

# The NIH Record

*'NIH at High Priority'*

## Varmus Opens NIH Appropriations Hearings

By Carla Garnett

**E**xtolling what he called an optimistic and "particularly upbeat" climate at the agency, NIH director Dr. Harold Varmus began NIH's week of Capitol Hill testimony before the House appropriations subcommittee on labor, HHS and education on Apr. 18. Currently up for congressional review is the President's 1997 budget request of \$12.406 billion—a 3.9 percent increase over FY 1996—for NIH.

"We're pleased that the President has placed NIH at such high priority in his 1997 budget," said subcommittee chair Rep. John Porter (R-Ill.), addressing Varmus during opening comments. "I also put NIH at high priority. We are always excited to have you and your staff come to us and give testimony. We find this one of the most interesting and exciting aspects of our hearings."

**'Renewed Unity and Efficiency'**

In his introductory statement, Varmus cited four reasons for NIH's buoyant spirit: "First and paramount," he said, "is the healthy appropriation we received for FY96. We are grateful for this appropriation not only because it increases our resources for this year, but also because it allows us to operate throughout 1996. The appropriation allows us to maintain our research momentum and to jumpstart a number of initiatives we have planned for 1997." He also acknowledged the crucial role played by members of the subcommittee—and Porter, in particular—to help NIH receive this

(See **HILL HEARINGS**, Page 4)

*Two Levels: Acceptable, or Not*

## New Rating Plan Features No More 'Tiers'

By Carla Garnett

**T**he days of the "outstanding" employee are officially dwindling—but only on paper. NIH will soon institute a new employee performance management system that replaces the 5-tier—outstanding, excellent, fully successful, minimally successful and unacceptable/unsatisfactory—rating scale with a simpler, two-level—acceptable or unacceptable—scheme. The new system, about 9 months in the making, was approved by NIH director Dr. Harold Varmus on Mar. 29 and will go into effect for most workers as soon as individual institute, center and division plans are approved by NIH's Office of Human Resource Management. ICDs have a May 30 deadline to submit plans to OHRM for review.

"With the change in the OPM regulations we had a unique opportunity to refocus, simplify and streamline the performance process," explained Marvene Horwitz, OHRM deputy director. "Managers complained that the performance appraisal system was time-consuming and didn't really serve to distinguish employees' performance. Employees came to believe that any rating less than outstanding was a

(See **EMPLOYEE RATINGS**, Page 8)

*Bakers, Brewers, Biologists*

## International Team Spells Out DNA of Yeast

**A**n international consortium of scientists announced Apr. 24 that it has finished spelling out the entire genetic code of a species of yeast valuable to biologists and commonly used by bakers and brewers. The achievement required determining the order of all 12,057,500 chemical subunits contained in the yeast's nuclear DNA. Yeast contains the largest genome—or full set of genetic instructions—to be completely deciphered so far. Furthermore, the single-celled yeast is the most advanced organism yet to be sequenced, belonging, with humans, to a group called "eukaryotes." All eukaryotes share similarities in their cellular anatomy, including a distinct nucleus and compartmental structures for carrying out specialized processes.

Having the entire yeast DNA sequence now paves the way for scientists to study all the information encoded in the organism's genetic blueprint. Containing some 6,000 genes arranged on 16 chromosomes, yeast has already provided biologists with a valuable resource for determining the function of individual human genes involved in

(See **YEAST**, Page 10)

## Health Fair '96 Welcomes All

**H**ealth Fair '96, the NIH employee health fair, will be held May 14-15 in the lobby level of Bldg. 10. This biannual event will be the biggest and best ever. "The ICDs will make experts available to answer your questions," says Susanne Strickland, fair coordinator and director of the NIH worksite health promotion program. "How often do you have the chance to talk about personal health issues with so many professionals at one time?"

This year's emphasis is on stress reduction and the positive aspects of a healthy lifestyle. Steve Allen Jr., the well-known physician and humorist, will kick off the event at 10:30 in Masur Auditorium. He will present "Lighten Up—Keeping Your Balance With Humor." According to Strickland, "After the winter we've had, we figured we could use some sunshine." Other presentations are also planned to address prevention of workstation injuries, coping with change in changing times,

(See **HEALTH FAIR**, Page 6)

## NIH Asian Cultural Programs, May 17, 24

**E**veryone is invited to the 24th Annual NIH Asian/Pacific American Heritage celebration consisting of a lunchtime program of food and demonstrations of Asian arts and crafts and an evening program of Asian music and dance. The NIH theme for the celebration this year is "Respect for Learning."

**Friday, May 17:** The lunchtime festivities will take place between 11:30 a.m. and 1:30 p.m. on the patio of Bldg. 31A. There will be demonstrations of bonsai, calligraphy and noodle making. Luncheon sales will consist of food from China, India, Japan, Korea, the Philippines, and Thailand. A percentage of the proceeds will be donated to the Children's Inn.

**Friday, May 24:** The evening program will take place in Masur Auditorium, Clinical Center, between 7:30 and 9:30 p.m. The dance program is entitled "Tapestry of Movement" and is organized by Nilimma Devi, artistic director of the Sutradhar Institute of Dance and

(See **ASIAN HERITAGE**, Page 2)

## ASIAN HERITAGE

(Continued from Page 1)

Related Arts. The program consists of dances and music from Cambodia, Indonesia, India, Japan, and Persia, and features some of the finest Asian performers in the Washington area. In addition, a work based on the theme, "Respect for Learning" has been jointly choreographed by all the participating dancers especially for this occasion.

A reception in the NIH Visitor Information Center will immediately follow the program. Everyone is invited to the reception to meet the artists and to feast on Asian pastries and snacks.

The program is sponsored by the NIH Asian/Pacific American heritage committee, the NIH Asian/Pacific Islander American advisory committee, the Clinical Center, NIH Office of the Director, NIDDK, and the NIH Federal Credit Union. Sign language interpretation will be provided. For more information and reasonable accommodations, contact the Office of Equal Opportunity, 6-2906 (v/tty). □

*Dr. Peggy McCardle has been named special assistant to Dr. Wendy Baldwin, NIH deputy director for extramural research. McCardle comes from DRG, where she was scientific review administrator of the human development and aging-2 study section. She is also on the faculty at the Uniformed Services University of the Health Sciences, where she teaches scientific and technical writing. She is a graduate of the NIH Health Scientist Associates training program.*

## DRG Marks 50th Year

The Division of Research Grants is celebrating its 50th anniversary with an all-day symposium titled, "Past, Present, and Future of Peer Review." It will be held at the Natcher Conference Center on Thursday, June 20 starting at 8 a.m. Speakers will include study section members and current and former directors of DRG and NIH. A reception will follow the symposium. There is no fee, but registration is required by May 31. Information is available on the DRG Home Page (<http://www.drg.nih.gov>) or from the DRG Administrative Office, 5-1099, fax: 0-3963.

