Lucky Name Drawing Oct. 19 Will Mark Anniversary of New Suggestion Program

Before long the new Employee Suggestion Program will be a year old, and, according to O. L. Grabiner, NIH Suggestion Coordinator, celebration plans are already underway.

Any money-saving or service-improvement idea submitted to the Employee Suggestion Program before Oct. 19 will be eligible for a double reward—a chance to win a $50 bonus if the name of the employee making the suggestion is drawn plus a cash award if the suggestion is adopted.

The NIH Recreation and Welfare Association is donating the $50 prize money. The drawing will be made from names of NIH employees submitting suggestions whether or not the suggestions are adopted.

To participate in the drawing, employees on the reservation who have submitted suggestions should bring their signed acknowledgment slips to the R&W office, Bldg. 31, Rm. 1A18. Off-reservation employees may send their slips to the NIH Suggestion Coordinator, Bldg. 1.

RECENT AWARD MADE UNDER SUGGESTION PROGRAM: Dr. Kenneth M. Endicott, Director of the NCI, presents cash award and DHEW-PHS Citation to Dorothy H. Fisher, administrative clerk, OD-NCI, for the submission of a suggestion beneficial to the service. Mrs. Fisher's suggestion involved streamlining the forms and procedures used to grant and rescind delegations of signature authority.—Photo by Ralph Fernandez.

DEHS, AEC Complete Interagency Agreement

An interagency agreement was recently completed between the Division of Environmental Health Sciences and the United States Atomic Energy Commission, Division of Biology and Medicine, in which DEHS is to provide funds in the amount of $100,000 for a research project to be undertaken by the Oak Ridge National Laboratory.

DEHS has entered into the agreement for the purpose of utilizing the skills of the Oak Ridge National Laboratory in chemical engineering, chemistry, and technology in investigating certain aspects of smoking and health problems.

This investigation into certain problems relating to smoking and health is part of a coordinated effort with the National Cancer Institute which has supported research efforts in this area in previous years.

Special Coverage of Presidential Visit to NIH — See Page 5
The NIH Record

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The NIH Record reserves the right to make corrections, changes or deletions in submitted copy in conformity with the policy of the paper and the Department of Health, Education, and Welfare.

NEWS from PERSONNEL

RETIRED CERTIFICATE

Timekeepers are distributing to all employees covered under the Civil Service Retirement System, the November 1966 issue of Standard Form 105, "Certificate of Membership in the U.S. Civil Service Retirement System." Anyone who does not receive a copy may obtain one by calling his I/D personnel office.

SIGNATURE ON CIVIL SERVICE PERSONNEL ACTIONS

For a number of years, John M. Sangster, Chief of the Personnel Management Branch, OD, and Robert L. Schulthes, Assistant Chief, have shared the role of NIH Appointing Officer. Their signatures on Civil Service personnel actions constitute legal authority for changing an employee's pay, for establishing eligibility for retirement, and for other actions important to employment.

Dr. James A. Shannon, Director of NIH, recently delegated this same authority to Helene Devay, Head of the Systems and Actions Section, PMB.

Dr. Michaelson, Former Employee Of NIH, Receives Career Award

Dr. I. Arthur Michaelson, formerly on the staff of the National Heart Institute, has received a 5-year career development award from NIH.

The award was given to Dr. Michaelson, now at the University of Cincinnati Medical Center, for his work on biochemical aspects of drugs and their action on the central nervous system.

LATEST PARTICIPANTS IN NIH VISITING SCIENTISTS PROGRAM LISTED HERE

7/3-Dr. Thelkumparuth J. Maximal, India, Laboratory of Kidney and Electrolyte Metabolism. Sponsor: Dr. Jack Orloff, NIH, Bldg. 10, Rm. 6N367.

7/4-Dr. Bangbo B. Johansson, Sweden, Section on Clinical Neuro-pathology, Surgical Neurology Branch. Sponsor: Dr. Igor Klatko, NINDB, Bldg. 10, Rm. 4N242.

7/17-Dr. Mitsu Muramatsu, Japan, Section on Physiology. Sponsor: Dr. John B. Buck, NIAMD, Bldg. 2, Rm. 105.

7/19-Dr. Akira Kobata, Japan, Section on Biochemistry. Sponsor: Dr. Victor Ginsburg, NIAMD, Bldg. 4, Rm. 302.

7/19-Dr. Hiroko Tada, Japan, Laboratory of Biochemistry. Sponsor: Dr. John F. Folk, NIDR, Bldg. 30, Rm. 400.

Red Cross 'Teens' Active at Clinical Center

As Connie Pensyl, a Red Cross "Teen," learns the metric system of serving patients water at the Clinical Center, she is observed by Margaret Masgrove, Instructor in the Nursing Department, Education and Training Section. Members of the class are, front row (1 to r), Barbara Bloom, Marilou Nikstaitis, Barbara Cooper, and Kay Sophy; back row, Mary Mertz, Gail Hokanson, Nancy Wineburgh, and Chris Melick. — Photo by Tom Joy.

Red Cross "Teens," girls ranging in age from 16 to 19, are taking a more direct role this summer in patient care activities at the Clinical Center. Seventy-five of the girls are helping as servers in the Patient Activities Section, Occupational Therapy, Blood Bank, and, for the first time, on nursing units assisting nurses and unit clerks.

It is a busy summer for most of the girls. Some of them have summer jobs; others attend summer school. They schedule their Clinical Center activities around these other tasks; the result is that the CC is brightened by their presence every day of the week until late in the evening.

