

Cost Savings Award Demonstrates Our Commitment to NCI

*Larry Arthur, Ph.D.*

At the Spring Research Festival in May, NCI Director John E. Niederhuber, M.D., made one point quite clear: The budgets for NCI are not

going to be increased in the near term (until 2011 at the earliest). In fact, Dr. Niederhuber said he has never seen such a prolonged period of flat budget allocations. Although we have been fortunate to get more work every year, it's important for us to be mindful of our obligation to do everything we can to save money for NCI.

While we continue to achieve cost savings through conventional means, e.g., curbing expenses and trimming budgets at the management level, we believe that individuals can also make a significant impact on the budget. Therefore, I am pleased to announce the creation of a Cost Savings Award, which will be granted for the first time at this year's Annual Awards Ceremony. I announced this new award in a memorandum to all employees in April, but I'd like to take this space to stress its importance. Saving money is vital to our mission at NCI, and this award reflects our commitment to using the resources available under our contract in the best interest of the government.

Nominations for the Cost Savings Award will be included in the call for nominations that goes to all employees. All SAIC-Frederick employees are eligible, except those members of the Cost Management

Committee and the senior management team responsible for review and selection of awardees. Cost savings may be a one-time event or a cost reduction that will recur each year. For a cost-savings initiative to be considered, it must meet three criteria: (1) it must produce significant, quantifiable savings to the contract; (2) it must go beyond normal job expectations; and (3) it must have been implemented by the time of the nomination.

Significant savings are those that the cost management team considers material to the overall contract performance based on scope, expectation of recurrence, value of a one-time savings (if applicable), and the anticipated benefit to NCI-Frederick. No upper or lower limits are imposed for the award. Going beyond normal job expectations means that the initiative must be for an action or proposed solution for an issue over and above what a manager would expect from an employee in the daily performance of duties. To be implemented, the cost savings proposal must first be approved by the SAIC-Frederick Cost Management Committee (for company-wide initiatives) or by the program director (for program-specific initiatives).

Actual cost savings must occur before the end of the award period, which is specified in the call for nominations, and be substantiated through financial reports or other documentation.

Annual Awards Ceremony Expanded to Include Contract Celebration

In addition to the new award, I'm pleased to announce other changes to the Annual Awards Ceremony this

year. First, the date of the ceremony has been moved to November 6, so it will no longer conflict with the December holiday season. Equally important, however, is that, in addition to honoring employees for achievements in science, customer service, and cost savings, we will celebrate winning the new contract. This is an achievement for all of us, as it reflects our continued dedication to meeting the needs of NCI in fulfilling its mission to ease the burden of cancer and AIDS. Our celebration will be more elaborate than in previous years, and we are even hoping to have some of SAIC's top executives speak at the event. More news about the festivities will be forthcoming as the details are finalized.

In my next column, I hope to share more information about the contract as well as the progress we have been making on the Advanced Technology Research Park. Until then, let me thank each of you for your commitment to the missions of both SAIC-Frederick and NCI. Your unflagging dedication is visible every day in ways both large and small throughout the organization. 🍷

A handwritten signature in black ink that reads "Larry O. Arthur".

Larry O. Arthur, Ph.D.

Principal Investigator of the Operations and Technical Support Contract and Associate Director of the AIDS Vaccine Program, SAIC-Frederick, Inc.

Targeted combination *(continued from page 1)*

Mice treated with the combination, following intravenous injection of tumor cells, showed a highly significant reduction in kidney and breast cancer lung metastases as compared to either drug alone. Furthermore, overall survival was extended in kidney cancer-bearing mice treated with the combination, with 73 percent of the mice alive at 180 days, compared to a median survival of 42 days in the mice treated with the single-agent MD5-1.

“This regimen showed no evidence of host toxicity,” the authors wrote. “These results provide a rationale for the administration of bortezomib in vivo to sensitize tumor cells to the apoptotic effects of TRAIL receptor agonist antibodies or TRAIL ligand to promote solid tumor regression.”

Our thanks to the Journal of the National Cancer Institute for the information in this article.

Dr. Sayers' article appears in the May 2008 issue of the Journal of the National Cancer Institute: Shanker A, Brooks AD, Tristan CA, Wine JW, Elliott PJ, Yagita H, Takeda K, Smyth MJ, Murphy WJ, Sayers TJ. "Treating Metastatic Solid Tumors with Bortezomib and a Tumor Necrosis Factor-related Apoptosis-inducing Ligand Receptor Agonist Antibody." View the article online at <http://jnci.oxfordjournals.org/cgi/content/>.

Gallup Poll *(continued from page 1)*

for doing good work” (opportunity). The mean score in the area of strength was 4.32 out of 5, while the mean score for the area of opportunity was 3.19 out of 5. As a result of the strength chosen, a survey was added to the performance appraisal process this year for all employees to complete, and each directorate must create a mission statement. In addition, the new employee orientation process is being reviewed and revised to ensure that new staff members clearly understand their roles. Creating mission statements for each directorate will help employees understand how their roles support their directorate's mission as well as SAIC-Frederick's mission. The survey added to the performance appraisal process asked several questions to confirm that employees know what their supervisors expect of them and that they do not have any safety concerns.

In response to the area of opportunity, a recognition guide was created and distributed to management, and a lunch and learn seminar was developed and held in May. The recognition guide includes recognition ideas, information for managers and supervisors, important questions to think about, resource materials, and recognition guidelines. The goal of the lunch and learn was “to draw attention to the importance of recognizing employees”

and to “explore ideas to recognize employees,” according to Sukanya Bora, Manager of Training and Development, Human Resources Department. Also, each directorate will develop an employee recognition program that meets the specific needs of their organization. The deadline is the end of July, said Jill Sugden, Director, Human Resources.



Jill Sugden

The intent of the Employee Engagement survey was to explore the level of engagement among SAIC-Frederick staff. Gallup describes engaged employees as those who are loyal, committed to performing quality work and to the mission of their team, and are actively involved in contributing to the success of the organization. Since a highly engaged workforce leads to a stable and productive environment and high customer satisfaction, SAIC is very interested in measuring the engagement levels of employees throughout the company.

