

# NIH



# record

DEPARTMENT OF  
HEALTH, EDUCATION, AND WELFARE

May 27, 1957, Vol. IX, No. 12

PUBLIC HEALTH SERVICE  
NATIONAL INSTITUTES OF HEALTH

## AWARDS PROGRAM OFFERS OPPORTUNITIES TO ALL

### AWARDS PRESENTED AT CEREMONY MAY 10

Sixteen NIH employees received a total of \$2,525 at the Annual Awards Ceremony May 10 in the Clinical Center Auditorium. The awards were presented by Dr. C. J. Van Slyke, NIH Associate Director, who also presented certificates and pins to eight employees with 30 years of Government service and to 62 employees with 20 years of service.

The ceremony included addresses by Dr. William S. Baum, Chairman of the NIH Board on Employee Awards, and Albert F. Seipert, NIH Executive Officer, and was highlighted by remarks on the awards program by Dr. John D. Porterfield, Assistant Surgeon General, OSG.

The incentive awards program at NIH has advanced significantly in every phase of awards activity in the past few years. Since the adoption of the Government Employees Incentive Awards Act in 1954, over \$20,000 in cash awards has been presented to about 180 NIH employees. Many more have been honored by length-of-service and prestige awards.

Suggestions and superior work performance have been responsible for large cash savings at NIH and other Government agencies, and have often resulted in improved operational procedures, the adoption of more efficient equipment, and important contributions to science or research.

Suggestions and honor awards at NIH are reviewed by a qualified seven-member Board on Employee Awards, and are then submitted to the NIH Director for approval. Approximately one out of every four suggestions submitted is approved and cash presentations made.



Dr. C. J. Van Slyke, NIH Associate Director, Dr. William S. Baum, Chairman of the Board on Employee Awards, and Margaret Eurich, Executive Secretary of the Awards Board, pose with special service award winners Dr. Ross C. MacCardle and Scott Adams.

### 5 EMPLOYEES HONORED FOR SPECIAL SERVICES

Cash awards for special service were presented to Scott Adams, Librarian, DRS, Dr. Ross C. MacCardle, Cytologist, NCI, and the Secretarial Staff of the NCI Laboratory of Chemical Pharmacology at the May 10 Employee Awards Program.

Mr. Adams was awarded \$500 for signal accomplishment in planning, developing, and administering a program that is providing the results of Soviet medical and biological research to several American professional groups. The necessity for communications in science, the widespread ignorance of the Russian language among American scientists, and the significant contributions of Russian research in many

(See *Special Services*, Page 4)

### SUPERIOR PERFORMANCE AWARDS PRESENTED

The NIH employees cited for superior performance at the Awards Program were Joseph M. Albrecht, NCI, Mary Elizabeth Behrens, DRG, Gilbert Morrison, NCI, Mary A. Leoni, DBO, and the Mail and File Unit of DRG.

Joseph Albrecht, supervisor of the NCI Pathology Technology Section, received a \$200 award for his superior supervisory ability and technical ability. His award originated with the employees of his section and was recommended by the staff of the Laboratory of Pathology.

Elizabeth Behrens, secretary in the Research Fellowships Branch, DRG, was awarded \$150 in recognition of her efficiency and diplomacy

(See *Performance Awards*, Page 3)

## To All Employees

We, the members of the NIH Board on Employee Awards, proudly take this opportunity to express our pleasure and appreciation to you who have participated in the Incentive Awards Program. Your ideas and superior work contributions have benefited NIH directly and indirectly in terms of improved efficiency, morale, and operations.

We recognize the interest each NIH employee has for continuously working toward these goals. Such interest has been demonstrated not only in individual effort, but also in teamwork. The achievement is a tribute to all of you who worked to make incentive awards a vital force for improving government operations.

To continue this splendid spirit, the following factors must always be kept in mind: awareness by the supervisors of what the awards program can do for them and for their people; fair evaluation of the employees' work; recognition of superior contributions; the oppor-

tunity for employee participation in improving working conditions, procedures, and equipment; and a constant enthusiasm and determination to work together.