Training is Varied

They underwent a Red Cross training course, then special instruction in their CC duties. The 50 girls who are helping on the nursing units learned to make beds the hospital way, to accompany patients to appointments, and to help patients eat. In learning to serve fresh water, the young volunteers were introduced to the metric system and learned the importance of careful measurement of a patient's liquid intake.

They were introduced to their expanded duties by personnel of the CC Nursing Department's Education and Training Section. Irma Monlux, R.N., is chief training officer.

Mrs. Roland Haynes, of Chevy Chase, an American Red Cross Hospital Volunteer, is in charge of the program for the Teens. Nearly all of the girls are from nearby suburbs, and many have had close ties to NIH in the past. For example, 15 have parents or grandparents who work for NIH.

PAPER CLIPS

1. Prompt completion of form NIH-483 (formerly PHS-2667), Report of Name, Address, Office and Telephone Number, for each new employee, visiting scientist, consultant, or guest worker is important.

2. This form should also be used for address and telephone changes, transfers, or separations.

Immediate return of the form is necessary to maintain current and correct personnel locator files for mail delivery, telephone calls, parking permits, and health records.

To submit material for this column, call Steffee Saxon, Ext. 4166.
fame, Amelia Burgess expresses abandon her lab to campaign for national recognition of the composer's birthday.

Perhaps this is because duties with the Section of Cellular Physiology, Laboratory of Biochemistry, do not allow her enough time for such tasks.

**Duties Outlined**

Her section is responsible for research on the metabolism of amino acids and proteins, with particular emphasis placed on the biosynthesis of proteins. Amelia's duties as a chemist for Dr. Richard W. Hendler include performing a variety of techniques such as chromatography and spectroscopy which are used to study biosynthesis.

**Education Described**

Amelia completed her undergraduate work at Eastern Baptist College in St. Davids, Pa., in 1961 and obtained her M.S. degree at Howard University in 1963. At Howard she majored in organic chemistry, presenting her thesis paper on "Synthesizing and Determining Structure of the Several Phenothiazine Derivatives."

Since coming to NIH in October 1963, Amelia has participated in the professional education program offered here, completing courses in nuclear magnetic resonance and fraction, motility, color vision, ocular dominance, glaucoma, an internal eye examination, and photographs of the internal and external portion of the eye. All tests are routine and none are painful.

This type of eye study is designed ultimately to provide information about the extent of influence of heredity on eye diseases and eye characteristics. The part that environment plays on disorders of the eye, and the epidemiology of these disorders, presently little understood, also are being investigated.

**Problem Is Complex**

Investigators now assume that many of the chronic eye disorders of unknown etiology result from an interplay between heredity and environment. Previous investigations have demonstrated no simple pattern of inheritance or an obvious environmental agent as the cause of many of these diseases.

Because identical twins have the same genetic makeup, inherited characteristics are usually seen in both members of the twinship. Since fraternal twins do not have the same genes, examining and comparing twins offers a unique method of studying the role of inheritance underlying the development of ocular characteristics.

**Disorders Puzzling**

Several of the disorders whose cause and development still puzzle investigators are cataract, peripheral retinal degeneration, senile macular degeneration, diabetic retinopathy, chronic simple glaucoma, strabismus, endothelial dystrophy, and vascular alterations of the retina and choroid in normalcy, aging, and degenerative disorders.

In addition, investigations of the normal structure and function of the eye include all measurable characteristics of the visual system.

All twins interested in participating in this research study are asked to contact Mrs. Laura Kerner of NINDS at 496-6583. Amelia Burgess, NIH chemist, places vials in a liquid scintillation counter.

**The Young At Heart**

By Janice Goldblum

A native of Coatesville, Pa., Amelia's interest in chemistry first developed during her senior year at Coatesville High School. Working in the chemistry laboratory at the school was her first step toward a science career.

**Education Described**

Amelia completed her undergraduate work at Eastern Baptist College in St. Davids, Pa. in 1961 and obtained her M.S. degree at Howard University in 1963. At Howard she majored in organic chemistry, presenting her thesis paper on "Synthesizing and Determining Structure of the Several Phenothiazine Derivatives."

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Amelia Burgess, NIH chemist, places vials in a liquid scintillation counter.

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**TWIN STUDY**

(Continued from Page 1)

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Tommy Bryant Retires—Spent Entire 32 Years, 10 Months of Service at NIH

Tommy Bryant (right) discusses the new automatic media dispensing machine with (l to r) Russell Rachel, assistant supervisor of the media unit; George Gardner, chief of the media and glassware preparation section; and Robert Grubbs, supervisor to Mr. Bryant.—Photos by Ralph Fernandez.

Like many of us, Tommy Bryant is the hometown boy who made good and bad. He also made it through 32 years and 10 months with the Federal Government, all with NIH.

Mr. Bryant retired recently from where he was Chief of the Media Unit, Media and Glassware Preparation Section, Laboratory Aids Branch.

He didn’t want “any fuss” made over him, so his co-workers held a small party and presented him with an engraved plaque. Tommy wrote a letter of his appreciation for this to the NIH Record. The letter, however, does not reveal anything of Tommy’s career.

He was born in the small Shenandoah Valley town of Spottsylvania, Va., in 1911. At age 14, he left home, unannounced. His sister gave him train fare to Washington, D.C. He arrived at Union Station with $1.37 in his pocket. There were two ways to go-up, and to his uncle’s, across town.

He obtained odd jobs until joining NIH in 1934. He has seen NIH grow from 80 people to the present 25 million billings for medical services, from 1942 to 1959. In his most recent job, he was responsible for supervising 11 employees in preparing tissue culture media for general and experimental use at NIH. He also recommended a new filtration system that reduces time required for production of a certain medium from two man-days a week to about one and a half man-days a week.