## Photo Competition, May 21

The annual NIH-wide photographic competition, with cash award, will be held Tuesday, May 21, at 7:30 p.m. in Bldg. 31, Rm. 6C10. The contest, sponsored by the NIH R&W Camera Club, is open to all employees and club members. Categories include black and white prints, and color prints and slides. Submissions will be accepted May 21, noon to 1 p.m., lobby of Bldg. 31A, and at Rm. 6C10 just before the contest. For more information call Dr. Yuan Liu, 4-6382. □

## FedEx Retains GSA Contract

The General Services Administration will continue to provide contract coverage for domestic express small package delivery service through Aug. 15 with FedEx. All prices, terms and conditions remain the same.

As a reminder, FedEx government overnight service is for official urgent business use only. Employees should not use government FedEx accounts to send personal items. Such use violates federal criminal law.

Because next-day express small package delivery is premium transportation, use FedEx only for letters or small packages when absolutely necessary.

In addition, ICDs in the Bethesda/Rockville area must continue to send noncontract shipments to Central Shipping, Bldg. 13, platform E, Rm. 1771. Refer to NIH Yellow Pages for "Shipping and Receiving Instructions." For more information, call Valerie Hood, 6-5921. □

## Atlantic City Trip, May 28

The Order Sons of Italy in America, NIH Lodge #2547 is sponsoring a trip to Atlantic City, open to all. The date is Tuesday, May 28; bus leaves from EPN at 8 a.m. and returns there at 10:30 p.m. Cost is \$30, with \$16 cash back from Resorts. A limited number of seats remain. Call Cathy Battistone, 6-7391, for tickets and more information.

The next OSIA meeting is on May 14 at 7 p.m. at the EPN conference center, where there will be the Entertainment '96 coupon exchange. Everyone is welcome. □

## The NIH Record

NIH Record Office  
Bldg. 31, Rm. 2B03  
Phone 6-2125  
Fax 2-1485

Editor  
Richard McManus  
rm26q@nih.gov

Assistant Editor  
Carla Garnett  
cg9s@nih.gov

*The NIH Record reserves the right to make corrections, changes, or deletions in submitted copy in conformity with the policies of the paper and HHS.*

Published biweekly at Bethesda, Md., by the Editorial Operations Branch, Division of Public Information, for the information of employees of the National Institutes of Health, Department of Health and Human Services. The content is reprintable without permission. Pictures may be available on request. Use of funds for printing this periodical has been approved by the director of the Office of Management and Budget through September 30, 1996.

*The NIH Asian/Pacific Islander American advisory committee (AAAC) and Asian/Pacific American heritage committee (APAHC) recently presented the Children's Inn with a globe and a subscription to National Geographic, the magazine of the National Geographic Society, for the enjoyment of the children and their parents who stay at the inn. The globe was purchased with proceeds from last year's Asian/Pacific American Heritage Month celebration. Pictured above are (standing from l) Prahlad Mathur, chair, AAAC cultural subcommittee; Dr. Shuko Yoshikami, cochair, APAHC; Margo Bradford, acting director, Children's Inn; John Medina III, Diversity Program manager, OEO. Seated are (from l) Dr. Victor Fung, cochair APAHC; and Dr. Opendra Sharma, chair, AAAC.*

## NIA Reports New Caloric Restriction Findings

By Mike Miller

Researchers at NIA's Gerontology Research Center have shown for the first time that reducing calorie intake by 30 percent lowers body temperature in monkeys. This lowered body temperature is a result of a lowered metabolic rate due to limited food intake. The next step for NIA researchers is to look for a relationship between reduced metabolic rate and changes in longevity. The temperature finding in monkeys is similar to findings in rats and mice who lived longer when they were placed on calorie restricted diets. The results from the monkey studies appeared in the Apr. 30 *Proceedings of the National Academy of Sciences*.

The NIA study of nearly 200 rhesus and squirrel monkeys began in 1987. Scientists based their investigations on knowledge gleaned from 60 years of research in rodents and other small animal species that showed reduced calorie intake can extend life span, maintain vitality, and delay or reduce the incidence of age-associated disease. Until recently, no one had studied caloric restriction's effects in primates or

---

### ***Beneficial effects...might even someday include humans.***

the mechanisms by which these effects might occur.

According to NIA scientist Dr. George Roth, "This work in monkeys raises the possibility that the beneficial effects of caloric restriction may occur in higher primates and might even someday include humans."

This study demonstrates that reducing calorie intake by 30 percent (and still providing a nutritionally balanced diet) in young monkeys leads to a reduction in their metabolic rate and their body temperature. Older monkeys (and most other mammals) use a large part of their food intake to maintain a relatively high body temperature. In people, reduced body temperature due to caloric restriction has been seen only in starvation studies where caloric restriction is greater than 30 percent.

Leading the caloric restriction research at the GRC are Roth and Drs. Donald K. Ingram, and Mark A. Lane. According to Lane, "The finding that body temperature is reduced in monkeys when they are adapting to a moderate 30 percent caloric restriction is interesting. We have seen

*NIA scientists (from l) Drs. Don Ingram, George Roth and Mark Lane*

reduced body temperature both during the initial adaptation to reduced feeding and while the monkeys were on caloric restriction for several years."

The authors speculate that caloric restriction reduces body temperature, which in turn affects various factors at a molecular level. For instance, reduced temperature might affect longevity as a result of its impact on various cellular processes such as DNA damage and repair and the development of certain tumors.

In an earlier *PNAS* article (Vol. 93: Jan. 26, 1996), the authors discussed how the end product of a complex biochemical chain reaction could be a possible "biomarker" of aging (a signal or flag that provides a way to measure the aging process). The biomarker in question in this study is a chemical compound called pentosidine. Although seen in many tissues in the body, pentosidine is most easily detected in a substance in the skin called collagen.

Other studies have shown that increased pentosidine levels with age correlate strongly with the severity of complications in diabetes and end-stage renal disease.

In caloric restriction studies, those animals on restricted diets had a slower accumulation of pentosidine, supposedly leading to greater collagen elasticity, fewer disease complications, and possibly a healthier and longer life.

Roth believes that "pentosidine and body temperature may be only two of many indicators of aging that exhibit lower levels in calorically restricted animals." Initial results from other studies in primates by Roth and colleagues are due by the end of the decade. These results could provide additional biomarkers for future studies of interventions that might aim at slowing the aging process or reducing disability. □

## Grantees Grow Liver Cells In Laboratory for First Time

Through a unique culture system, University of Pittsburgh Medical Center scientists for the first time have achieved sustained proliferative growth of normal liver cells in the laboratory, providing the basis for developing artificial liver devices, acute liver failure treatments, and gene therapy strategies. Supported by NIAAA, NCI, and NHLBI, the researchers also were able to direct the cells to become the specialized cell types needed for liver function.

Researchers have known that when a portion of the liver is removed surgically, hepatocytes (liver cells) regenerate so that the liver again becomes full-sized.

Previous efforts to duplicate that process in culture systems have failed for two reasons: Either hepatocytes proliferated but quickly died, or they lived for a few days, divided minimally, and then died.

"The novel aspect of our findings is that conditions have been defined that allow the offspring of proliferating hepatocytes to expand and increase their population size, with viability of many months," said Dr. Geoffrey D. Block of results published in the March *Journal of Cell Biology*.

"A new chemically defined hepatocyte growth medium (HGM) allows such growth under the influence of specific, naturally occurring factors already known to affect liver cell proliferation," Block added. One such factor found to work synergistically with HGM is hepatic growth factor/scatter factor, or HGF/SF, studied as a liver growth promoting activity 14 years ago by another of the article authors, Dr. George K. Michalopoulos.