Reminder: Contract Close-Out

By Maritta Perry Grau

In early spring, you received an e-mail listing deadlines and additional information (<http://web.ncifcrf.gov/campus/als/downloads/2008-DeadlineLetter.pdf>) for closing out the current contract.

- Capital equipment: August 1
- Renovations or alteration of real property: August 8
- Purchase requests (except isotopes): September 12
- Blanket orders and purchase cards: September 18
- Direct pays and radioisotope orders: September 19
- Warehouse requisitions: September 23

If you have questions, go to <http://web.ncifcrf.gov/campus/als/>, or call Donna Follin, 301-846-1124, about purchase requests; David Kelbaugh, 301-846-1082, for items from the Supply Warehouse; or Ginny Whipp, 301-846-1119, for budgetary information.

Alexander Joins VCMP

By Dallas Rood



Peter Alexander, Ph.D.

Peter Alexander, Ph.D., joined SAIC-Frederick in April as the Director of Technology Development with the Vaccine Clinical Materials Program, Vaccine Pilot Plant (VPP).

In his new position, Dr. Alexander will be responsible for all aspects of technology assessment, technology transfer, process development, and scaling up production processes for vaccine candidates from the Vaccine Research Center at NIH. His first assignments will include co-managing the installation of new assay development and process development laboratories at the VPP facility, and directing the transfer of two production technologies that will be new to the VPP. One of the new technologies, an adenovirus vaccine technology, will come from GenVec of Rockville, MD, and will involve bringing mammalian cell culture and viral purification technologies in-house. The other technology, developed at Merck (King of Prussia, PA), is a novel process for plasmid DNA purification that should help reduce the cost of pDNA purification by eliminating the need for chromatography steps that are currently the industry standard for pDNA vaccine production.

Dr. Alexander has more than 20 years of experience in the biotechnology industry, and holds a Ph.D. in microbiology from the University of Hawaii-Manoa, where he studied the genetics and physiology of nitrogen metabolism in the baker's yeast, *Saccharomyces cerevisiae*.

After completing postdoctoral work at Michigan State University and the Michigan Biotechnology Institute, Dr. Alexander joined Seragen, Inc., in Hopkinton, MA, as a research scientist helping to develop diphtheria toxin-based cancer therapeutics. One of these targeted toxins, or "magic bullets," now marketed as Ontak™, received FDA approval for treatment of cutaneous T-cell lymphoma (CTCL) in 1998. Next, Dr. Alexander worked at North American Vaccine, Inc., in Beltsville, MD, where he led a group of fermentation development scientists working on vaccine candidates for several common infectious bacterial diseases, including whooping cough (pertussis) and bacterial meningitis. NeisVac-C™ was launched in 2003 for the prevention of meningitis caused by Group C *Neisseria meningitidis*. Before joining SAIC-Frederick, Dr. Alexander worked at Cambrex (now Lonza) in Baltimore as part of its process development department. At Lonza, Dr. Alexander developed and scaled up fermentation processes for more than two dozen clients and successfully transferred most of them into current Good Manufacturing Practice. One of those products, Increlex™, is being marketed for the treatment of short-stature disease in infants and young children. ↻

VCMP Recognizes Employees

By Dallas Rood

The Vaccine Clinical Materials Program (VCMP) kicked off its Employee of the Month Program in March to promote employee recognition.

The program consists of three performance categories for which employees can be nominated:

Initiative – Honors employees who demonstrate proactive performance, exceed expectations, or identify and implement a process improvement, resulting in a positive business impact.

Quality Excellence – Recognizes employees who repeatedly achieve outstanding results with professionalism, diplomacy, and dignity. The emphasis is not only on achieving the goal, but how it is done (only a manager or director can nominate for Quality Excellence).

Customer Service – Recognizes employees who foster a positive work environment through attitude and enthusiasm, and go above and beyond the call of duty to complete a task or project.

Completed nomination forms go to a selection committee that consists of the VCMP Program Director and the group directors within the program. The deadline for nominations is the 15th of each month and the winner is announced on the last Friday of the month. Winners receive a framed certificate, a reserved parking spot at the Vaccine Pilot Plant, and a \$50 Visa gift card, presented by the employee's director. A copy of the certificate is also placed on the lunchroom bulletin board.

Anyone within SAIC-Frederick can nominate a VCMP employee for this recognition. To request a nomination form, contact Dallas Rood at 301-228-4062 or Ester Sudec at 301-228-4016, or e-mail vcmpnominate@mail.nih.gov. ↻



VCMP Employee of the Month Winners. From left: Frank Rittershofer (April winner), Dr. Criss Tarr, Director of VCMP, Jeff Jensen (May winner), and Jessica Etzler (March winner).

ATP Adds Two Key Positions

By Nancy Parrish

The Advanced Technology Program (ATP) recently added two key positions to support the Advanced Technology Partnerships Initiative (ATPI), a new initiative of the National Cancer Institute to advance its mission to speed up the delivery of new treatments to cancer and AIDS patients. As part of the initiative,



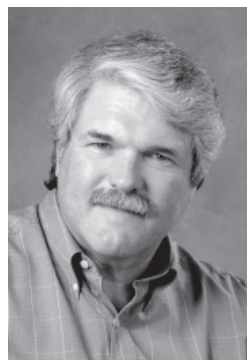
David Hoekzema

SAIC-Frederick is planning to lease additional space in a building off site. In April, David Hoekzema joined the ATP as the Director of Strategic Business Development for the ATPI, responsible for developing public-private partnerships between SAIC-Frederick, NCI-Frederick, and third-party organizations. His role is to build awareness of the ATPI and its off-site location, the Advanced Technology Research Facility (ATRF), across the biomedical research community, pharmaceutical and biotechnology industry, and public sector life science organizations, and he will work with interested parties to form collaborative research and development (R&D) partnerships and strategic alliances. Mr. Hoekzema has already formed a cross-functional business development team to evaluate strategic opportunities for new partnerships and develop business processes and tools, as well as marketing materials.