To those of you who have not taken part in the awards program, we ask you to think about its purpose. It is a means by which your ideas and efforts can be integrated more successfully into the various NIH programs, for your own benefit and for the good of NIH.

Your ideas for making important improvements are always needed and welcomed. Look closely at all aspects of your work, and then do some brainstorming on your own. Pass on to the Board the benefits of your experience, knowledge, and creativeness. The goal of the NIH Incentive Awards Program is 100 percent participation in suggestions, superior performance, and special service.

Your ideas and efforts to do a superior job will give you opportunities for recognition and reward.

### INCENTIVE AWARDS AND THE SUPERVISOR'S ROLE

Are you a supervisor? If you are, you probably realize that the success of a program based on recognition of employees, such as the NIH Incentive Awards Program, depends largely on you.

As a supervisor, you have special responsibilities in utilizing all the resources placed at your disposal. But you could be sitting on ideas that would save the Government thousands of dollars. Without your help, valuable ideas could stagnate or dry up completely.

An effective awards program can exist only with your encouragement and cooperation. The program has unlimited potential for producing more efficiency, more economy, and better service in the Government. Equally important, it is a particularly effective way for you to recognize and reward ingenuity and personal accomplishment among employees under your supervision.

The amount of interest and enthusiasm you have for this program may well spell the difference between a suggestion that results in savings and one that does not have a chance. Successful suggestions often depend upon the extent of encouragement and assistance you give.

Besides your responsibilities, you also have a big stake in the program. In describing the supervisor's role, the Civil Service Commission says:

"Your job success depends on results you get through people. By demonstrating that you want ideas for improving operations, by encouraging employee participation, and by recognizing good suggestions and superior accomplishments--you gain the respect and confidence of the people whose work you supervise. At the same time, you reap extra benefits that come from more efficient operations, improved working conditions, reduced waste, increased production, and better employee morale and employee-supervisor relations--all the things that contribute to a well-run organization and reflect credit upon the supervisor."

Your full participation, therefore, is vital in achieving the complete success of the awards program.

#### HOLIDAY

NIH will be closed for business on Thursday, May 30, in observance of Memorial Day.

## Publication Preview

The following manuscripts were received by SRB Editorial Section between April 15 and April 30.

Butler, W. W. S. III, et al. Studies in the alteration of cellular metabolism of the rat ventral prostate.

Cole, K. S. Repetitive nerve action.

Davis, J. O., et al. Aldosterone excretion in urine from hypophysectomized dogs with thoracic inferior vena cava constriction.

DeWitt, S. H., et al. A method for preparing wound washings and bloody fluids for cytologic evaluation.

Felsenfeld, G., et al. A new three-stranded polynucleotide structure.

Furman, L. Barbiturates as addicting drugs.

Futterman, S. Enzymatic reduction of folic acid and dihydrofolic acid to tetrahydrofolic acid.

Goldin, A., et al. The employment of combinations of drugs in the chemotherapy of neoplasia: A review.

Goodman, H. C., et al. The nephrotic syndrome: Clinical observations on therapy with prednisone and other steroids.

Goodman, G., et al. The ocular manifestations of sickle cell disease.

Grobstein, C. Some transmission characteristics of the tubule inducing influence on mouse metanephrogenic mesenchyme.

Hobel, K. Robies antiserum interference of the antigenicity of vaccine in mice.

Hampp, E. G. Isolation and identification of spirochetes obtained from unexposed canals of pulp-involved teeth.

Horning, M. G. The sterol requirements of insects and protozoa.

Hueper, W. C. The pathologic significance of the new environmental disease panorama resulting from modern industrialism.

Irreverre, F., et al. A study of nitrogen and uric acid patterns in the excreta and body tissues of adult aedes aegypti.

Li, M. C., et al. Clinically practical intensification of methotrexate therapy; reversibility of toxic effects.