With HGM and specific growth factors, the researchers triggered these proliferating hepatocytes to take on qualities of immature cells. Altering the growth setting of these cells enabled the researchers to further manipulate their development into other highly specific cell types. Adding a certain compound in one case transformed the cells into mature hepatocytes; in another case, adding HGF/SF provoked differentiation of the young cells into bile duct-like cells.

This work can have long term benefits for studies using hepatocytes as vehicles for gene therapy and drug manufacturing applications or as cells for construction of artificial liver devices. Patients with liver failure may also benefit. □



## HILL HEARINGS

(Continued from Page 1)

year's unexpected and generous \$11.94 billion budget, which represents a 5.7 percent increase over the previous year.

The second reason for optimism Varmus noted is the incredible rate of advances currently in biomedical science. These include discovery of several new genes covering a variety of cancers (especially of the breast, kidney and colon), obesity, Alzheimer's disease and many other neurological disorders. In addition, achievement was hailed recently in mapping and sequencing the genome; in developing vaccines that prevent pertussis and influenza and in finding the first effective treatment for stroke. Varmus provided for the congressional record a written document listing NIH scientific advances described in journal articles in just the past 3 or 4 weeks.

Improved communication between NIH and those constituents who give and receive health care was cited as the third reason for optimism. Varmus noted development of the NIH Home Page on the World Wide Web and two Maryland Public Television *Health Week* pilots as well as several other mechanisms that have enhanced communication by and about the agency.

"Fourthly," he said, "NIH is working with what I see as a renewed sense of unity and efficiency. There are many new improved mechanisms for research coordination, the sharing of resources and cooperation among institutes, which is one of the themes of my administration."

### Rebuilding Clinical Research

Concluding his opening comments, Varmus emphasized the crucial need for renewing clinical research nationwide. Citing several reasons for the noted decline of the discipline around the country, he briefly described some NIH initiatives—including development of special courses in patient-oriented investigation and loan repayment programs for training—to counter the erosion.

Directly related to enhancing study on patients across the nation, he said, is renewing intramural research on NIH's own campus. A major component of that effort, Varmus pointed out, is building a new Clinical Research Center (CRC) to replace the current rapidly deteriorating hospital facility. Construction funding—\$310 million in total—already has been figured into the President's 1997 proposed budget for

NIH.

"Mr. Chairman," Varmus concluded, "you and I share pride in NIH and its accomplishments in the tasks of broadening knowledge, promoting health, stimulating our economy and leading our country to world dominance in medical research. Despite the difficult budgetary times that we're living through, the President's budget will allow us to follow through with our traditional goal of supporting investigator-initiated research while also building a necessary facility for patient-oriented research."

Chief among concerns expressed by Porter was that the proposed 3.9 percent (about \$467 million) budget increase would be virtually consumed by the cost of fully funding the new CRC in 1 year.

"Some people in the extramural community support the new clinical

*Despite the difficult budgetary times that we're living through, the President's budget will allow us to follow through with our traditional goal of supporting investigator-initiated research while also building a necessary facility for patient-oriented research.*

center but they balk at funding it at the expense of research grants," he said, opening the question-and-answer phase of the hearing. "How do you answer critics who think that this is being done at least in part at their expense?"

"There's no way we can construct the building without paying for it," Varmus answered. "Clearly any money that's spent on it could be seen as money that could go elsewhere. As the budget was constructed, the agreement to ask for the money to build was an add-on, that is, I don't believe that the money was being taken away from extramural research. This is a very tight budgetary environment and the money that is being proposed for this project is in response to a clear need."

Porter suggested that instead of funding the CRC completely in a single year, perhaps funding could be broken into incremental phases over several years. Varmus contended that NIH had been advised that total funding in a single year would be more efficient, and that completion of the building's

construction would be better assured if all money was "in hand" during one period. Porter also asked whether solicitation of private-sector funding for CRC construction had been considered. Varmus replied that such a consideration had been entertained. In fact, he said, NIH already has in place a vehicle—the National Foundation for Biomedical Research—that could be used to receive contributions. However, he pointed out, if recent trends are any indication of the future, private donations would not be large enough to fund such a construction project.

### Dollars Per Death?

Another issue that congressional money managers grapple with every budget season took center stage at this hearing as well. How does NIH decide how much to spend on individual disease areas? Several committee members, led by Porter, Rep. Henry Bonilla (R-Tex.) and Rep. Jim Istook (R-Okla.), expressed deep interest in the process NIH uses to determine disease-specific funding allocations.

Citing "Disease Specific Estimates of Direct and Indirect Costs of Illnesses and NIH Support," a document prepared by NIH in response to a previous congressional request, Istook wondered aloud why NIH spends approximately \$2.77 for every death from heart disease and \$110.80 for every death from AIDS. Cancer, heart disease and stroke, it was noted, all kill more people than does AIDS, yet AIDS is more heavily funded by NIH.

Repeating advice he said was once given to him by NHLBI director Dr. Claude Lenfant, Varmus answered, "Budget building by body count is not the way to allocate biomedical research dollars." If funding were distributed that way, he pointed out, rare disease research would garner few dollars, yet it has been in the basic research of rare disorders—not targeted research—that a majority of important health discoveries have been made.

Defending AIDS funding, Rep. David Obey (R-Wisc.) suggested that NIH spending on AIDS—a relatively new disorder compared to cancer, heart disease and stroke—was simply "trying to play catch up."

### 'At the Turning Point'

The Levine Report—a review of NIH's effort against AIDS that was completed and released recently by a 118-member expert panel—was of particular interest to Rep. Nancy Pelosi (D-Calif.), who

represents Varmus's former district in San Francisco.

"Let me first say how courageous it was to open [NIH's AIDS research program] to independent and external review," said Pelosi. "A number of significant recommendations resulted from that review. How do you intend to implement them now?"

Varmus explained, "The panel recognized that we're at the turning point in studying HIV and AIDS, that we've made some major accomplishments and that now it's time to reevaluate where we are and to set off in some new directions—in particular that more money be spent on investigator-initiated activities. Secondly, [the panel recommended] that we emphasize a number of the components of the research that would be directed toward the production of vaccines, more emphasis on prevention and reconstruction of our AIDS clinical trials. All the institute directors received this report and they are studying it as well as the reports of the six individual panels.

"Some of the suggestions are more significant than others," he continued. "Some are easier and can be implemented more rapidly than others. Some involve fundamental changes in the structure of our programs and can only be achieved after several years. I expect to have at least an outline of how we will proceed by the time my advisory committee meets in June."

In response to further inquiry from Pelosi, Varmus reiterated NIH's commitment to a consolidated AIDS budget under the Office of AIDS Research.

Other issues brought up at the hearing included a discussion by Bonilla and Istook of a cap on indirect costs, queries by Obey on the short- and long-term ethical considerations and health benefits of human genome research and questions by Porter about the importance of fetal tissue research.

Varmus also spent several minutes diffusing concern raised about an item published in the *Diversity Digest*, a now-defunct newsletter once put out by NIH's Office of Equal Opportunity. The item was an opinion piece, which was reprinted in part in the Apr. 11 issue of the *Washington Times* and discussed the most inclusive ways to refer publicly to one's spouse—partner, domestic partner, or significant other.