**Future to Be Busy**

In retirement, Tommy will continue to be active. He is a part-time printing press operator. He has a son, John, a plumber in the DRS Plant Engineering Branch, and eight grandchildren to keep him busy. He also enjoys baseball games and occasionally participating in “the sport of kings.”

He plans to work perhaps a few more years, take in some sporting events, and perhaps drive around the country—maybe to California or Florida. Like they say, it is nice work if you can get it, and you can after 30 years.

In the past fiscal year medicare has paid $2.4 billion in hospital charges for 4 million patients. Another $649 million has helped pay 25 million bills for medical services among the 15 million eligible citizens.—Public Health Service.
Summer Job Enables Cecil B. Gilliam To Discover Aptitude for Electrical Work

Because of one lucky assignment to NIH by the Youth Opportunity Campaign, a young man has had his life's work decided for him. This is the story of Cecil B. Gilliam, a teenager from a small Virginia town, who now has plans of becoming an electrician.

When Cecil was assigned to the Electric Shop in the Plant Engineering Branch of the Division of Research Services, he was just another youth who wanted and got a summer job. As the job progressed, however, he found himself liking the work more and more, and discovered he had a real aptitude for it.

He has been highly praised by his foreman and co-workers for his grasp of the subjects at hand and his willingness to work. In fact, since he has such an aptitude and desire, the shop foreman, James Bridgman, plans to give him an opportunity to get more and varied experience in various areas of the electrical field.

Cecil's home town in Emporia, about 200 miles southeast of Washington, D.C., where his father, his mother, and ten brothers and sisters now live.

Future Goals Noted

During the summer, he lives with a brother in Washington. He is an avid fisherman, plays basketball, likes to swim, and enjoys weight-lifting to keep in trim. He obtained his position through the Youth Opportunity Program. This program was initiated for the primary purpose of offering jobs to people who need money for such things as school.

The applicants for these summer jobs come here after screening at the Maryland State Employment Agency. They are again screened and placed at NIH's Recruitment and Placement Section, and from there are sent out on their assignments.

The summer jobs come here after screening at the Maryland State Employment Agency. They are again screened and placed at NIH's Recruitment and Placement Section, and from there are sent out on their assignments.

When this program was started last summer, Government agencies were asked to submit a request for these workers equal to 3 percent of their normal full-time strength. This summer IRS is employing 77 such workers, with the majority in PEB and the Laboratory Aids Branch. More positions remain to be filled.

Practicing a fundamental task of Electric Shop employed, Cecil Gilliam, a Youth Opportunity summer worker, installs a new fluorescent tube.

New Booklet, 'Psoriasis,' Says Current Treatment Offers Brighter Outlook

To many of its victims, "psoriasis," a relatively common skin disorder, is synonymous with heartache, frustration and seemingly endless futile treatment.

There is notably the case, according to a new pamphlet, "Psoriasis," published recently by the National Institute of Arthritis and Metabolic Diseases, and is the outlook bleak as it may seem to those who suffer from this insidious skin affliction.

Written in non-technical language by the NIAMD, the publication presents background information on this skin disorder and seeks to dispel the despair that envelopes many of its victims.

While it is true that medical science is still not fully understand the disease mechanism in psoriasis, the pamphlet notes that methods of treatment are improving to the point where positive help is possible.

Control Possible

The pamphlet points out that through diligent use of medication, most cases of psoriasis can be controlled effectively. Many patients with mild forms of the disease, however, do not take the time necessary to carry out the required treatment procedures.

Current research efforts are providing new knowledge as to the cause of psoriasis, and further probings should provide information necessary for development of more effective treatment and an ultimate cure for this disorder.


Barnard Is New NINDB Administrative Officer

Joseph M. Barnard has been appointed Administrative Officer, Office of the Director, National Institute of Neurological Diseases and Blindness.

Previously Mr. Barnard served as Administrative Officer to the Telephone Standards Division, Rural Electrification Administration, Department of Agriculture. He served with the REA since 1950, and this employment also included work in the management and program activities.

Mr. Barnard received his B.S. degree in Business and Industrial Management from The American University in 1949 and did graduate work in Public Administration at the same school.
President Johnson Renews Commitment to Health Goals
And Cites Importance of Basic Research on Visit to NIH

Community Joins NIH
In Welcoming President

It was not the year's best kept secret.

Somehow the news that the President might be coming to NIH on July 21 at 11:30 a.m. spread across the reservation and throughout the community.

By the time the Presidential helicopter had landed in front of the Clinical Center, hundreds were gathered there to welcome him.

Neighbors Come

On hand were not just NIH employees, but many from nearby neighborhoods as well. There were small girls and boys, teenagers, mothers carrying young children or pushing baby carriages, fathers with toddlers perched on their shoulders, retired couples—all hoping for a view of the President close up.

As President Johnson stepped out of the helicopter, the cheers of the crowd rose above the roar of the rotors and followed him into the CC. And all the while he was there, touring the laboratories and addressing the medical community, the crowd waited.

Finally, their hour-and-a-half vigil was rewarded. The President came out, spoke, smiled, shook hands, then—all too soon—disappeared into the helicopter for the trip back to the White House.

Dr. Jack Masur Escorts Presidential Party
On Tour of Clinical Center Facilities

Dr. Jack Masur, Clinical Center Director, was host and escort for they toured the NIH research hospital.