Mr. Hoekzema appreciates having a ground-floor opportunity with the ATPI and believes that, with his background and experience, “we will develop business relationships and synergistic R&D collaboration

agreements with leading external cancer and AIDS R&D groups in the short-term, and set the stage for long-term collaborations at the ATRF with our partners.”

With a B.S. in biology from Frostburg State University and an M.B.A. from the Robert H. Smith School of Business, Mr. Hoekzema most recently was Global Director, Pharmaceutical Market Development, for Qiagen, Inc., and he has held senior marketing and business development positions at Cambrex Biopharmaceutical Services, Invitrogen, and Advanced Biotechnologies. He lives in Glenwood, MD, with his wife and three teenage sons. While he enjoys all outdoor activities, his true passion is flyfishing, locally as well as in the western United States. He says he’ll go flyfishing “any chance I can



Hoyt Matthai

get—which is not enough!” In January, Hoyt Matthai joined ATP as Director of Operations of the ATRF, to act as the communications link between the scientific and administrative personnel at SAIC-Frederick and the planners and architects for the new facility. The first phase of the ATRF involved making sure the new building had enough square footage, without detailed floor plans. Now Mr. Matthai is working with the architects and engineers to ensure that the laboratories and offices are designed to suit individual needs. His aim, as he puts it, is to have “minimal surprises” on move-in day. He will be responsible for general operations in the new facility, including but not limited to, oversight of security, shipping, receiving, warehouse, facility budget, project tracking, and hazardous waste disposal.

Before coming to SAIC-Frederick, Mr. Matthai was Vice President of Manufacturing and Logistics at American Type Culture Collection. He has held a number of operations management positions, most notably at BioWhittaker, where he was General Manager for the construction and operation of a new cGMP facility in Belgium.

Mr. Matthai holds a B.S. in biology from Florida State University and an M.S. in cell biology from Hood College, where, coincidentally, his first advisor was Larry Arthur, Ph.D., president, SAIC-Frederick. Mr. Matthai likes to relax by riding his Harley. “I enjoy pleasure riding. It’s a nice break at the end of a day.” He lives with his wife and two children in Middletown. ↻

SAIC-Frederick Develops Mission Statement

By Ken Michaels

SAIC-Frederick has adopted the following as its official mission statement:

SAIC-Frederick, Inc., under contract to the National Cancer Institute at Frederick, conducts research and development to accelerate the translation of basic research discoveries into products that will advance the prevention, diagnosis, and treatment of cancer, infectious diseases, and associated public health concerns.

This mission statement was developed by the OTS Management Committee and approved by the Directors April, 2008. Effective at once, this mission statement should be used in all appropriate situations. It should be used exactly verbatim, and not paraphrased in any way. Please also take note of the exact punctuation. The period followed by the comma after “Inc.” is intentional, and should always be used like this whenever SAIC-Frederick, Inc., appears in a sentence. ↻

Four Receive Diplomas

By Ashley Hartman

SAIC-Frederick recently supported four employees in obtaining their Maryland high school diplomas. Three of the employees received their diplomas on May 22, 2008: Sung Chin, Animal Caretaker II, Laboratory Animal Sciences Program (LASP); Rebecca Keyser, Service Worker, Facilities Maintenance and Engineering (FME); and Linda Caldwell, Service Worker, FME. Kimberly Geisinger, Animal Caretaker I, LASP, expects to receive her diploma in July.

Working toward a degree, along with responsibilities at home and on the job, was certainly not an easy task. "After work, I spent my time in the library," Ms. Chin said. Ms. Geisinger said she spent many of her evenings studying. "This was hard with working," she said. "I couldn't have done it if it weren't for SAIC-Frederick."

"It was a little difficult because when I wasn't at school, I was at home working on school work and I was exhausted from working my job all day," Ms. Keyser said. Ms. Caldwell said it was challenging to balance school, work, and home because "I also help my daughter and grandkids with dance class."

Despite the challenges of working and studying, these four women had the motivation to succeed. Ms. Keyser and Ms. Caldwell said that their families motivated them to obtain their degrees. "My children motivated me because I want them to graduate," Ms. Keyser said.

Ms. Chin and Ms. Geisinger said they were motivated by co-workers and SAIC-Frederick. "I would like to say thanks to our supervisor, Areitha

Smith. She always encouraged me to continue my education. She also told me education is the best weapon," Ms. Chin said. She also wanted to thank Alice Hall, Animal Caretaker I, LASP, for helping her study after work.

"In working with and taking the time to talk with employees in the program, I know they have set goals for themselves. I will continue to encourage them in pursuing and achieving all that is possible," said Ms. Smith, Supervisor II Animal Care, LASP.

Ms. Geisinger also wanted to thank Sukanya Bora, Manager of Training and Development, Human Resources Department, because she was able to have the fee waived for the External

Ms. Bora worked with the Frederick County Adult Education Program to bring a teacher to SAIC-Frederick to help prepare interested employees for the General Education Development (GED) test. The Adult Education Program provided pre-assessments for candidates to measure their reading and math skills. Employees who passed the assessments were accepted into the GED prep course, which was held once a week for 15 weeks. After the prep course, employees had the option of taking the GED test or the EDP test. The EDP test required more than 60 projects based on life experiences, Ms. Bora said. "It basically opens up growth opportunities for these individuals," Ms. Bora said.



Four SAIC-Frederick employees who recently received their high school diplomas are shown with Larry Arthur, Ph.D., President of SAIC-Frederick. From left, Rebecca Keyser, Linda Caldwell, Kimberly Geisinger, and Sung Chin.

Diploma Program (EDP). The EDP is a high school diploma program for adults who have acquired their academic skills through life and work experiences, and can demonstrate those skills in an applied assessment process, according to the Maryland Adult Literacy Resource Center. Math, reading, and writing tests were required to qualify for the EDP, Ms. Geisinger said.

All four employees said earning their diplomas will help them move ahead in their jobs. "It will help me with my job by opening doors for advanced opportunities," Ms. Keyser said.

"I'm taking the LAT (Laboratory Animal Technician) class, which requires a high school diploma, so (the diploma) is going to help me take the LAT test," Ms. Sung said.