"I have all four [in the person of his wife]," quipped Varmus, explaining that the article was not a "dictum of NIH" and merely expressed the views of its

author, Nick D'Ascoli, who chairs NIH's Gay and Lesbian Employee Forum. Although items in the newsletter do not necessarily reflect official NIH policy, Varmus continued, NIH is concerned about and is careful to promote respect for all individuals, regardless of race, sex, color, or sexual preference.

As the hearing ended, several committee members—including chairman Porter, who said he wishes he could find a way to double NIH's budget—expressed their personal support for the agency.

"Dr. Varmus, I'm always impressed to see the talent and commitment displayed by you, those seated with you at the table and on the chairs behind you," Rep. Steny Hoyer (D-Md.) said, concluding his inquiries. "When I think to myself what all of you could be making in the private sector if you applied your talents there, I'm constantly reminded of the value our country is receiving. If we were paying for the value in this room, the NIH budget would be very significantly higher than we are discussing today." □

## NCI's PDQ Receives Cancer Info Award

NCI's PDQ received the first "Editor's Choice" award from OncoLink in recognition of the high quality cancer information it provides over the Internet. PDQ, or Physician Data Query, is a comprehensive computer database of cancer clinical information that was developed and is maintained by NCI's International Cancer Information Center. The PDQ statements, which were specifically cited in the award, provide information on the latest advances in cancer treatment, supportive care, screening, prevention, and on newly approved or investigational drugs. For most statements, two versions are available, one written in technical language for health professionals and another written for patients. The patient versions of treatment statements are also provided in Spanish. PDQ information can be accessed through ICIC's World Wide Web site: <http://wwwwic.nci.nih.gov> (look for CancerNet). OncoLink, located at the University of Pennsylvania Cancer Center, is a major Internet resource for identifying sources of cancer information on the information superhighway.

*Dr. Albert F. Marra is NCCR's new executive officer. He has more than 20 years of management and leadership experience in the federal government. He plans to help NCCR employees "work smarter, not harder" and will try to "cut red tape wherever possible in order to improve services." In 1975, Marra became a management intern at DHEW. He joined the U.S. Office of Education as a program officer in 1977 and became a budget officer in 1979. He joined PHS in 1988, where he has held supervisory, managerial, and special assistant positions within the Maternal and Child Health Bureau. Most recently, he served as deputy executive officer for the bureau.*

*Dr. James McNamara has been named chief of the Clinical Development Branch of the Vaccine and Prevention Research Program in NIAID's Division of AIDS. He is a board-certified pediatrician and allergist-immunologist who earned his medical degree from the University of Vermont College of Medicine. He completed his training in pediatrics and allergy/immunology at Yale University. Prior to joining DAIDS as a medical officer in pediatrics/treatment, McNamara was on the faculty at Yale for 3 years.*

## HEALTH FAIR

(Continued from Page 1)

and prevention of workplace violence (see event schedule).

There will be 29 booths covering such topics as mental health, safety, exercise, ergonomics, and prevention and control of common diseases. You can have your body mechanics analyzed while swinging a golf club, tennis racket or performing other common movements. You can chart your own family tree and discuss findings with genetic counselors, pick up useful weight loss tips, or ask questions about dealing with allergies.

Health screenings will also be available. Most screenings will be performed continuously, on a first-come basis. The exception is skin cancer and hearing screenings, which must be scheduled in advance. Skin cancer screening will be offered on May 14 from 1 to 4 p.m.; hearing screening will be offered May 13 from 9 to 11 a.m., and on May 14 from 11 a.m. to 4 p.m. You can call 6-2222 to schedule an appointment. Spaces are limited, call early.

You are encouraged to dress comfortably so you can try different pieces of exercise equipment, or participate in one or more of the health screenings. R&W is offering door prizes to keep you active, including a bike, golf lessons, fitness

## NIH Health Fair Offers Fitness Opportunities

Have you ever joined a health club and realized that the only part of you getting smaller is your wallet? Well, has NIH got a deal for you!

This year, five local health clubs will be offering membership discounts to NIH employees.

While there are several fitness centers located at NIH facilities on and off campus, the services and/or the hours of operation are not always convenient for all NIH employees. Therefore, the Division of Space and Facility Management has been working with the NIH worksite health promotion action committee to expand the fitness program selection.

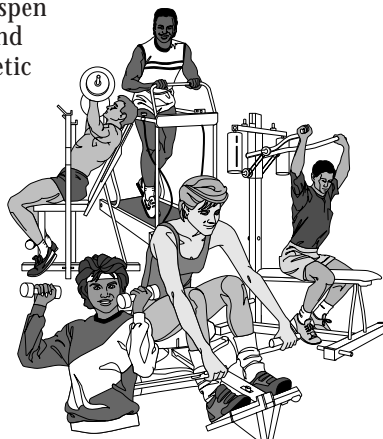
Although construction

and renovation of buildings are routine at NIH, plans for amenities such as a swimming pool or more tennis courts are, unfortunately, nowhere in sight. Realizing this, DSFM turned to the experts for assistance—local health clubs that are ready and willing to promote health and fitness at NIH. These include: Aeroflex, Aspen Hill Racquet Club and Fitness Center, Athletic Express Racquet and Health Club, Chevy Chase Athletic Club, National Fitness Institute.

From tennis to swimming to athletic conditioning programs, these facilities offer a wide variety of fitness programs to

meet the needs of all NIH employees, and all will be represented at Health Fair '96.

Be sure to attend the fair to find out about discounted membership fees at each club and start your fitness program on the right money-saving track.



## Schedule of Events in Bldg. 10

Day/Time	Activity	Speaker	Location
<b>Tuesday, May 14</b>			
10:30 a.m.-noon	Opening Ceremonies	Dr. Steve Allen, Jr. Funny Business, Inc.	Masur Auditorium
noon	Ribbon Cutting		Visitor Information Center, Bldg. 10
noon-5p.m.	Booths Open		
2-3 p.m.	Workstation Injuries	Dr. Jim Panagis, NIAMS Suzanne Hughes, Division of Safety	Lipsett Amphitheater
<b>Wednesday, May 15</b>			
7:30 a.m.-2 p.m.	Booths Open		
10-11:30 a.m.	Career Power - Coping With Change	Judy Jackson H.R. Solutions	Lipsett Amphitheater
noon-1 p.m.	Violence in the Workplace	Gary Freeman Division of Public Safety	Little Theater

classes, bats and balls, and T-shirts. For more information or reasonable accommodation requests, call the Health Fair '96 hot line, 6-2222.

Health Fair '96 is sponsored by the Office of Disease Prevention, in cooperation with the ICDs, R&W and FDA, and is an initiative of the worksite health promotion program.

