APPOINTMENT AND
STATUS PROGRAM
CHANGES JAN. 23

Effective January 23, 1955, granting of civil service status will be authorized under the President's recent Executive Order, in accordance with the provisions of the fringe benefits bill. Appointments will be known as "career" and "career-conditional."

Indefinite employees who passed Civil Service tests, and who were selected for indefinite appointment as a result of such tests and have had at least three years of continuous service, will have their appointments converted to career status as of January 23. ("Career" is the new name for what is now known as a permanent appointment or permanent status. Neither of these terms will be used after January 23.)

The appointments of indefinite employees who passed competitive tests to qualify for employment but who have less than three years of continuous service will be converted to career-conditional. As these employees meet the three-year continuous service requirement, their appointments will automatically be converted to career status.

Disabled veterans with a compensable disability of at least 10 percent are the only group of Federal employees not required to complete a three-year conditional period.

Upon conversion to either career or career-conditional appointment, it is mandatory that six percent be deducted from each employee's salary under the Civil Service Retirement system.

Former permanent employees who left the Federal service and later returned under indefinite appointments will also get added job (See Status, Page 4)

NEW STUDY SECTIONS ESTABLISHED

Two new study sections, one in biophysics and one in human embryology and development, will be established on January 1 by DRG, bringing to 19 the total number of study sections at NIH. Applications for review at the first meetings of the two sections will be accepted until March 1.

The Biophysics Study Section, with Dr. F. O. Schmitt, Massachusetts Institute of Technology, as chairman, and Dr. Irvin Fuhr, DRG, as executive secretary, will be concerned with the field of molecular biology.

The Human Embryology and Development Study Section will review research proposals concerned with problems in human reproduction and development. Dr. Louis Hellman, State University of New York, New York City, has been named chairman, and Dr. Elsa O. Keiles, DRG, executive secretary.
A germ-free rearing unit, left, is shown attached to the operating unit wherein germ-free animals are obtained through Cesarean section.

Recent NMI studies on germ-free animals may help to shed new light on the problem of amebiasis, or amebic dysentery, caused by the organism *Endamoeba histolytica*. This parasite has been found in about seven percent of persons examined in various parts of the United States. Bruce P. Phillips of the Laboratory of Tropical Diseases and his collaborators found, for the first time, that the bacteria normally present in the lower intestine play an important role in the disease-producing capacity of the ameba. The studies were done in cooperation with the Laboratories of Bacteriology at the University of Notre Dame (LOBUND).

The germ-free guinea pigs used in the experiments were obtained by Cesarean section from mothers raised in the animal colony at NIH. After the necessary surgical procedures, the germ-free baby guinea pigs were transferred to a germ-free rearing unit attached to the surgical unit as shown above. The animals were maintained in completely sterile surroundings. Such an environment includes their living quarters, the air they breathe, and the food they eat.

For the amebiasis experiments, two groups of animals were used: germ-free guinea pigs and conventional or "contaminated" guinea pigs. Both groups were maintained on identical sterilized rations and inoculated with bacteria-free amebiasis parasites (*Endamoeba histolytica*). None of the 35 germ-free animals developed amebic lesions up to the maximum survival time of 33 days. Of the 37 conventional animals inoculated as controls, 34 developed ulcerative amebic disease, and the remaining three were shown to harbor the parasites when sacrificed on the 21st day.

In another experiment, two series of germ-free animals were fed respectively with single species of two common intestinal bacteria (*Escherichia coli* and *Aerobacter aerogenes*) prior to inoculation with the ameba parasite. All of these animals developed acute amebic disease with typical lesions. Germ-free control animals fed the bacteria alone remained normal.

The results show that although the ameba is unquestionably the causative agent of intestinal amebiasis, its ability to produce disease depends on association with certain bacteria which contribute in some manner to its pathogenesis. The mechanism of this contribution is not known, but the studies are being extended in an effort to arrive at some understanding of the phenomenon.


A coat has been found on the NIH reservation and may be seen in the Guard Office, Room 119, Building 1. The articles listed below—may be seen in the CC Guard Office, Room 1A-06, Building 10.

| Black gloves | Earrings |
| White gloves | Roll of film |
| Maroon scarf | Gray tam |
| Lady’s pipe | Aluminum |
| Umbrella | Broiler |

The highly successful year R & W has just completed can easily be traced to its energetic outgoing president, Katharine A. Parent, DRG.

Being head of the Association has been "a gratifying experience." It has given her an opportunity to meet a much larger number of fellow employees than would otherwise have been possible.

As Special Assistant to DRG Chief Ernest M. Allen, Katharine meets and corresponds with many scientists outside NIH. She is responsible for all administrative details concerning patentable discoveries of both grantees and employees. After receiving the report of an invention considered patentable by the inventor, she seeks the advice of experts in the particular field, both at NIH and outside. She then makes a recommendation to the Surgeon General of appropriate action and prepares a suggested draft of findings for his signature.

In addition to responsibilities in the patent area, Katharine works on numerous special assignments. Currently, for example, she is preparing a brochure for the controller and other officials of all grantee institutions covering policy and other rules governing the operation of all grant and award programs of NIH.

Katharine joined DRG in 1946, when it was established, and is therefore considered a charter member. Having served as Administrative Assistant to the study sections until 1952, she received excellent training for her present responsibilities.