"Linda and Rebecca both worked very hard to achieve this goal. Along the way, I watched them work together and help each other through tough times," said Brian Boland, Custodial Services, FME, and supervisor of Ms. Keyser and Ms. Caldwell.

"Brian was very supportive and was always there when we needed him," Ms. Caldwell said. 🔄

MS Doesn't Keep Vessa and Dixon from Walking

By Ashley Hartman

Although multiple sclerosis (MS) can make walking difficult, it didn't stop Debbie Vessa or Debbie Dixon from forming groups to walk in two of the 12 MS walks that took place across the state of Maryland in April.

MS is a disease that attacks the central nervous system, which includes the brain, spine, and optic nerves. The body's defense system attacks the myelin sheath that surrounds and protects nerve fibers, causing lesions. The lesions distort or interrupt nerve impulses traveling from the brain to the spinal cord.

Ms. Vessa, Building Coordinator, Facilities Maintenance and Engineering, took a group of 23 to walk in the Hagerstown 5K MS Walk on April 12 at the Antietam Battlefield. Ms. Dixon, Administrative Officer, Frederick Administrative Research Center (ARC), NCI-Frederick, helped put together a team of 45 to walk in the Frederick MS Walk on April 6, beginning at West Frederick Middle School.

Ms. Vessa's team, named "Team Debbie," raised \$3,094 and came in second place at the Hagerstown MS Walk. Ms. Vessa said she was honored by the number of people who supported her. "We threw our team together at the last minute. I put a little sign up on my door and people kept signing up," she said.

Ms. Vessa was diagnosed with MS in February, which was the reason she had to get a team together so quickly. "It was in March that I found out about the walk. Then I did some more research, became a team captain, and started recruiting," she said. Although Ms. Vessa's MS is controlled with medication, she still has flare-ups

causing blurry vision, numbness in her limbs, and loss of balance.

Ms. Dixon's team, called "Worth Every Mile," came in second place in the Frederick walk by raising \$5,486. The team was led by Jo Anne Mealo, Administrative Technician, ARC Frederick, NCI-Frederick. "It was great to see everybody come together for such a great cause. It really warms your heart when you feel like people really get it; they really want to help you get better," Ms. Dixon said.

This was the second time Ms. Dixon had walked in the Frederick MS Walk since her diagnosis in the early 90s. For Ms. Dixon, MS causes flare-ups in her eyes, brain, and legs. "It impacts my brain and that's where I get the speech problems—where you know what you want to say, but you can't say it," she said.




"Worth Every Mile," the team with which Debbie Dixon walked, was led by Jo Anne Mealo (second row, second from left).



Debbie Dixon brought her two dogs with her to walk in the Frederick MS Walk on April 6.



Debbie Vessa (front row, second from right) led "Team Debbie" in the Hagerstown MS Walk on April 12.

Money raised through MS walks goes to research, services, and programs to fight MS. For more information or to donate to the National MS Society, visit <http://www.nationalmssociety.org/index.aspx>. 

Spring Research Festival 2008

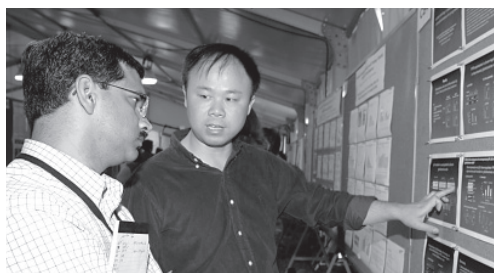
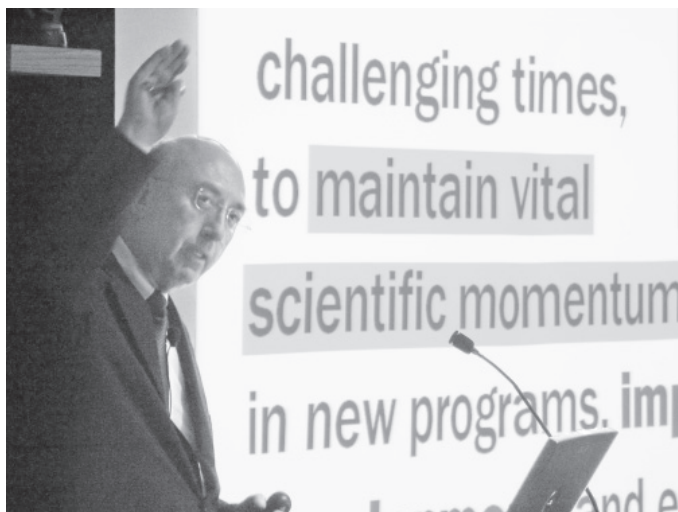
By Ashley Hartman

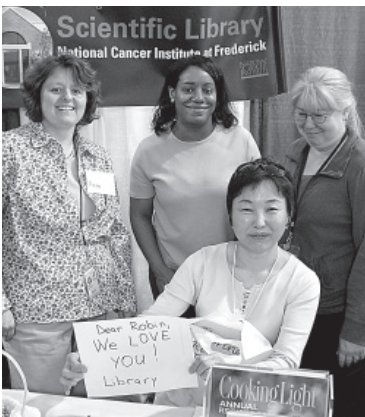
Crowds shuffled through two large tents filled with scientific poster presentations, health education and community services exhibits, and commercial science and technology exhibits during the 12th annual Spring Research Festival in May.

Two highlights of the festival were the University of Maryland University College (UMUC) Program Arrival Ceremony on May 14 and the keynote address by NCI Director John E. Niederhuber, M.D., on May 15. UMUC celebrated its new partnership with NCI-Frederick and Fort Detrick, and will offer evening classes to both communities in the fall of 2008. In Dr. Niederhuber's address, he challenged the NCI-Frederick community to be leaders in the field of cancer and AIDS research and to look at these diseases in different ways.