## Screening Schedule

Day/Hour	Activity	Location
<b>Monday, May 13</b>		
9-11 a.m.	Hearing Screening (by appt)	Audiology Clinic 10/5C306
<b>Tuesday, May 14</b>		
11a.m.-4 p.m.	Hearing Screening (by appt)	Audiology Clinic 10/5C306
noon-3:30 p.m.	Anxiety Disorder Screening	Health Fair
noon-5 p.m.	Oral Cancer Screening	Nobel Laureate Balcony
noon-5 p.m.	Blood Pressure Screening	Lipsett Vestibule
noon-5 p.m.	Stroke Risk Screening	Lipsett Vestibule
noon-1 p.m.	Fitness Testing	Little Theater
1-4 p.m.	Skin Cancer Screening (by appt)	Oncology Clinic 10/13th floor Dermatology Clinic
<b>Wednesday, May 15</b>		
7:30 a.m.-2 p.m.	Oral Cancer Screening	Nobel Laureate Balcony
7:30 a.m.-2 p.m.	Blood Pressure Screening	Lipsett Vestibule
7:30 a.m.-2 p.m.	Stroke Risk Screening	Lipsett Vestibule
8-10 a.m.	Fitness Testing	Little Theater
noon-3:30 p.m.	Anxiety Disorder Screening (onsite or by appt)	Health Fair



## Students Participate in 4-Day NIAID Biomedical Research Program

By Ann London

Not only does she own and ride a red Harley-Davidson but she also builds and sells the popular motorcycles. She's 34 years old, has been married for 10 years, and is an undergraduate student at Southeastern Oklahoma State University in Durant. Karen L. Teeter started her college career 4 years ago and refers to herself as a late bloomer. On campus, the chemistry and wildlife conservation major might be referred to by school administrators as a nontraditional student. She will attend Oklahoma State University in Stillwater to work on her doctorate after she graduates this year. Her dream is to work at NIH, preferably at NIAID's Rocky Mountain Laboratories in Hamilton, Mont.

Teeter recently joined 58 more traditional undergraduate and graduate students for NIAID's annual 4-day Introduction to Biomedical Research Program held on campus. The IBRP was initiated in 1979 to attract and retain minority students in careers in biomedical research and medicine.

The students attended seminars on subjects ranging from helminth parasitology to clinical trials of antiviral drugs to what makes a virus act like a virus. In all, 16 group seminars, conducted by NIAID scientists, were held during the first 3 days. The last day of the program was devoted to lectures on the use of animal models in biomedical research, training opportunities at NIH, and extramural programs targeted to underrepresented minority students. In addition, a panel of young minority researchers shared with the students their own experiences in making careers in science. The panel included two women who received their Ph.D.s within the last 5 years and who could provide cogent advice on how to plan a career in science and what it means in terms of personal sacrifice.

At a reception for the students and NIH scientists and staff, Dr. Anthony S. Fauci, NIAID director, recounted the successes of alumni who participated in the 1979 to 1982 IBRPs. Of the 188 participants during that period, 117 have graduated from medical school, 7 are currently enrolled in medical school, and 7 have earned Ph.D. degrees. In addition,



*Participants in the 1996 NIAID Introduction to Biomedical Research Program stand in front of Bldg. 1. Joining them are Dr. George Counts (front, l), program director, and Joyce Woodford (front, r), program administrator.*

tion, NIH has supported 40 of them through training grants and fellowship awards. Fauci assured the students that they "will be just as successful as their predecessors as they work toward their goals." Dr. Michael M. Gottesman, NIH deputy director for intramural research, spoke on behalf of the NIH scientific community and said biomedical research will need a cadre of diverse, bright young people like them to meet scientific challenges in the 21st century.

Students from three Washington, D.C., area high schools had an opportunity to interact with IBRP participants. The high schools are part of NIAID's Adopt-A-School Program: Dunbar and Ballou High Schools in Washington, and Crossland High School in Temple Hills, Md. Two IBRP students were matched to each high school student, based on shared scientific interests. The IBRP students shared information on their academic studies and on making career decisions and provided hints on having a successful college experience. Dr. George Counts, director of NIAID's Office of Research on Minority and Women's Health and of the IBRP, and Joyce Woodford, the program's administrator,

feel that an important part of the program is to remind the IBRP students that they are role models and to demonstrate that they have valuable insights to share with younger students about education after high school.

Patrice A. Davis, a Silver Spring, Md., resident and a senior at Florida A&M University, is majoring in biology. Since she was 4 years old, she has dreamed of becoming a dentist. She has added to that dream the desire to be a researcher as well as a clinician. In addition to her duties in the lab and clinic, she feels that a very important part of her career will be to educate patients, especially minorities, about good health care and the importance of research. Davis said she has benefited from the contacts she made during the program and noted that it was gratifying to "actually see minorities [at NIH] working in research."

Daniel K. Lee is also pursuing his goal of becoming a clinical researcher. He is a first-year student at the California College of Podiatric Medicine. Born in Korea, Lee grew up in Argentina, Paraguay and Brazil. He feels that the diverse cultural experiences he has had give him an advantage in pursuing his clinical and research goals. Lee says, "It was a wonderful blessing to have had that multicultural experience" because it gives him "tools to bridge gaps between cultural communities in the field of podiatric medicine."

Dr. Yvonne T. Maddox, deputy director of NICHD, was the keynote speaker at the closing banquet. She told the students to "look for graduate programs and medical schools that focus on diversity and flexibility in their program structure." She also said that although they should focus on career goals, it is equally important to set aside time to enjoy life and relax with friends and family. □

### Biennial Acquisition Training Symposium Scheduled

The Biennial Simplified Acquisition Training Symposium is scheduled for Wednesday and Thursday, May 15 and 16. Held at the Natcher Conference Center, it will consist of presentations on simplified acquisition, personal development workshops, and an awards ceremony. This symposium is highly recommended for all DELPRO approving/ordering officials, and GS-1105 purchasing agents in the NIH community.

There is a \$50 registration fee for each participant, covering both days of the symposium. The registration form was mailed to the NIH community. For more information, contact Debra Hawkins, Bldg. RKL2, Rm. 6150, Mail Stop Code 7902. She can also be reached at 5-0367 or fax 0-3345. □

## EMPLOYEE RATINGS

(Continued from Page 1)

negative rating. It came to be viewed by both employees and their supervisors as an almost adversarial system. Because of this, the system never really served as an effective mechanism for performance development, performance improvement, or providing feedback on employee performance. It is hoped that by redirecting the focus away from the rating—moving to a two-level system—performance appraisal can return to being an effective mechanism.”

Key aspects of the retooled performance management system include built-in flexibility for ICDs to tailor new plans to the unique needs of their own organizations; an overall reduction of forms and “red tape,” leading to a more convenient, less time-consuming process; and provisions that allow employees more responsibility and participation in developing their plans.

In general, the new system emphasizes continuous feedback between supervisors and employees at various times throughout the appraisal period, not just at the end. As with the old system, at least one progress review will be required during each rating period. In addition, with the adoption of the two-level plan, monetary bonuses—which in years past were given to employees who received ratings of “excellent” or “outstanding”—will no longer be linked automatically to ratings. A new agency-wide incentive awards program is being developed to recognize and reward superior effort by workers.

“Ease was a major factor,” Horwitz said. “We didn’t want to require a lot of paperwork, which seemed to impede the whole process of performance management. We believe the major benefit is that the simplicity of a two-level system will allow supervisors and employees to have a dialogue about performance. When I don’t have to worry about whether my performance has been outstanding or excellent I can more easily talk to my supervisor about what I did well, where I need to improve and what steps I need to take. The simplification of the system and the lessening of the paperwork is an obvious advantage for supervisors.”