While the President watched a simulated open-heart operation from an observation dome located above an operating room in the CC's circular Surgical Wing.

Dr. Andrew G. Morrow, chief of the NIH Surgery Branch, explained the surgical procedures and the innovations incorporated in the design of the wing.

These include comprehensive electronic monitoring and recording systems, a greatly improved method for air purification and circulation, and a new type of lighting.

Dr. Robert L. Reis headed the surgical team demonstrating open-heart surgery.

Visits Pathology Department

In the CC's Clinical Pathology Department, the President saw how NIH specialists have redesigned automatic laboratory analyzers, have married these to a computer and have written computer programs.

Dr. George Z. Williams, department chief, explained that the procedures, now in the advanced development stage, should lead to more accurate, efficient and rapid automatic processing of about 85 percent of daily biochemical analyses.

LBJ Says He Wants NIH
'Billion Dollar Success Story' Told to All Americans

In one part of his speech the President called NIH "a billion dollar success story," and sounded a let-the-people-know theme.

"Today," he said,... "two-thirds of everything spent in this Nation on health research, the Federal Government spends.

"And you here at NIH spend 60 percent of all the Federal Government spends. So we are here where, as I said, this is a billion dollar success story.

"I want that story to be known by 200 million Americans!"

Shannon, I/D Directors
Called 'Chiefs of Staff'
In War Against Disease

In an address to NIH staff members July 21 in the Clinical Center auditorium, President Johnson renewed his commitment to good health for all people, and stressed the need for basic research.

The President also referred to a report made to him by Dr. James A. Shannon, Director of NIH, and I/D Directors last November.

Commenting on the candor and completeness of the 200-page volume, the President added that he "would like for them to—know—and for all the world to—know—that I regard these men as my Chiefs of Staff in this war on the ancient enemies—sickness and diseases.

"We constantly review our strategy for attacking these major health problems that confront this nation and other nations in the world.

"The progress we are making is slow. I am glad to say, though, we are going up instead of going down."

As an example of how NIH affects the lives of all Americans, President Johnson pointed out that through research here "a new vaccine to prevent a mother from ever getting German measles has been developed."
the day the President came to NIH
The President delivers his 17-minute address to NIH medical community.—Photo by Ralph Fernandez.

CC TOUR

Dr. Donald Young, chief of the department's Clinical Chemistry Service, showed an enzyme analyzer which, coupled to the computer, can perform five to ten times more tests per hour than can be done by hand and with an improvement in accuracy of 10-fold.

Dr. Ernest Collovf', departmental deputy Chief and also Chief of the Section for Research and Development of Automation and Computer Processing, explained the CDC 3200 computer's ability in storage and retrieval of information.

The President met a fellow Texan, Laboratory Computer Manager John Stimpson, and remarked that his mother had been born in Mr. Stimpson's home town, Plano, Tex.

Dr. Jack D. Davidson, Chief of the CC's Nuclear Medicine Department, illustrated for the President how the fast-increasing use of radiotopes for diagnostic purposes is one of the most dramatic examples of the peaceful use of atomic energy.

Dr. Davidson and Dr. William L. Ashburn, chief of the department's Diagnostic Radiology Section, showed President Johnson devices that produce images of the distribution of isotopes after they have been introduced into the body.

President Heads Long List of National And International Dignitaries Visiting CC

By Bowen Hosford

The President is the most important visitor of any year at the Clinical Center. (See Page 5.) The NIH research hospital, however, is an international attraction and the flow of visitors never ceases. In the first six months of 1967, almost 1,900 persons from every inhabited continent came to the CC.

Many Countries Represented

During the week that the President visited, the staff received administrators from the University College Hospital, London, and the Royal Infirmary, Manchester; orthopedic surgeons from Moscow and Munich; a government hospital architect from Buenos Aires; an instructor in internal medicine from National Taiwan University; a radiologist from the University of Geneva; virologists from the Institute of Hygiene in Montevideo; and 42 biology teachers from a summer institute at the University of Maryland.

CC Is Model

When a hospital is in the planning stage, the planners oftentimes think of the CC. In early July, for example, a group visited from Karolinska Institute in Stockholm, where a teaching and research hospital of 1,800 beds will be built.

For the coming visitors this year will include administrators and the architect of Guy's Hospital, a complex of three London health institutions with 1,500 beds. Future visitors will also include nearly 200 delegates from Europe and Asia en route to the International Hospital Congress, Chicago.

Foreign government officials who direct national health programs obviously believe that NIH is a "must see" place. A sampling of such visitors to the CC during 1967 includes the Minister of Health and the Director General of Health, Australia; the Minister of Health and Social Welfare, Federal Republic of Germany; the Scientific Director of the National Institute of Health and Medical Research, France; the Deputy Minister of Public Health, Bulgaria; and others.

Interests Noted

Visitors are interested, first, in seeing what is going on at NIH, then in talking to specialists in their fields of interest. Because it would take much time to see NIH in all its complexity, the visitors usually start by viewing an orientation film. It is available in six languages.

Languages are rarely a barrier because employees at NIH have volunteered as interpreters when needed. They speak 32 languages, including Gujarati (an Indian dialect); Uruba (Nigeria), and Tagalog (Philippines).