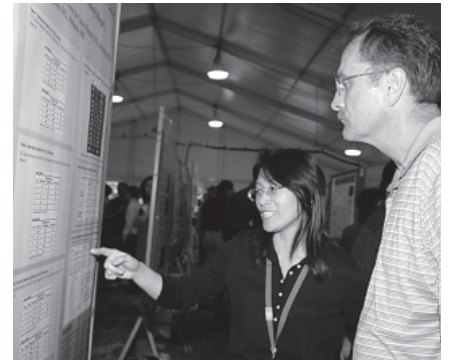
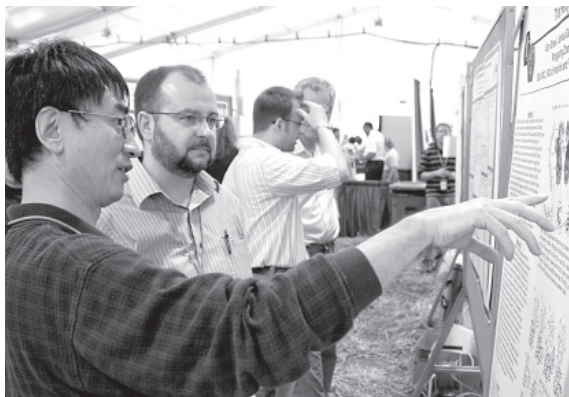
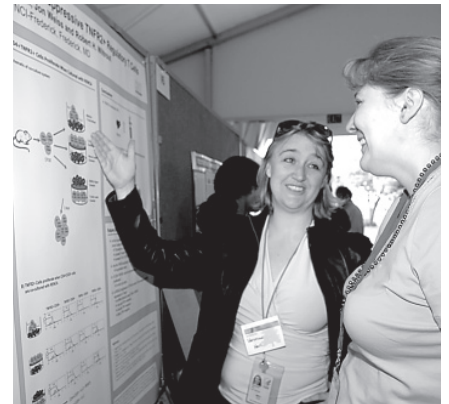
According to the Spring Research Festival web site, 191 scientific posters were presented and 32 exhibitors participated in the health education and community services exhibition.

The commercial science and technology expo, sponsored by the Technical Sales Association, featured 169 exhibits of state-of-the-art equipment designed to facilitate biomedical research (<http://www.gtpmgt.com/>).





Julie Hartman, chair of the Spring Research Festival, said there was a variety of health and educational exhibits, and there was “a lot of good collaborating going on” among scientists. ♡



SAIC-Frederick Defeats NCI-Frederick in Softball

By Nancy Parrish

SAIC-Frederick squeaked out an eighth-inning victory in the first-ever softball game between SAIC-Frederick and NCI-Frederick on May 29. NCI was down by 7 in the seventh inning, with a score of 13 to 6, and managed to come back strong in the top of the eighth, to tie the game 13–13. But SAIC pushed back, to score one more run in the bottom of the eighth. NCI came up dry in the top of the ninth, making the final score 14–13. SAIC team captain Ginny Whipp noted that, in addition to the players having a great time, there was also “great fan support on both the NCI and SAIC sides.” Dianna Conrad, NCI team captain, said she and Ms. Whipp would like to make this game a regular event, and expressed thanks to Ms. Whipp for organizing the SAIC team and Craig Reynolds, Ph.D., Associate Director, NCI, for approving the idea, and “especially thanks to the folks who came out to play.” ☺



Larry Arthur, president of SAIC-Frederick, presents winner's trophy to Ginny Whipp, SAIC-Frederick team captain.



Dianna Conrad (R, NCI) takes a swing, while Andi Gnuschke catches.



Doug Leggett (L) and Don Wheatley (NCI) stand off in a close play.



Troy Taylor pitches for SAIC-Frederick.



Donnie Blickenstaff hits a long one, while Doug Leggett (L), Jennifer Bear (catcher, NCI), and others look on.



Colin Celaya receives the MVP award from Ginny Whipp for “his great play at second base, catch in the outfield, and base hit.”

Fitness Challenge Winners Announced for March–May

By Ashley Hartman

Out of 15 winners for Fitness Challenge categories in March through May, 12 of those winners were SAIC-Frederick employees.



Fitness Challenge winners for May were Robin Dewar (left), Applied/Developmental Program, for miles run; Judith Poiley-Nelson (middle), Biopharmaceutical Development Program, for miles walked; Carolyn Eyer (right), Contracts and Administration, for hours performing other fitness activities; and Sheryl Ellis (not pictured), VCMP, for pounds lost.

Fitness Challenge winners for March were Nicole Roberts, Laboratory Animal Sciences Program (LASP), for pounds lost; Wayne Helm, Facilities Maintenance and Engineering (FME), for miles walked; Bill Adkins, FME,

for miles run; Dwayne Neal, Vaccine Clinical Materials Program (VCMP), for miles biked; and Stephanie Henderson, LASP, for hours spent performing other fitness activities.

April's winners were Lana Cross, Clinical Research Directorate (CRD), for pounds lost; Tania Defibaugh, CRD, for miles walked; and Jennifer Farrell, CRD, for hours spent performing other fitness activities. 🌀

Retirement

Louise Gajewski, SPGM

By Maritta Perry Grau

Most of you are probably familiar with her ever-cheerful voice and its New York accent. For the past 20 years, when you've called Scientific Publications, Graphics & Media (SPGM), Louise Gajewski, who retired June 13, has taken your order or fielded your questions to an editor or an illustrator.

"Some of my duties in those first years included ordering supplies and materials, arranging meetings, helping customers, and distributing jobs to

the illustrators. Getting to know our customers was the best part of my job," she said. Gradually, her job shifted to more administrative work.

"Retirement" almost seems a misnomer, as Ms. Gajewski eagerly described her plans for the coming year. Travel is already a big part: she participated in her daughter's wedding in Mexico in June, and plans trips south later this summer.



Tim Harris, Director of the Advanced Technology Program congratulates Ms. Gajewski on her retirement.

Ms. Gajewski leaves SPGM and NCI-Frederick with the thanks and best wishes from customers, co-workers, and SAIC-Frederick administration for her 20 years of excellent service.