Love, R., et al. Regression of HeLa tumors in cortisone-treated irradiated rats following infection with Cocksackie B<sub>3</sub> virus. A histological and cytochemical study.

Marshall, L. H., et al. Effect of ether and barbiturate anesthesia on the reaction of rats to dextran and of dogs to polyvinylpyrrolidone.

Milch, R. A., et al. Atmospheric oxidation of homogentisic acid: spectrophotometric studies.

Milch, R. A., et al. Bone localization of the tetracyclines.

Millican, R. C., et al. Factors in gamma globulin protective against infections from

#### NIH RECORD

Published by  
Scientific Reports Branch  
Division of Research Services  
National Institutes of Health  
Room 212, Building 8  
Bethesda 14, Maryland  
OLiver 6-4000 Ext. 2125

pseudomonas and other organisms of low virulence.

Noshpitz, J. D. Observations on restitution phenomena in an institution for delinquent girls.

Ortega, P., et al. Histopathology in the white rat following feeding of low levels of the insecticides, chlordane, dieldrin, lindane, and toxaphene.

Pollin, W., et al. Psychological variables and cerebral functions in a volunteer population: A preliminary report.

Shock, N. W. Chapters IX and X for revision of "Trends in Gerontology."

Sokoloff, L. Circulation and metabolism of brain in relation to the process of aging.

Spicer, S. S., et al. Cartilage changes in papain treated rabbits.

Spicer, S. S., et al. Systemic changes in papain and chondroitin sulfate injected rabbits.

Tabor, H., et al. The role of putrescine and methionine in the enzymatic biosynthesis of spermidine in *Escherichia coli* extracts.

Tasaki, I. Demonstration of "abolition of action potentials" and "subthreshold responses" in the cobalt electrode system.

Tanaka, C. The agar diffusion technique in studies of immunity to adenoviruses.

Thompson, E. C. Note on technic: A tray for staining frozen sections in quantity.

Tower, D. B. The origins and development of neurochemistry.

Utz, J. P. Robies.

Utz, J. P. Herpes.

Utz, J. P., et al. Clinical and laboratory studies of mumps: The laboratory diagnosis by tissue culture techniques.

Waalkes, T. P., et al. A fluorometric method for the estimation of tyrosine in plasma and tissues.

Watt, J. Research in the biological sciences and its implications for nursing.

Weiss, A. D. The locus of reaction time change with set, motivation, and age.

Wright, B. E., et al. The role of polyglutamyl pteridine coenzymes in serine metabolism. III. The enzymatic formation of dihydrofolic acid and dihydropterin.

## PERFORMANCE Contd.

in helping to administer the Visiting Scientist Program.

A \$250 award went to Mary A. Leoni, Purchasing Officer, DBO, for her part in simplifying and improving procurement procedures, resulting in better service to NIH ordering offices.

Gilbert Morrison, a Medical Biology Technician in the NCI Radiation Branch, received an award of \$100 for his sustained superior work performance and reliability. His help and advice to his co-workers have helped to maintain a high degree of morale in his laboratory.

Members of the DRG Mail and File Unit, Mary W. Faunce, Enid I. Hubbs, and Olga S. Minard, won a \$275 group award for their efficiency and ability to assume a much-increased workload in their unit.

## EMPLOYEES REWARDED FOR SUGGESTIONS



Happy recipients of cash awards for their suggestions are (left to right) Britton H. Smith, Robert L. Weber, Sr., Nancy C. Burns, and George P. Marsden. Awards Board Chairman Dr. W. S. Baum is at the right.

## THESE SUGGESTIONS WON CASH AWARDS

Cash awards were given to the following NIH employees for suggestions submitted to the Board on Employee Awards.

Nancy C. Burns, Biology Technician, NCI, received an award for her suggestion of a plastic tray to be used in staining microscope slides, thus eliminating stains on clothing and tables.

An idea for modification of the CC general purpose cage won an award for Britton Smith, Research Technician in NCI. A small, controlled heating element inserted into the cage greatly reduces postoperative mortality in experimental animals after major surgery, and saves an estimated \$2,000 annually.