The two-level system was developed last summer by a team that included Horwitz; Charles Palmer, director of OHRM’s Division of ICD Consulting; and Sandy Freund, an NIGMS employee participating in NIH’s Management Cadre Program. While on assignment at

OHRM, Freund interviewed top NIH managers and, based on her findings, wrote a prototype paper for the new performance management structure, which is essentially a compilation of options and suggestions that withstood several rounds of critiques by ICD personnel officers, executive officers and directors. EEO officers also offered comments through the Office of Equal Opportunity. In addition, the plan was submitted to members of the NIH Labor Management Partnership Council.

Although ICDs have until the end of this month to submit their plans, many will implement the new structure immediately.

“Some may begin sooner than others,” Horwitz noted. “Many ICDs had begun to develop their plans as they saw how the NIH plan was shaping up. As soon as they submit their plans for approval, we will approve them. For those employees in bargaining units, the new plan will take effect after their ICD fulfills any obligations to negotiate with their unions. Primarily where ICDs have flexibility, we want to ensure that their plans meet the spirit and letter of the regulations.

“Any system is only as good as the people who want to use it well and wisely,” she concluded. “A manager can easily check a block that says ‘Acceptable Performance’ and not discuss with the employee his/her strengths and weaknesses as they relate to performance. Obviously we hope that does not happen and encourage ICDs to use this opportunity to train all employees in providing feedback and communication skills.” □

## NHLBI Needs Study Subjects

The Cardiology Branch, NHLBI, needs postmenopausal volunteers for an outpatient study comparing estrogen and lipid-lowering therapies. Participants must not be taking any medications, hormone replacements or vitamins or be willing to stop medications for 2 months. Volunteers will be paid. Call Rita Mincemoyer, 6-3666. □

## Female Volunteers Needed

Female volunteers ages 18-45 are needed for an FDA-approved drug interaction study between terfenadine (Seldane) and fluoxetine (Prozac). Must be healthy, medication free, nonsmoker with a regular menstrual cycle. Compensation is \$400. Call Jeanne or Cheryl, (301) 295-3071, for details. □

*Dr. Jean Ann Pennington has joined the NIDDK Division of Nutrition Research Coordination as a research nutritionist, bringing an extensive background in nutrition, database development, nutrition monitoring, and nutrition education to this position. A captain in the commissioned corps, she will coordinate trans-NIH and DHHS nutrition education activities. Prior to joining DNRC, Pennington was a nutritionist for the FDA Division of Programs and Enforcement Policy, Center for Food Safety and Applied Nutrition. She has authored or coauthored more than 100 refereed journal articles, numerous abstracts, and books. Pennington earned a B.A. in physiology and a Ph.D. in nutrition from the University of California, Berkeley, and is a registered and licensed dietitian.*

## Grad School Needs Director

FAES has announced an opening for a part-time position as director of the Graduate School at NIH. As the school enters its 37th year, it offers almost 100 courses, has an enrollment of more than 2,500 students, and has the use of a modern molecular biology teaching laboratory in the Cloister. Dr. Louis Cohen has served as director of the program for almost 35 years and now wishes to resign from that position.

The director must be a scientist who has a familiarity with the NIH community and its science education needs; however, applicants need not be employed by NIH. The director will be responsible for organizing new curriculum for the Graduate School. Interested scientists should call Lois Kochanski, 6-7975, for more information.



## NIH Holds Brain Awareness Symposium, May 14-15

In celebration of Brain Awareness Week, May 12-18, NIH will sponsor a symposium, "The Science of Brain Disease," on May 14 and 15, at the Lister Hill National Center, Bldg. 38A. Brain Awareness Week is a nationwide public information campaign spearheaded by the Dana Alliance for Brain Initiatives.

The symposium, which is NIH's major contribution to the awareness campaign, will feature presentations by many of the nation's leading neuroscientists: Stephen Heinemann, Dennis Choi, Dennis Selkoe, George Koob, Allan Basbaum, Paula Tallal, Marcus Raichle, Mortimer Mishkin, Anne Young, Patricia Goldman-Rakic, Corey Goodman, James Hudspeth, and Jeremy Nathans. Their talks will provide a broad picture of the best of contemporary research and will highlight the interrelation of basic and clinical research on brain disease. Dr. Harold Varmus, NIH director, will lead off the 2-day symposium, which will serve as the scientific anchor for the week's activities.

The purpose of Brain Awareness Week is to unite scientific and professional organizations, advocacy groups, and public policy officials under the theme "Brain Research for the Life of Your Mind," and to promote the public and personal benefits of brain research. Organizations participating in the week—which include 11 NIH institutes (NINDS, NCHGR, NIA, NIAAA, NICHD, NIDA, NIDCD, NIDR, NEI, NIMH, and NINR), the Library of Congress, the Department of Veterans Affairs, and more than 115 scientific, educational and advocacy groups—will share their ideas on how to excite the public about achievements in the field of neuroscience and the promise of brain research, and how to transform that excitement into commitment.

Throughout the week people across the country will be able to visit brain research laboratories, see exhibits on the brain, hear lectures from prominent scientists, learn more about brain diseases and neuroscience research, and participate in other national and local activities.

Attendance at "The Science of Brain Disease" symposium is free and is open to all interested individuals. To register call (301) 984-1471.—Shannon Garnett □

*Dr. Robert E. Wittes has been named director of NCI's Division of Cancer Treatment, Diagnosis and Centers (DCTDC). He assumes this position having served as a clinical investigator at Memorial Sloan-Kettering Cancer Center, NCI associate director for cancer therapy evaluation, and senior vice president for cancer research, Bristol-Myers Co. In 1990, he returned to NCI to serve as chief of the Medicine Branch and for the past year has been serving as acting director of the Division of Cancer Treatment and, more recently, acting director of the new DCTDC.*

*Dr. Carole Hudgings recently joined the Office of Alternative Medicine to direct research information and evaluation activities. OAM's Research Information and Evaluation Program establishes a bibliographic database of scientific research on complementary and alternative medicine, and critically evaluates the scientific literature. Hudgings formerly worked as senior health policy analyst in the Office of the Forum for Quality and Effectiveness in Health Care at the Agency for Health Care Policy and Research.*

*Dr. Faye C. Austin has been appointed director of the Division of Cancer Biology, NCI. She was appointed deputy director of the division in October 1995 and has been acting director since then. She was awarded a Ph.D. in microbiology from George Washington University and is a member of Phi Beta Kappa. After working in industry, she joined the NIH staff as a chemist in 1976 in the Laboratory of Viral Carcinogenesis in the former Division of Cancer Cause and Prevention. She joined the extramural research program in 1981, and has served as chief of the Cancer Immunology Branch and associate director of the extramural research program for the Division of Cancer Biology, Diagnosis and Centers.*

## NIDR Is on the Web

Information on NIDR's dental-oral-craniofacial research and research training is now available on the World Wide Web. The NIDR home page, active since Apr. 15, contains research highlights, information on institute funding, health promotion materials, and upcoming meeting dates and times. From the new NIDR page, net users can link to related sites such as the National Oral Health Information Clearinghouse, a resource for special care patients. Net surfers can find the NIDR site at <http://www.nidr.nih.gov> or under "Institutes and Offices" on the NIH home page. □

## Postmenopausal Vols Needed

NIMH is seeking women who are postmenopausal (no menses for 1 year or more) and medication free to participate in a study investigating the effects of hormones on behavior. Hormonal evaluation will be performed and payment is provided. For information, call Dr. Catherine Roca, 6-9675. □

## YEAST GENETIC CODE IS COMPLETED (Continued from Page 1)

medical problems such as cancer, neurological disorders, and skeletal disorders. Over the next few years, scientists in the United States and Europe will piece together for the first time a comprehensive look at how all the genes in a eukaryotic cell function as an integrated system.