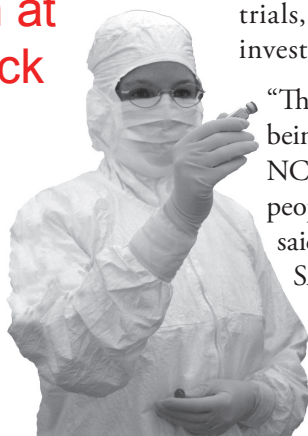
"How do you spell 'retirement?'" one of her friends asked. "F-U-N!" 🌀

Supergraphics Profile

Jones Enjoys Variety of Research at NCI-Frederick

By Ashley Hartman

Jane (Crutchley) Jones, Research Associate, Biopharmaceutical Development Program (BDP), works in the Protein Purification Laboratory where she purifies virus

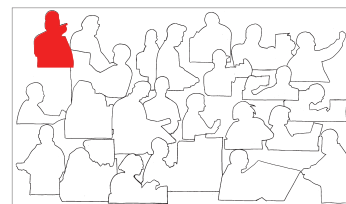


proteins, recombinant proteins, and antibodies from mammalian and bacterial cells. The products are used in phase I and phase II clinical trials, as well as 'proof of principal' investigative research.

"The wide variety of research being performed brought me [to NCI-Frederick]. I enjoy the different people I encounter on a regular basis," said Ms. Jones, who has worked for SAIC-Frederick for 6½ years.

Ms. Jones was surprised and proud to be able to represent BDP in the supergraphics images.

"Looking at the montage, it shows people working in labs, in clean



room environments, and FME. It shows a wide variety of people performing many different tasks," she said.

In her free time, Ms. Jones enjoys spending time with her family, camping, and reading.

The supergraphics images on the walls of Building 549 celebrate the diversity of talents, expertise, and creativity of NCI-Frederick employees. 🌀

Protective Services Features New Bomb Dog at Open House

By Ashley Hartman


Protective Services hosted its 6th annual Open House in June, featuring a demonstration by NIH Police Officer Richard Brenner and his bomb-sniffing dog Coco. Coco, a six-year-old German shorthair pointer, demonstrated his ability to detect bomb material inside closed boxes. His reward: a blue ball. Officer Brenner has worked at NIH Bethesda



Coco helps to inspect 100 vehicles a day at NIH Bethesda.

for five years and has worked with Coco for four and a half years.

The open house also gave the NCI-Frederick community the chance to meet Protective Services staff and learn about many of the department's programs. "The main reason we do this is we do want people to look at the displays and become familiar

with security," said Tom Gannon-Miller, Manager of Protective Services. Many people might not know that Protective Services is a 24/7 operation and that it also provides security for the Vaccine Pilot Plant. 



Coco sniffs for bomb materials inside four closed boxes.

OHS Changes Medical Surveillance Procedures

By Nancy Parrish


Occupational Health Services (OHS) recently announced a change in the procedure for employees' annual review of health and occupational medical surveillance programs. Reminders used to be sent to individual employees with a request to complete and return the Risk Assessment/Medical Surveillance Form to Environment, Health and Safety (EHS), and then to call OHS for a follow-up appointment. Alberta Peugeot, OHS Manager, said that reminders will now be sent to the employee's directorate head for forwarding to the employee's supervisor. Supervisors will ensure that employees complete the necessary paperwork. OHS will follow up with the directorate head and supervisor for those who don't respond. "We hope the change in procedure will improve participation in the annual reviews," Ms. Peugeot explained.

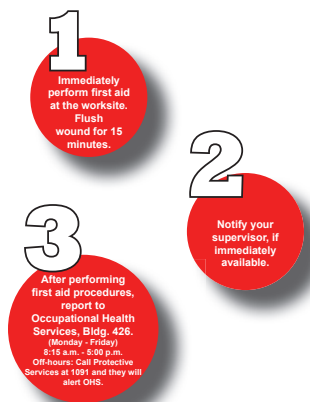
The review process begins when an employee completes the Risk Assessment/Medical Surveillance Form with his or her supervisor and returns it to EHS. Safety officers will review the Risk Assessment/Medical Surveillance Form for exposures noted by the employee and supervisor. The employee makes an appointment to review the assessment with an OHS clinician, have any recommended lab work done, and schedule any necessary follow-up visits with OHS.

Why Complete a Medical Surveillance Form?

Participating in the medical surveillance program is critical to the safety of anyone working with biological materials, potentially hazardous equipment, chemicals, or radioactive materials. An up-to-date Medical Surveillance Form specifies exactly what you are working with, so that, in an emergency, such as a needle stick or accidental exposure to radiation, OHS can take immediate, appropriate action to treat your injury. "Too often we see people coming in with burns they have treated with

disinfectant or alcohol, which is the exact wrong thing to do. Or they come in two days after the injury, which can sometimes lead to more serious problems," Ms. Peugeot said. The goal is to treat as quickly as possible after an injury, to provide the best outcome. An up-to-date Medical Surveillance Form will help achieve that goal.

The Emergency 1-2-3 Program was launched in May 2007 to help employees remember what to do in an emergency (see *News & Views* 13: 9-10 April 2007). "We hope that the 1-2-3 Program, combined with this new procedure for medical surveillance, will help improve our ability to treat accidental injuries quickly and appropriately," Ms. Peugeot said. 



Quality Management

Who Are Your Customers?

By Steve Harshman



Steve Harshman, Quality Assurance Officer

When asked “Who are your customers?”, many individuals start looking outside of their organization. Did you? Although that is a natural reaction, the reality is that many of us rarely, if ever, directly

interact with an external customer. Even so, we are probably providing a service to someone within our organization who does interact with an external customer, and that someone is our internal customer. Providing excellent customer service to internal customers is critical because the level of service provided internally will ultimately be reflected in the level of service provided to our external customers.

So maybe the question should be, “Who are your internal customers?” You must know who your customers are before you can make a commitment to serve them. What are their requirements? Open the lines of communication with your internal customers and ask them what you can do to better serve their needs.

Are your processes customer-friendly and do they meet your customers’ needs? Regularly follow up with your internal customers to ensure they are satisfied, and if they are not, work with them to satisfy their requirements.