Science-oriented American visitors outnumber foreigners, of course, and the CC staff always welcomes them. Still, it's gratifying, as they observe, to be viewed as part of what is in essence the International Institutes of Health.
WHEN THE PRESIDENT SPOKE many of the NIH scientists he referred to as "my Chiefs of Staff in this war on the ancient enemies—sickness and disease," were on the platform with him. Shown from left are: Dr. Kenneth M. Endicott, Director of NCI; Dr. James A. Shannon, Director of NIH; Surg. Gen. William H. Stewart; DHEW Secretary John W. Gardner; President Johnson; Dr. Seymour J. Kreshover, Director of the National Institute of Dental Research; Dr. Richard L. Masland, Director of NINDS; Dr. Frederick L. Stone, Director of NIGMS, and Dr. Philip R. Lee, DHEW Assistant Secretary for Health and Scientific Affairs. (Names of those on the platform but not shown are included in the story).—Photo by Tom Joy.

President Calls Dr. Shannon, I/D Directors 'Chiefs of Staff' in War on Disease.

"Our scientists are working night and day," he said, "so that we can have an adequate supply of this vaccine in the 1970's when the next outbreak of rubella is predicted for this country."

The President referred to research supported by NIH which "has developed new chemicals and techniques which are saving thousands of Americans every year from blindness.

"NIH research," Mr. Johnson said, "has speeded the development of new chemicals for high blood pressure which have already reduced death by 50 percent.

Strides Cited

"One person out of every two who would have died of high blood pressure 10 years ago is living today. One person out of five, under the age of 65, who would have died of a stroke 10 years ago is living today."

"All of these achievements are not the fruits of the Presidency of the Democratic Party or the Federal Government. They are the fruits of the world's greatest research enterprise. It knows no partisanship, no dictator, or no ruler. They are all aimed at just one thing—just one goal: a better, freer, happier, healthier life for all people.

"This morning I came here to renew my commitment to that goal; to applaud the efforts of these men—just a small percentage of whom are here on the platform—and their attempts to help us reach it—and to discuss with all those I could our future endeavors and to plan our future programs."

The President also made the point that a society which guarantees good health for all must be built upon very solid foundations.

"First and foremost of these," he said, "is basic research: the pursuit of knowledge for its own sake. Because we are human, we explore; we seek to understand the deepest mysteries of our world.

"The government supports this creative exploration because we believe that all knowledge is precious; because we know that all progress would halt without it."

Leaders on Platform

On the platform with the President when he delivered his address were DHEW Secretary John W. Gardner; Dr. Philip R. Lee, Assistant Secretary for Health and Scientific Affairs; Surgeon General William H. Stewart; Dr. James A. Shannon, Director of NIH.

Also, Dr. G. Burroughs Mider, Director of Laboratories and Clinics, NIH; Dr. Stuart M. Sessions, Deputy Director of NIH; Dr. Jack Masur, Director of the Clinical Center; Dr. Kenneth M. Endicott, Director of the National Cancer Institute.

Also, Dr. Donald S. Fredrickson, Director of the National Heart Institute; Dr. Dorland J. Davis, Director of the National Institute of Allergy and Infectious Diseases; Dr. G. Donald Whedon, Director of the National Institute of Arthritis and Metabolic Diseases.

Also, Dr. Gerald D. LaVeck, Director of the National Institute of Child Health and Human Development; Dr. Seymour J. Kreshover, Director of the National Institute of Dental Research; Dr. Frederick L. Stone, Director of the National Institute of General Medical Sciences.

Also, Dr. Richard L. Masland, National Institute of Neurological Diseases and Blindness; Dr. Paul Katin, Director of the Division of Environmental Health Sciences; Dr. Arnold W. Pratt, Director of the Division of Computer Research and Technology.

Also, Dr. Robert Q. Marston, Director of the Division of Regional Medical Programs, and Dr. Thomas J. Kennedy Jr., Director of the Division of Research Facilities and Resources.

Spectators watch as the President's helicopter takes off for 8-minute return trip to the White House.—Photo by Roy Perry.
Coming Soon ... New 'People-Oriented' Career Development Plan for All of HEW

Who at NIH has not heard—or made—comments like these?

"My job's too routine."
"My job's not demanding enough."
"I am a human being ... do not bend, spindle or mutilate."
"Government is so impersonal."
"I'm lost in the machinery."
"Nobody knows I'm here."

While the man who says "I am a cog" does not thereby turn into one, he can become an unproductive and ineffective employee.

This is a real concern of HEW. It is considered symptomatic of the Department's number one administrative problem of how to get, keep—and keep happy—the managerial, scientific and professional personnel needed to staff its growing programs.

To solve this problem, Assistant Secretary Donald F. Simpson has come up with a new approach to career development that promises to widen job horizons for interested employees here and throughout HEW. It could also attract more young professionals into the Department.

Simpson Interviewed

In an interview with the NIH Record, Mr. Simpson said he shares with Secretary John Gardner a conviction that "if we want a growth in talent we must give attention to conditions which affect it.

"When a person is given an opportunity to move about, test out his abilities and widen his range of experience, chances are he will grow into what he is capable of becoming."

"As a result the organization gains in vitality. It also expands its reserves of highly skilled manpower."

Many good career development programs already exist in the various agencies. As examples, Mr. Simpson mentioned these programs: the NIH Graduate Program which is sponsored here by the Foundation for Advanced Education in the Sciences, the NIH Panel Promotion Plan, the Management Intern Program and the NIH Public Information Intern Program (see Page 12). He also singled out a Data Processing Course whereby the Social Security Administration grows its own computer operators. And, of course, there are many more equally fine programs.

It is Mr. Simpson's plan to build on such programs, develop others and to systematically extend them to all of HEW.

Also basic to his program is the organization of personnel work by occupational groups (educators, personnel administration, personnel services, public information, scientist, etc.) rather than by operating agencies or bureaus.