"The yeast genome is closer to the human genome than anything completely sequenced so far," said Dr. Francis Collins, NCHGR director. "The complete sequence will allow us to move into a whole new area of biology—looking at how all the genetic instructions work together to make a whole cell function."

The yeast sequence information is available in laboratory databases in Europe and the U.S. and will soon be deposited in the public database GenBank in the U. S. and the European Molecular Biology Laboratory data library in Europe.

The yeast sequencing initiative involved 92 laboratories in the European Union, the U.S., Canada, the United Kingdom, and Japan. "In 1993, we made a gentlemen's agreement not to compete, but to divide the work among us in order to complete the sequence rapidly with as little duplication as possible," said Dr. Andre Goffeau, who coordinated the European Union initiative from the Catholic University of Louvain in Belgium. "We agreed not to stake out any territory and, on several occasions, DNA fragments to be se-

quenced were redistributed according to the respective abilities of the sequencing teams."

U.S. laboratories at Stanford University, led by Dr. Ron Davis, and at Washington University in St. Louis, led by Dr. Mark Johnston, collectively sequenced about 21 percent of the yeast genome as part of the U.S. Human Genome Project's mission to improve the efficiency of DNA-sequencing technologies. The U.S. work was supported by NCHGR's human genome program.

The drive to sequence the yeast genome began in 1989 when Goffeau organized a group of European laboratories to take on the task. In 1992, the initiative scored a first when the scientists reported the complete sequence of one (chromosome III) of the yeast's 16 chromosomes. It was the first time a eukaryotic chromosome had been completely sequenced. As part of the Human Genome Project, U.S. and British sequencing laboratories later brought in large-scale automation to the yeast initiative, helping to finish the project some 2 years sooner than the scientists had predicted.

Biologists have studied yeast, known by its scientific name *Saccharomyces cerevisiae*, for many decades because it offers valuable clues to understanding the workings of more-advanced organisms. Humans and yeast, for example, share a number of similarities in their genetic make up. For one, many regions of yeast DNA contain stretches of DNA subunits, called bases, that are very close or identical to those in human DNA. These similarities tell scientists the genes

in those regions play a critical role in cell function in both species, or they would have been lost during the 1 billion years of evolution that separate yeast and humans. Some of these critical processes include DNA copying and repair of damaged DNA, protein synthesis and transport across membranes, and control of metabolic processes. In cancer research, *S. cerevisiae* has emerged as an important model for studying control of the eukaryotic cell cycle.

Although yeast DNA shares many similarities with human DNA, finding yeast genes is easier because the yeast genome lacks the long stretches of filler DNA and repeated bases the human genome contains, which often cause scientists problems when examining a long DNA piece for the presence of genes.

Yet, scientists know the function of only half of the 6,000 genes the yeast sequencing effort has turned up. To understand what the others do will require systematic experiments that disable the genes and then determine what goes wrong in the yeast. Eventually, these experiments and others will give the world its first look at how a living cell functions as a unit. □

## The NIH Life Sciences Education Connection

Do you like what you do for a living? Would you like to share the excitement and rewards of science with others? Are you unsure about how to get started? If so, come to "Speaking to the Community: A Workshop for Scientists" to learn all about effectively communicating the importance of science in today's world.

The workshop will feature educators who will help you design creative and challenging activities for the audience you want to reach such as students, teachers, or the public. Teachers and scientists familiar with the different audiences will help you prepare for a visit with your target audience. After working in small groups, you will leave the workshop with an outline of a presentation or activity about your research.

Educators will also share information about the National Science Education

Standards—what they are and how to incorporate them into your presentations.

Finally, you will take home information about resources and programs for NIH scientists. You will learn about resources at NIH to help scientists, including workbooks, videos, teaching kits, and use of lab equipment for hands-on activities. Office of Science Education staff will describe the variety of programs at NIH that make it easy for scientists to get involved in educational outreach.

Come join other scientists who share your enthusiasm. The workshop will run May 10 from 1 to 3:30 p.m. in Rms. E1 and E2 of the Natcher Bldg. To learn more about the workshop, call the Office of Science Education, 2-2469 or email edcore@nchgr.nih.gov. □

*NIAID's Dr. Dominick A. Iacuzio was honored recently with a Community Award from the Visiting Nurse Associations for his work on the "Fight the Flu" community service campaign over the past 3 years. He is the influenza program officer in the Respiratory Diseases Branch of the Division of Microbiology and Infectious Diseases. Recently, he participated in a "Fight the Flu" campaign news conference at Giant Discount Drug Store on Rockville Pike, providing information to local media and customers about the flu virus and the benefits of the vaccine.*

## NIDR Mourns Retired Pharmacologist Aaron Ganz

Dr. Aaron Ganz, a pharmacologist who retired from NIDR in 1986, died Mar. 4 of stomach cancer in Encinitas, Calif., at the age of 72. A resident of the Washington area for 34 years, he had moved from Gaithersburg to San Diego last year.

While at NIDR, Ganz served for more than 10 years in the extramural program as chief of the Pain Control and Behavioral Studies Program Branch. He joined NIH in 1962 as executive secretary of the NIGMS research career award committee. Subsequently, he was with the NIH Office of the Director and then NIDR, where he was serving as special assistant to the extramural program director for centers and special projects when he retired.

Ganz was born in New York City and raised in Chicago. He served in the Army during World War II and then

completed his undergraduate work at the University of Chicago, where he also received a Ph.D. in pharmacology.

Prior to his career at NIH, he was an

associate professor of pharmacology at the University of Tennessee Medical Units in Memphis. He also held summer appointments as a research participant in the medical division of the Oak Ridge Institute of Nuclear Studies. His early research focused on the metabolism of radioactive drugs and nicotine toxicity.

Ganz is survived by two children from his first marriage, Sarah Harnly of Del Mar, Calif., and David Ganz of Gaithersburg, Md.; two brothers, Victor Ganz of Chicago and Albert Ganz of Jerusalem; a sister, Ruthie Schwimmer of Jerusalem; and two grandchildren.

Dr. Aaron Ganz

## Hyman Gives Solowey Talk

Dr. Steven E. Hyman, newly named director of NIMH, will present the 22nd annual Mathilde Solowey Award Lecture in the Neurosciences. The talk, sponsored by the Foundation for Advanced Education in the Sciences, will be held at 3:30 p.m. on Friday, May 17 in Lipsett Amphitheater, Bldg. 10.