A customer-focused quality program requires that we ask ourselves, “What’s best for the customer?” That includes internal customers. Effective internal customer service requires that all employees look at the bigger picture and have a positive attitude toward internal customers. When internal customer service works well, the entire organization works well and is better able to serve the needs of the external customer. 🔄

Project Management

10 Lessons Project Managers Can Learn from the Best

By Carmen Clark

Because we have a unique environment as the OTS contractor to the federal government, the perspectives of others in similar organizations are always of interest and can often be of value. Following are excerpts from *100 Lessons Learned for Project Managers* (http://appel.nasa.gov/ask/issues/14/practices/ask14_lessons_madden.html) by Jerry Madden, the former NASA Associate Director of Flight Projects at the Goddard Space Flight Center. Madden admits, “None of these are [sic] original—It’s just that we don’t know where they were stolen from!”

1. A manager who is his own systems engineer or financial manager is one who will probably try to do open heart surgery on himself.
2. Other than original budget information prior to the President’s

submittal to Congress, there is probably no secret information on the project — so don’t treat anything like it is secret. Everyone does better if they can see the whole picture.

3. Remember who the customer is and what his/her objectives are, i.e., check with him/her when you go to change anything of significance.
4. Mistakes are all right, but failure is not. Failure is just a mistake you can’t recover from; therefore, try to create contingency plans and alternate approaches for the items or plans that have high risk.
5. Occasionally things go right... Try to duplicate that which works.
6. Hide nothing from the reviewers. Their reputation and yours is on the line. Expose all the warts and pimples. Don’t offer excuses — just state facts.
7. Morale of the contractor’s personnel is important to a government manager. Just as you don’t want to buy a car built by disgruntled employees, you don’t want to buy flight hardware built by them.

You should take an active role in motivating all personnel on the project.

8. Projects require teamwork to succeed.
9. Too many project managers think a spoken agreement carries the same weight as one put in writing. It doesn’t. People vanish and change positions. Important decisions must be documented.
10. Too many people at Headquarters believe the myth that you can reduce the food to the horse every day’til you get a horse that requires no food. They try to do the same with projects, which eventually end up as dead as the horse. 🔄



Doug Kuhns, Ph.D., works with a partner at a recent Project Management training session.

BDP Develops Three New Drugs; Two in Clinical Trials

By Maritta Perry Grau

The most common childhood cancer is acute lymphoblastic leukemia (ALL). While 80 percent of children are cured with conventional therapy, for



BDP supports NCI and its partners in developing promising drugs for clinical trials.

that remaining 20 percent, a different approach is needed.

One approach many researchers and pharmaceutical groups are trying is to combine chemotherapy drugs with other agents that are known to knock out leukemia cells, but do not have the same toxicity profile as chemotherapy drugs.

Thus, the Biopharmaceutical Development Program has developed three products—IgM216, hu14.18-IL2, and ch14.18—that are now in clinical trials to help children and adults with cancer, particularly advanced myeloma and leukemia.

IgM216: Researchers at the Stanford University School of Medicine found that while mAb IgM 216 killed malignant cells, it does not react with stem cells and, while it may kill some normal peripheral B cells, those cells

should repopulate. A Phase I clinical trial is ongoing.

Hu14.18-IL2: The *Journal of Clinical Oncology* (K Osenga et al., *J Clin Oncol*, 12:1750-1759, 2006) reported on the use of hu14.18-IL2, a humanized monoclonal antibody linked with interleukin 2, in a study of adults with neuroblastoma and melanoma. A parallel study of the drug combination's effect on children is being completed. A phase II study is underway. BDP is also supporting the efforts by NCI and EMD Pharmaceuticals to facilitate advanced development of this promising drug.

Chimeric (ch)14.18: ch14.18 is being used in a study of metastatic melanoma. Researchers hope that ch14.18 will prevent circulating malignant cells from attaching to the extracellular matrix and will also help destroy tumor cells. ☺

SAIC-Frederick Supports the Community

by Nancy Parrish

One of the many local organizations supported by SAIC-Frederick is the Frederick County Business Roundtable on Education (FCBRE), which works to build a competent workforce in Frederick County by developing a strong relationship between the business community and the school system. On May 29, FCBRE hosted the Future Link Conference at Frederick Community College to expose high school sophomores to the “technology of the future.” Jack Collins, Ph.D., Saraghan Ravichandran, Ph.D., and Brian Luke, Ph.D., all of the Advanced Biomedical Computing Center, gave hands-on demonstrations of how mathematics, computer science, physics, and

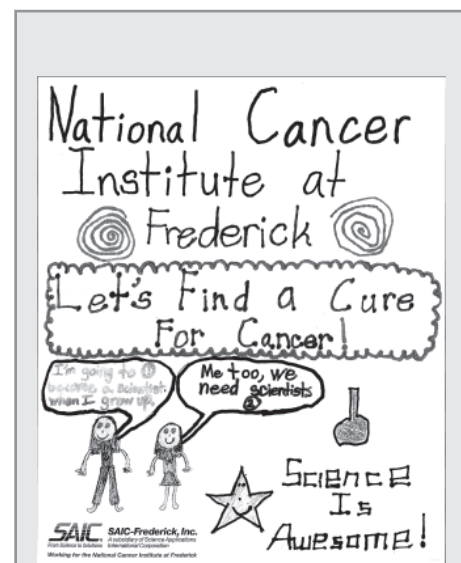
chemistry contribute to the biological study of cancer. Dr. Collins was impressed with the students' interest in the topic and encouraged by their positive reactions. “I believe that interacting with students at this age is a very positive experience for all of us. Seeing a younger generation show interest in scientific problems and careers is always exciting,” he said.

SAIC Is Recognized by the Boy Scouts of America



SAIC-Frederick was one of five Benefactor sponsors of the 13th annual Frederick County George Delaplaine Distinguished Citizen Awards Dinner on June 10. The 2008 Distinguished Citizen honoree was J. Brian Gaeng, President and CEO of BlueRidge

Bank. Following the presentation, SAIC-Frederick representatives were presented with the plaque (above) to honor the company's sponsorship. ☺



Fifth-grader Kate Levangie, the Banner School, designed this ad for SAIC-Frederick as part of the Frederick News-Post's "Newspaper in Education" learning series. She was among fifth- and sixth-graders from 19 Frederick county schools who participated in the competition. The ad appeared in the May 6, 2008, newspaper supplement.