Flexibility Needed

At HEW, social workers are employed in seven of eight agencies, educators in five, physicians in six. As Mr. Simpson sees it, the personnel system must be made flexible enough to permit these and other specialists to move freely through the Department.

Every employee with a background in a career field covered by this ingenious brokerage system will be given the opportunity to participate in it. Moreover, it is to be completely voluntary.

Mr. Simpson believes the system will allow people to develop along lines they choose themselves. Meanwhile, the changing manpower needs of the Department will be better served.

Career Boards Established

To give the brokerage aspect of the career development plan a firm base, Mr. Simpson and the new Acting Deputy Assistant Secretary for Administration (Personnel and Training), Dr. William G. Craig, have set up Career Service Boards.

Each Board has representatives from the employing agencies with the heaviest employer generally providing the chairman and the personnel staff services. When the system is fully operative there may be as many as 30 to 40 Boards.

So far 15 Career Service Boards have been established in these occupational categories (with names of chairmen in parentheses; names of NIH members listed).

- Attorneys (Joel Cohen, OS)
- Automatic Data Processing (Louis Lazorus, SSA)
- Chemistry (Dr. Daniel Banes, FDA)
- Education (Dr. Wayne O. Reed, OE)
- Financial Management (James F. Kelly, OS)
- General Administration Management (John D. R. Cole, OS)
- Engineering (Dr. William G. Craig, OS)
- Family Practice (Dr. Larry Seggel, Executive Office, NIH)
- Physicians (Dr. Leo Gehrig, PHS)
- Psychology (Dr. Stanley F. Yoltes, NIMH)
- Personnel Administration (Dr. William G. Craig, OS)
- Public Health (Dr. Mildred O. H. Cohen, OS)
- Social Work (Dr. Paul G. Padgitt, OS)
- Veterinary (Dr. Howard F. Seggel, Executive Office, NIH)
- Administration (Dr. William G. Craig, OS)

UPDATING CAREER DEVELOPMENT CHARTS FOR FY'68 is discussed by Assistant Secretary Donald F. Simpson (left) and Dr. William G. Craig, Deputy Assistant Secretary for Administration. Charts enable agency audiences to "see" need for new approach.—Photos by Roy Perry.
Vernon N. Taylor of DRS Arbor Unit Keeps Office Hours in a Swinging Tree

Observing Vernon N. Taylor at work beats bird watching.

Mr. Taylor, a tree man in the Arbor Unit of the Grounds Maintenance and Landscaping Section, Plant Engineering Branch, Division of Retainers while scaling a white oak in front of Stone House on July 24. The tree had been struck by lightning, and so heavily damaged that there was no hope of saving it. Since the tree overhung a roadway traveled by both pedestrians and automobiles, it was imperative to cut it down before it fell down. Mr. Taylor was doing just this—piece by piece—as bystanders looked up fascinated.

With exquisite care he guided the chain saw through a section of the tree trunk, stopping just short of the break-off point. A mere flick of the wrist started the log—cried in a rope that had been tied around it before the cut was made —on the trip down.

Meanwhile Mr. Taylor's ground crew manipulated the guide rope in such a way that the log swung in its cradle a few times, thus losing momentum before hitting the ground.

This precaution was taken to avoid possible damage to healthy trees nearby.

Among the more knowledgeable spectators present was George Rosenkranz, a DRS landscape engineer, who supplied some interesting background on tree men. He had once been one himself.

Daring Needed

Asked what it takes to become a tree man, he quickly replied "not enough sense to stay on the ground," and as the white oak with Mr. Taylor still in it chose that moment to sway 10 degrees to the right, many onlookers agreed with him.

In a more serious vein, Mr. Rosenkranz said that a tree man must have a high sense of adventure and a great love of the outdoors (tree men work the year around). He must be agile, sure footed and, above all, have no fear of heights. Tree topping is not the safest way to make a living. Insurance rates for tree men, Mr. Rosenkranz points out, are even higher than for steeple jacks.

Other Dangers Noted

Also, tree men must be constantly on the lookout for dangers within the tree itself. Dry rot is one of the perils. Others are the wasps, spiders and even snakes that often inhabit diseased or damaged trees.

Occupational hazards notwithstanding, Mr. Taylor goes about his job with a zest that seems to more than compensate for the lack of such fringe benefits as "ideal working conditions."

As for the tree man-watchers, they'd rather "see than be one."

SUGGESTIONS

(Continued from Page 1)

Rm. 218.

Any suggestion should be submitted on HEW Form 170 to the Suggestion Coordinator of an employee's area. The I/D Suggestion Coordinators are listed on page 154 of the NIH Telephone and Service Directory.

Suggestions Triple

Mr. Grabiner reveals that the volume of suggestions from NIH employees has tripled in the past 9 months, as compared to the previous 12 months. He said that 69 suggestions had been adopted out of 233 submitted in the 9-month period. Only 71 suggestions had been submitted the previous year.

It has been estimated that savings from suggestions since October 1966 have totalled $53,570. During this period employees received cash awards of $4,750.

Award-winning suggestions are as varied as the suggesters themselves.

Example Given

The much-publicized blood-saving techniques devised by Wanda Chappell, Chief Nurse of the Clinical Center Blood Bank, is an outstanding example of the suggestions submitted by the scientific staff at NIH. For her idea Mrs. Chappell received $1,645.

Norman Gettings, Division of Research Services, furnished the idea that such items as telephone boxes be put up with magnetic fasteners rather than screwed to metal plates on walls, and received $150.