Many think of the antibiotics, particularly penicillin, as the cure-all for respiratory infections. True, penicillin helped usher in a new age of medicine wherein acute infectious diseases lost their sting, but it also ushered in an age of indiscriminate dosing, serious aftereffects, and eventual loss of effectiveness in many cases.

Sudden, unexpected collapse, and death in minutes, has occurred in sensitized persons receiving penicillin. Before taking it, individuals who have had any reaction (such as hives or itching joints) to previous doses should report this to the physician.

Resistant organisms have also resulted from the indiscriminate use of penicillin. Higher doses are becoming necessary to kill previously readily susceptible bacteria. Antibiotics should be reserved for those conditions in which the physician feels there is a real indication.

Previous positions with the Office of Scientific Research and Development and with W. B. Saunders Co., Philadelphia, Pa., a scientific book publishing firm, gave Katharine additional important scientific background.

Born in Framingham, Mass., Katharine went to school in Canada, West Virginia, and Baltimore. Her father was a representative for a manufacturing firm, and this position necessitated many moves for Katharine, her mother, and two brothers. Katharine joined her family in Bethesda in 1942. Since her father’s death six years ago, she has been keeping house here for her mother.

Katharine finds a great outlet for her abundant energy by participating in the Hamster shows, and has missed only two. Her favorite role is that of the wife in "Fumed Oak," one of the three one-act plays presented last year.

A hobby she finds "most relaxing" is textile painting. Two years ago she began studying and discovered a talent that has delighted her many friends who receive her hand-painted gifts. This year she assists in teaching the R & W textile painting class. Other activities she enjoys are reading—particularly mysteries and "good" novels—and knitting, which she learned at the age of seven.
R & W NOTES

At the annual R & W meeting held December 13 in Wilson Hall, the following officers for 1955 were elected: Erv Liljegren, NCI, President; Hazel Rea, NIMH, Vice President; Hazel Milroy, OD, Treasurer; Janice Cooper, NMI, Recording Secretary; and Jeanne Walton, NHI, Corresponding Secretary.

The membership also voted in favor of a resolution stating that the Association "will forward a gift of $50 to the family of any full-time employee of the NIH, permanently stationed at the time of death at Bethesda, Md., immediately upon notification of the death of such an employee."

Katharine Parent, outgoing President, highlighted the accomplishments of R & W during 1954, which has been one of the most active years in the Association's history. Membership for the year grew to 1,940, and a staggering total of $34,000 passed through the R & W treasury. During the year the Association continued to sponsor the established instruction and special interest groups, and nine new activities were added to the roster.

The Hamsters presented two major productions -- the ever-popular Life at NIH, "Off the Record," and a highly successful version of Rodgers and Hammerstein's "Oklahoma!"

Much progress was made in the area of welfare, with the establishment of policies for the Patient Welfare Fund and the Employee Emergency Loan Fund. Three social events marked the year: a spring dance, an employee picnic, and a tea honoring Miss Ora Marshino, retiring Business Counsel for R & W. 1954 also saw the establishment of an official R & W newsletter -- "Smoke Signals."

The Association continued to provide discount privileges for members at local stores, and to maintain the vending machines in various NIH buildings. Among other activities and services too numerous to mention here, R & W provided funds for putting four tennis courts at the Glenbrook Club into playing condition and for decorating the NIH Christmas float. Six picnic tables were purchased, a reconditioned piano was provided for Top Cottage, and 18 Christmas trees were purchased for the Clinical Center and Building 1.

NATIVITY SCENE LENDS XMAS SPIRIT AT NIH

NIH's Nativity Scene, situated on a hill opposite the Clinical Center, was constructed by H. J. McGahren and the BMB Grounds Maintenance Section.

CITE 2 BMB EMPLOYEES FOR JOB PERFORMANCE

H. Kenneth Painter and Homer I. Jones, both of BMB, were presented with Superior Accomplishment Awards by C. W. May, Branch Chief, on December 16. Approximately 200 BMB employees attended the ceremony. Based on Outstanding Performance Ratings, the awards consisted of one-step salary increases.

Mr. Painter is Head of the Administrative Services Section, and has held this position since February 1952. Mr. Jones has been Head of the Plans and Specifications Section since March 1953.

$30 AWARD PRESENTED TO JOHN GREENE, DRG

Presentation of a $30 cash award to John W. Greene, DRG, was made by Ernest M. Allen, Division Chief, at a ceremony December 10.

Mr. Greene, an Offset Press Operator in the Operations Branch, designed a special fingertip control-breaker switch on the collator, for use when assembling applications for the Study Section and Advisory Council review books. This switch permits inactivation of the stapling device for applications requiring no staples, and reactivation only for stapling.

STATUS Cont'd

security under the new program. Those who have completed three years of continuous service will have career status; those with less than three years will have career-conditional status until they complete the three-year requirement.

The file of each NIH indefinite employee is being reviewed to determine his rights under the new program, and he will be advised if any additional information is needed. Beginning January 23, action will be taken to convert the appointments. As soon as the action has been completed, he will receive an official notice.

Indefinite employees who did not get their jobs as the result of taking competitive examinations, and who have never worked for the Federal Government under a permanent appointment, will continue as non-status employees until they can qualify for conversion to status through a competitive examination. These employees may file for any open Civil Service Examination for which their qualifications are appropriate. The Personnel Branch plans to talk personally with each indefinite employee in this group in order to assist him as much as possible.