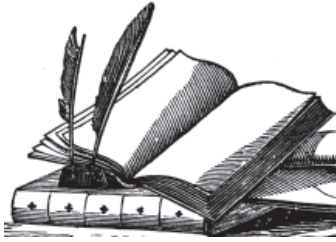
On Effective Communication

What's the Story

By Ken Michaels

Matt Rix, one of the speakers at a meeting I recently attended, talked about the pernicious problem of misinterpretation and how we frequently cause ourselves trouble by jumping to erroneous assumptions and conclusions. He illustrated his point by recalling an experience he had while waiting for a flight in a very small airport somewhere in Nebraska. A lilting female voice came over the public address system with the request, "Will the man who dropped his pants at the ticket counter a few minutes ago please return to the counter?" The airport was small enough that reactions from all over—gasps and snickers—were clearly audible. About a minute later, the same voice, more cross than lilting this time, announced, "The pants were on a hanger!"

His presentation was titled "Facts Tell, But Stories Sell" and emphasized the power of stories to paint memorable visual pictures.



Storytelling is as old as language itself as a means of education and entertainment in virtually all cultures. Historical icons such as Mark Twain taught, and amused, by effectively using stories to illustrate the points they wanted to make. Many of the best public speakers are those who recognize the value of really ramming a point home with a story that will stick with the listener, and breathe some life into the facts of the matter. Following are Matt's eight elements of an effective story:

1. **Premise:** What's going on?
 2. **Problem or conflict:** Difficulties that beg to be resolved are intrinsically captivating.
 3. **Payoff:** The resolution can be funny, enlightening, or both.
- The first three elements are simple and are present in virtually every story of any interest. It's the final five elements that transform a good story into a great one.
4. **People:** Good storytellers talk about real people. They say "Angela" rather than "a friend."

5. **Places:** Real places help the listener form a picture. "I was headed south on I-270" creates a more vivid mental image than "I was out on the highway."
6. **Dialog:** First-person accounts with real dialogue are highly effective.
7. **Educational:** A really good story has a message that teaches something.
8. **Entertaining:** Things that give us a chuckle tend to be more memorable than things that don't.

Storytelling is not joke-telling. A great story doesn't have to be funny, and in fact some of the greatest stories of all aren't the least bit funny, but they're memorable all the same.

A phrase often heard in an oral presentation is "If you remember only one thing from this presentation, remember that ...". Try this: The next time you give an oral presentation, identify that "most important" item and see if you can't come up with a story that illustrates it and makes it really memorable. It may be the key to a highly effective conclusion, and your audience will appreciate, and remember, it. 🌀

Farmers Market 2008

The annual Farmers' Market began June 17 and continues through October 28. Browse the stalls each Tuesday in front of Building 549 between 11:00 a.m. and 1:30 p.m., or sell-out.

You'll have a great selection for meals and unique gifts all week—everything from vegetables, fruits, and emu meat to baked goods, relishes, and



chocolates—as well as unique gifts of creams and lotions, soaps, flowers and herbs. 🌀



SAIC-Frederick Training Calendar

Communication Series

Scientific Writing Workshop	August 4, 6, and 8, 9:00 a.m. – 12:00 p.m.
Effective Oral Presentations	September 9 and 16, 9:00 a.m. – 12:00 p.m.
Business Writing: Paperwork Made Easy	September 25, 12:00 – 1:00 p.m.
Editing and Proofing: Doing the Double Take	October 16, 12:00 – 1:00 p.m.
Persuasive Writing: Reading Between the Words	October 23, 12:00 – 1:00 p.m.

Individual and Professional Enrichment Series

Managing the Stress of Time	August 21, 10:00 a.m. – 12:00 p.m.
Improve Your Time Management Skills	September 4, 8:30 a.m. – 12:30 p.m.
Creative Problem Solving	September 11, 1:00 – 4:00 p.m.
Employee Performance Review	September 12, 10:00 a.m. – 12:00 p.m.
Providing Exceptional Customer Service	October 7, 10:00 a.m. – 12:00 p.m.
Your Attitude Determines Your Altitude	October 14, 2:00 – 4:00 p.m.
Quality Management	October 21, 9:00 a.m. – 12:00 p.m.
Generational Differences in the Workplace	October 29, 12:00 – 1:00 p.m.

Management Development Program (MDP)

MDP is a training initiative designed for SAIC-Frederick's managers and supervisors. It provides an overview of essential information needed to successfully manage in our environment. Participants will also benefit from learning about specific policy and procedures unique to the organization. This program includes nine comprehensive modules offered over a four-week period. The following are the topics:

Session 1: Increasing Self-Awareness and Understanding Diversity	October 30, 8:30 a.m. – 5:00 p.m.
Session 2: Benefits Overview and Compensation	November 5, 8:30 a.m. – 5:00 p.m.
Session 3: Staffing and Coaching for Managers	November 13, 8:30 a.m. – 5:00 p.m.
Session 4: Conflict Management and Employee Relations	November 20, 8:30 a.m. – 5:00 p.m.

All programs are offered at no charge. For additional training opportunities and registration details, contact Sukanya Bora, Training and Development Manager, 301-846-1129, or boras@mail.nih.gov

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News & Views Contributions

Do you have information to share with or ideas to suggest for *News & Views* readers? Please send your information, articles, or ideas to Maritta Grau, Managing Editor (graump@mail.nih.gov).

News & Views Deadlines

January issue	November 21
April issue	February 21
July issue	May 21
October issue	August 21

Important Telephone Numbers

Ethics Hotline	1-800-760-4332
Human Resources Department	301-846-1146
Benefits Questions, HR Department	301-846-1146
SAIC Stock Programs	1-800-785-7764 or 858-826-4703
SAIC Stock Recorded Information	1-888-245-0104

Dates to Note

Take Your Child To Work Day	July 30
Labor Day: NCI-Frederick closed	September 1
Columbus Day: NCI-Frederick closed	October 13
Annual Awards Ceremony, Lynfield Complex	November 6

SAIC Stock

SAIC's common stock is listed on the New York Stock Exchange under the symbol "SAI."

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