Winning Ideas Described

Also, David S. Smith, Supply Management Branch, OD, won $90 for designing a modification on a gasoline powered fork lift truck. The truck can now be used to carry a greater variety of items and more of them. It does all of this more safely, too.

Karl L. Schleith, a former employee in Printing and Reproduction Section, OAM, saved NIH $4,400 in one year by suggesting that certain paper supplies be ordered from GPO in such a way as to avoid extra labor charges for cutting and packaging. He received $225.

For her suggestion for the Paper Clips column in the NIH Record, Joan Dorman received $55.

No Limit on Suggestions

There is no limit to the number of suggestions each employee can submit through his coordinator during the contest. All Suggestion Coordinators have a supply of forms.
New Career Development Plan Set Up
(Continued from Page 9)
- Public Information (Carleton E.
  Spitzzer, OS)
  Clifford F. Johnson, Director, ORI, NIH
- Science (Dr. G. Burroughs Mider,
  PHS, NIH)
  Guy W. Moore, ORI, NIH
- Secretaries (Anne P. Moore, OS)
- Social Work (Dr. Elsa Severinson,
  WA)
- Mathematics and Statistics (Theo-
  dore Woolsey, NCHS)
  Dr. John Z. Heinon, NIAHD, NIH
- Dr. Samuel Greenhouse, NICHD,
  NIH

These Career Service Boards will
(1) identify all positions in the De-
partment to be included in each
respective Service, (2) estimate
what percentage of the positions to
be included in each Service,
(3) identify career pathways, (4) pro-
vide counseling services, (5) advise
program officials on the training,
promotion and reassignment of
individuals, and (6) conduct a run-
ings evaluation of the program.

Working alongside the Career
Service Boards are a number of
Interagency Work Groups. Their
job is to break bottlenecks that
stop or slow innovations and devise
ways to simplify and improve the
processes and techniques of per-
sonnel management.

These Work Groups are now in
operation (with chairmen, NIH
members indicated):
- Records and Reports (Ray Lannon,
  FDA)
- Performance Appraisal (Dr. William
  G. Creig, OS)
- Manpower Requirements Planning
  (Margaret West, OHS)
- Counseling and Career Planning
  (John Hughes, OER)
- Training (Robert Medden, OS)
- Recruitment (Jim Keene, OS)
  Calvin B. Baldwin Jr., NICHD, NIH
  Edward E. Nicholson Jr., OD, NIH

Top-level leadership, direction
and stimulation are being provided
by the Departmental Career De-
velopment Council. This coordinat-
ing, policy-making group is com-
piled of the agency heads and
chairmen of the Career Service
Boards and is chaired by Under
Secretary Willbur J. Cohen.

The Council meets regularly to
consider proposals and debate pol-
icy. At its most recent meeting
the group approved a feasibility
study on the complete automation
of Department personnel records.

This, in brief, is the design of
the new Career Development Pro-
gram. To make it work, the initia-
tive—flexibility, creativity and
adaptability of everyone involved
will be needed.

In the long run supervisors will
make or break the system. Good
supervisors never want to lose good
people, and it will take some extra
effort on their part to encourage
people to move on and to train
their replacements. Their coopera-
tion in getting qualified personnel
to apply for an academic year or
other formal education programs is
also needed.

Everyone Has Stake in System

Mr. Simpson believes that with a
sense of shared responsibility
these problems can be overcome.
As he points out, everyone has a
stake in the system. The super-
visor, for instance, will be moti-
ated by the knowledge that his
efforts, too, will be recognized and
rewarded. One of the best tests of
any supervisor is how well he de-
velops people.

People who readily accept new
ways of doing things will be the
first to see the advantages of a
Department-wide Career Develop-
ment Program.

Mr. Simpson hopes they'll seek
more information about the plan
from their supervisors and/or per-
sontel officers—then use all their
imagination, creativity and ingenu-
ity to make it known, and make it
work.

Garland Thompson Heads
NICHD Personnel Office

The designation of Garland
(Gari) Thompson as Acting Per-
sonnel Officer for the National In-
stitute of Child Health and Human
Development has been announced
by John M. Sangster, chief of the
Personnel Management Branch, OD,
and Dr. Gerald D. LaVeck, Director,
NICHD, NIH. Mrs. Thompson
accepted a position at DHFW.

Since 1966 Mrs. Thompson has
been a Personnel Management Spe-
cialist with the National Heart In-
institute.

Prior to coming to NIH she
served in personnel positions in
private industry and as a Place-
ment Specialist at NASA.

Mrs. Thompson, who was born in
Washington, D.C., attended
Northwestern University and
George Washington University
where she majored in psychology
and received a B.A. degree in 1959.

In academic year 1965-66, a to-
total of 76,170 full-time student
enrollments (including 32,835 med-
ical students) were enrolled in resi-
dent and training in U.S. medical
schools, as compared with the 40-
750 (including 25,186 medical stu-
dents) in academic year 1960-61.

Vendor Employe of CC Discovers Why
"What Goes Up Must Come Down"

Howard W. Spence shows Lillie Thomas one of the motors that propels Clinical
Center elevators.—Photo by Ed Hubbard.

Professor Rapela at NIH
For 60 Days to Direct
NIMH-NINDS Project

Professor Carlos Enrique Rapela,
visiting consultant at the Labora-
tory of Neurophysiology, NIMH-
NINDS, will direct a research proj-
ject here on the automatic regula-
tion of blood flow in the brain.
Dr. Rapela will leave in September
after a 60-day stay.

While here, Dr. Rapela will col-
laborate with Dr. Wade H. Mar-
shall, chief of the Laboratory of
Neurophysiology.