Hyman has made major contributions to the study of the relationships between genetic expression and brain function. His presentation is titled, "Fos and Jun Induction in the Striatum: Do Cells Care?" He will be introduced by Dr. Phil Skolnick, chief, Laboratory of Neuroscience. For more information, call 6-7975. □

## Blue Cross/Blue Shield Day

Blue Cross/Blue Shield of the National Capital Area will be on the NIH campus Monday, May 13 to assist enrollees who have claims or enrollment problems. A representative will be available from 10 a.m. to 2 p.m. that day in Bldg. 31, Conf. Rm. 6, armed with a laptop computer to access directly the enrollee's records at company headquarters.

No appointment is necessary. Assistance will be provided on a first-come, first-served basis. Blue Cross/Blue Shield will be on campus one day each month from now on. □

*Nancy Hazleton joined the Office of Alternative Medicine recently to direct international and professional programmatic activities. OAM's international and professional program supports and encourages cooperative efforts in research and education in complementary and alternative medicine (CAM) worldwide and fosters relationships with professional CAM organizations across the United States. A captain in the Public Health Service, with 20 years tenure, Hazleton previously worked in the International Health Office of the Office of the Assistant Secretary for Health.*

*Jeff Carow has been selected as grants management officer and chief, Grants and Contracts Management Branch of the National Institute of Nursing Research. Before coming to NINR, he was chief of the immunology grants management section with NIAID, serving in that position since 1988. He began his federal career in 1968 as a grants management specialist with the division of nursing, Health Resources and Services Administration. He continued in the grants management field as a specialist with NIGMS. Carow earned his bachelor's degree in business administration at American University. He was an active member of the staff training in extramural programs (STEP) committee in 1991-92, and again in 1994-95. He currently serves as an advisor to the STEP forums subcommittee.*

*Dr. Hiroyuki Moriuchi, visiting associate, NIAID Laboratory of Immunoregulation (LIR), recently won the 1996 Young Investigator Award, sponsored by Dade MicroScan, from the American Society of Microbiology. Already the author of 40 publications, he has worked at NIH on the regulation of genes expressed by varicella zoster virus (VZV) and herpes simplex virus. He has identified several VZV genes important in regulation and has determined the molecular mechanisms by which their regulation occurs. He came to NIAID in 1990 as a visiting fellow, became a clinical associate in 1994, and since last summer has been studying the immunopathogenesis of human immunodeficiency virus in the LIR.*



## STEP Series Examines Back Pain

On Wednesday, May 22 from 1 to 3 p.m. in the Natcher Bldg. Conference Center, Rms. E1 and E2, there will be a STEP Science For All presentation titled, "The Biology, Behavior, and Treatment of Back Pain." One out of three individuals in the United States will suffer low back pain during the course of a given year. Most of these patients have a self-limiting problem that needs to be approached in a straightforward and safe manner. A small percentage will have a serious problem that can cause long-term ill effects.

The goal of this Science for All presentation is to review the latest knowledge on back pain. The first talk will cover the anatomy of the spine and neck, possible causes of back pain, medical treatment, and prevention of low back pain. The second talk will emphasize the behavior and treatment of back pain covering topics such as biofeedback, relaxation techniques, exercise, meditation, and prevention.

The featured speakers will be: Dr. Sam W. Wiesel, department of orthopaedic surgery, Georgetown University School of Medicine, and Cynthia B. Rosenberg of the Center for Mind-Body Medicine.

This forum is open to all NIH personnel on a first-come, first-served basis. No advanced registration is necessary. Call by May 10 regarding any need for sign language interpretation/reasonable accommodation. For more information contact the STEP Program Office, 5-2769. □

## Orientation to Extramural Staff Offered, June 24-25

The Office of Extramural Programs, OER, OD, will present an NIH orientation course titled "Fundamentals of NIH Extramural Activities" on Monday, June 24, and Tuesday, June 25. This course is designed specifically for extramural staff with service of 2 years or less. The course will be held in the Natcher Bldg. in the E1&2 conference room. Registration begins at 8 a.m. each day. The course will conclude at 5 p.m. on both days. The course will include an overview of NIH organization and history; missions and goals of the ICDs; the process of extramural grant and contract support; and a discussion of special issues and programs.

Participation will be limited to 90 people. To obtain a registration form, call Ms. Palacios, (301) 770-4171 or Microsoft mail users can email requests to the ESATRAN mailbox on the NIH global address listing. Other mail users can send form requests to: ESATRAN@odrockm1.od.nih.gov. Forms must be received by June 7 via email. For more information, contact Palacios. □

## Information Resources Staff Honored with 'Federal 100'

Dr. Frank Hartel, NIH's senior information resources management official, along with Manny De Vera of the Office of Information Resources Management and Carol Marcotte of the Office of Procurement's Computer Acquisition Center, recently received *Federal Computer Week's* "Federal 100" awards. This award is given to the top 100 IRM managers throughout federal agencies that demonstrate excellence in the application of information technology to improve service. Hartel was honored for his contributions to information technology in the federal government. De Vera and Marcotte were both honored for their work in the development and implementation of the NIH Electronic Computer Store.

At NIH for the past 4 years, Hartel has been a strong advocate of the benefits of moving toward a more standardized computing and telecommunications environment. He has developed several tools that help the ICDs manage their network resources more efficiently.

De Vera and Marcotte developed and implemented the Electronic Computer Store concept, which simplifies complicated procurement procedures for computer resources and reduces delivery time to 10 days or less. □

## Wednesday Afternoon Series

The place to be on Wednesdays at 3 p.m. is Masur Auditorium, Bldg. 10, where the Wednesday Afternoon Lecture Series takes place. On May 15, Dr. James E. Rothman will speak on "Mechanisms and Machinery of Intracellular Transport and Synaptic Transmission." He is the Paul A. Marks chair and chairman, program in cellular biochemistry and biophysics, Rockefeller Research Laboratories, and vice chairman, Sloan-Kettering Institute. His visit is hosted by the Neurobiology Interest Group.

Visiting on May 22 will be Dr. Georg "Fritz" Melchers, director, Basel Institute for Immunology and professor of immunology, University of Basel, Switzerland. He will speak on "The Roles of Surrogate Light Chain in B Cell Development." His talk is hosted by the Immunology Interest Group.

For more information or reasonable accommodation, call Hilda Madine, 4-5595.

*A graduation ceremony was recently held at the Lawton Chiles International House for NIH Management Cadre Program (MCP) participants (front, from l) Rona Siskind (NIAID), Robert Coonley (NIDDK), Dr. Eric Brown (NHLBI), Sandra Freund (NIGMS), and Karen Thomas (OD); (back, from l) Pauline Irwin (program manager, DWD/OHRM), Dr. Jean Flagg-Newton (FIC), Dr. Della Hann (NIMH), Dr. Amy Sheon (NIAID), Diane Bernal (NEI), and Nancy Newman (OD/ORS). MCP is designed to train and qualify successful and highly motivated NIH employees currently at GS/GM grades 12, 13, or 14 to help meet the future leadership staffing needs of NIH. This 18-month program provides a combination of on-the-job training, academic courses, and selected short assignments to prepare individuals to compete for advancement and/or career change to leadership positions that are primarily administrative or managerial.*