George P. Marsden, Artist Illustrator in DRS, was presented with an award for his design of a portable, self-crating exhibit. The new design provides lighter, stronger, and more easily adjustable exhibits, and eliminates the need for costly shipping crates.

A time-saving procedure suggested by Robert L. Weber, Program Analyst, DRG, also merited an award. His revision of an equipment and supplies requisition with "snap out" carbons saves time and greatly increases ordering efficiency.

## Ideas That Pay Off; How To Submit Them

So you have an idea just as good as some of those that recently won awards. It really isn't too hard to turn that idea into cash for you and into savings or improvements for your lab or office.

The first consideration is whether your suggestion will ultimately result in a saving of time or money. If you think you have such an idea, no matter how insignificant it may seem, discuss it with your supervisor. He will get an award application and help you complete it.

The suggestion will then be sent to Mrs. Margaret Eurich, who is the secretary to the NIH Board on Employee Awards. After the Board has reviewed and, we hope, approved your suggestion for an award, it will be submitted to the NIH Director for final approval. Then at a small or large presentation ceremony, you will receive congratulations and a check for your suggestion.

Sounds easy? It is. But remember, if your first suggestion is not accepted, you probably have other ideas that will be.

Listed below are a few suggestions that have paid off at NIH during the past few years:

## EMPLOYEES WIN SUPERIOR PERFORMANCE AND SERVICE AWARDS



Group award winners pose after the ceremony with Dr. C. J. Van Slyke. They are (front row) Elizabeth R. Thomas, Olga S. Minard, Mary W. Faunce, Enid I. Hubbs, and (back row) Mary W. Federline and Anna M. Brenner.



Dr. C. J. Van Slyke (right) presented superior performance awards to (left to right) Mary A. Leoni, Mary Elizabeth Behrens, Joseph M. Albrecht, and Gilbert Morrison.

### SPECIAL SERVICES Contd.

fields make the Translation Program extremely important to medical research.

Mr. Adams has demonstrated high skill in working with many diverse groups in successfully initiating a program that provides for translation and publication of eight basic Soviet journals, a quarterly review of Soviet medical literature containing 4,000 abstracts annually, and other items highly desirable to American scientists.

Dr. MacCardle was honored for conducting on his own initiative a five-month Physiological Histology Course for the technical assistants in the NCI Laboratory of Pathology. For this valuable service he received an award of \$300. The special noncredit course was the first full laboratory course ever conducted at NIH and has been of great value.

The Secretarial Staff of the Laboratory of Chemical Pharmacology, NCI, consisting of Anna M. Brenner, Elizabeth R. Thomas, and Mary W. Federline, also received \$300 for assuming work that would ordinarily have necessitated hiring an additional employee. When Mrs. Thomas was needed to work on a special project, Mrs. Brenner and Mrs. Federline took care of the secretarial needs of the entire laboratory despite its subsequent increase in size.

### SUGGESTIONS Contd.

1. A modified stage for microscopes which made multiple uses possible. Award: \$150.
2. Adaption of a homogenizer. Award: \$125.
3. Design of a new type of combination lid and food hopper. Award: \$125.

### Idea Starters

- Can you think of a way to ...
- Eliminate red tape
  - Provide short cuts to save time
  - Reduce waste
  - Improve work methods
  - Improve the quality of work
  - Balance the flow of work

### EMPLOYEES HONORED FOR 30 YEARS' SERVICE



Pictured above are employees who received awards for 30 years of Government service. They are (front row) Dr. Arthur G. Peterson, Lucy V. Reardon, Inez M. Demonet, Luther W. Strickland, and (back row, 2d from right) Dr. Herbert Kohler. In the back row are Albert F. Siepert, Dr. William S. Baum, Dr. C. J. Van Slyke, and (far right) Dr. John D. Porterfield, all of whom spoke at the ceremony. Sixty-two employees with 20 years of Federal service also received certificates at the awards program.