Dr. Rapela is on temporary leave
from his position as head of the
Department of Physiology, Bow-
man Gray School of Medicine, Win-
ston-Salem, North Carolina.

A native of Argentina, Dr. Ra-
pela came to this country to estab-
lish residence in 1956 and became
a U.S. citizen last December. He
received his M.D. degree at the
Faculty of Medical Science, Un-
iversity of Buenos Aires.

Dr. Rapela was awarded two
Rockefeller Fellowships, 1947-49.
He spent the first of these at Bow-
man Gray and the second at the
Harvard University School of Med-
icine.

GENETICS
(Continued from Page 1)

One of the new section's major
studies is on dystonia musculorum
deformans, a disease characterized
by the occurrence of slow, sus-
pected involuntary movements of
the somatic muscles. Hereditary
factors are thought to play a sig-
nificant role in this disorder, and
results of a major clinical and ge-
etic study of patients and their
families will be helpful in distin-
guishing distinct forms of the dis-

Eighteen workers in the Clinical
Center's Department of Environ-
mental Sanitation Control were
honored recently for length of serv-
vice, and one was later given a spe-
cial treat: she was escorted to see
the motors that have lifted and
lowered her a distance of 18,200
miles.

The employee, Lillie Thomas, has
spent 30 years in Government ser-
sice. For the past 10 years, she has
operated CC elevators. Nobody
knows how many passengers she
has carried, but her supervisors
estimate she has made three mil-
lion stops.

Howard W. Spence, DESC chief,
escorted Mrs. Thomas to the Clin-
cal Center "penthouse." She ap-
paired to be quietly interested as
he explained the governor system
and the variable speed of the mas-
sive hoisting motors.

Later a reporter asked why she
had not been more excited at see-
ing for the first time the machinery
that has pushed and pulled her a
distance equal to three-fourths the
way around the world.

She said, "I haven't seen my
father either, and it works all
right."

Other DESC employees honored
for 30 years' service are Lonnie
Woods and Isadah White. Honored
for 20 years' service were Naomi
Hollis and Marion Nottage. Thir-
ten 10-year employees were also
recognized.

The Epidemiology Branch, headed
by Dr. Jacob Brody, also includes
the Section on Ophthalmic Field
and Developmental Research. The
Branch is a part of the Institute's
Collaborative and Field Research
program, headed by Associate
Director Dr. William F. Caveness.
1967 NIH Public Information Interns Complete 4-Week Orientation Course

This year’s crop of NIH information interns has been recruited, oriented, counseled—and put to work. All four are well into the second week of their first-on-the-job assignments in offices of the senior information staff members who serve as their counselors throughout the training period.

Thalia Carter, a graduate of the University of Michigan School of Journalism, is with Tula Brocard, Information Officer, National Institute of Dental Research.

Jane Ellen Shure, an American University graduate, is with Louis Meng, Information Officer, Division of Research Facilities and Resources.

Other Interns Named

Sandra Ruth Silk, a graduate of Mills College, and already a veteran of a year’s government service as a PHS public health analyst, is with Louis Meng, Information Officer, National Institute of Child Health and Human Development.

Anne Tisiker, a graduate of Pennsylvania State University, is with Guy W. Moore, Chief, Public Information Section, Office of Research Information. Mr. Moore also served as advisor to all four interns during a month-long orientation period before they reported for their current assignments.

The 12-month-long NIH Public Information Intern Program, now in its 10th year, is designed to prepare promising young people for careers as Information Specialists with NIH’s Institutes or Divisions, or elsewhere in the PHS, DHEW or the Federal Government.

This year, for the first time, the new interns were brought into the program as a group. Instead of the former 2-week orientation period in the ORI, they were given 4 weeks to get acquainted with the purpose, policy, personnel and facilities of the NIH.

Orientation Described

The first 3 weeks of the orientation included supervised reading and writing assignments, group discussions, and seminars, and the director of the program and conducted tours of all Institutes and Divisions, and NIH campuses. The final orientation period was purposely planned to give the new interns a voice in their own career development. They were asked to outline and complete statements of long-range career objectives, and, through interviews with NIH Information Officers, propose training assignments for themselves and obtain approvals every step of the way.

On July 28, following summary seminars, orientation ended and the-on-the-job training began.

The NIH Information Intern Committee, which plans and coordinates the training program, is chaired by Elsie Fahrenthold, Information Officer, Clinical Center. Other members are: Mrs. Brocard, NIDR; Mr. Augustine, DRFR; Mrs. Meng, NICHD; Anthony J. Anastasi, DRs; Mr. Moore, ORI; and Anne Urban, CC, Secretary-Recorder.

Applications for 1968 GRS Grants

Applications for 1968 General Research Support Grants are now being accepted by the Division of Research Facilities and Resources, the PHS announced recently.

The grants provide support to eligible institutions which may use the funds flexibly and in ways which the grantee feels would foster his health research and research training programs.

Grantees may use GRS funds to introduce new research programs, explore new ideas, provide early support for scientific talent, or apply the funds in other ways which will build institutional research strength and cultivate scientific excellence.

Eligibles Noted

Organizations that are eligible to apply for GRS grants are health professional schools, hospitals, independent and separate laboratories or research institutes, and other nonprofit, nonacademic research organizations that are substantially engaged in health-related activities.

The application deadline for institutions that are currently receiving GRS support is Sept. 1, 1967. Information about the GRS program and application forms may be obtained from General Research Support Branch, Division of Research Facilities and Resources, National Institutes of Health, Bethesda, Md. 20014.