

*"Still
The Second
Best Thing
About Payday"*

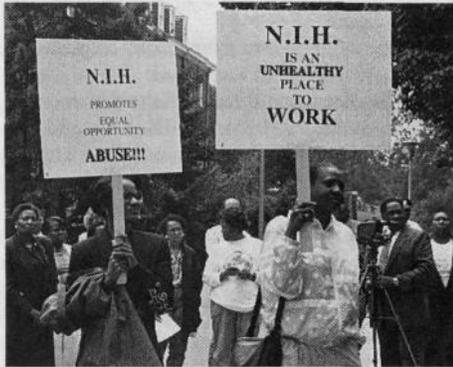
The NIH Record

Congressman Mediates

NIH, BIG, NAACP Seek Common Ground

By Carla Garnett

NIH director Dr. Harold Varmus has put in writing a number of his intentions to address issues of racial equality on campus. In a May 25 letter addressed to Rep. Albert Wynn (D-Md.), several verbal commitments by NIH officials to members of NIH's Blacks in Government chapter and the Montgomery County chapter of the NAACP were made concrete. Varmus's letter solidifies some terms agreed to in a series of meetings during the last several months between the NIH director; Wynn; Vincent Thomas, BIG president; and Gregory Wims, NAACP president, to discuss, among other issues, NIH's handling of employee complaints of racial discrimination and recruitment and tenure of African American scientists. Representing a reopening of negotiations between all three sides, the letter brings NIH, BIG and the



Scene from BIG-NAACP rally on May 12

NAACP closer to common ground for the first time since last summer.

"I am committed to making the NIH a model institution in regard to fairness in all that we do," Varmus said, in a May 25 written statement to all employees. "I recognize that to do so, we must change the NIH...Over the past several months, the NIH has received considerable attention regarding allegations of race and gender discrimination and sexual harassment. These issues will continue to have my full attention and will be addressed in a vigorous manner."

The Varmus missive to Wynn describes a number of steps the agency will take to improve both employment practices and campus race relations. Additionally, as requested by Wynn, a member of the House post office and civil service committee, which oversees NIH, the agreement outlines a timetable for making these improvements.

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'Sniffing' Suspected

Internet Attacks Reach Some NIH Computers

By Ray Fleming

Over the past month, DCRT has been working to defeat a system intruder who broke into various NIH computer systems and then installed software to capture user authentication information and passwords by monitoring network traffic. There has been a dramatic increase in reports of these intrusions occurring at many Internet locations around the world. After the initial discovery of these intrusions at NIH at the beginning of May, new instances of compromised security on NIH Internet hosts were detected during the first week of June. Attacks have not been limited to a single institute and may be spreading.

The typical attack methodology has been to target a UNIX host initially. Known security holes in vendor-supplied versions of mail-related programs are exploited to gain root (administrative) privileges on the host. These privileges are then used to create software that eavesdrops (or "sniffs" in technical jargon) on network traffic throughout the host's network segment in order to capture passwords to accounts on additional hosts, UNIX or otherwise. At this point, any data packet crossing the local network is subject to compromise. The attacker can then use the

(See ATTACKS, Page 2)

A Small World After All

Computer Bulletin Board Broadens Outreach Effort

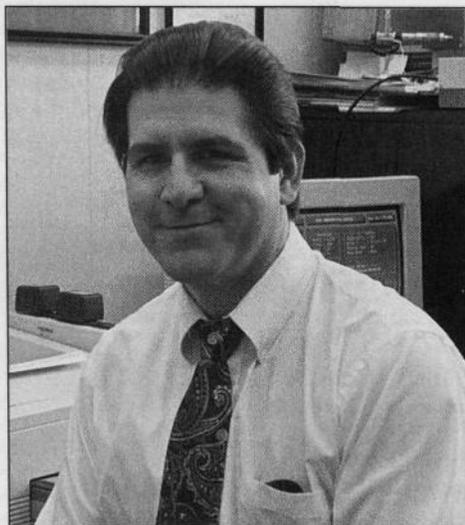
By Carla Garnett

As communication via computer becomes all the rage, the world begins to seem a lot smaller—even small-townish. Last fall, for instance, NIH's Office of Communications began what could be called a modest medical information clearinghouse, using simply a desktop personal computer, a software package and a phone line. And just as the local librarian researches individual queries, Dennis Rodrigues, who designed and maintains the NIH Information Center Bulletin Board System (BBS) in his Bldg. 31 office, can give your request personalized attention.

"That's probably one of the nicest things about a BBS," he said. "It's interactive and it allows you to leave comments, questions, and suggestions. In fact, many of the features of the BBS were developed in response to questions and suggestions left by users."

More than 2,100 calls have come in from as far away as Hawaii, Italy, Portugal and Australia, but each caller is virtually as close by as next door.

Rodrigues remembers the user who dialed in not long after the system was started last November. "The fellow wrote a really touching note about his grandson, who apparently is autistic," he said. The concerned



Dennis Rodrigues has pioneered OC system.

(See BULLETIN BOARD, Page 5)

Impact of Androgenic Disorders Addressed

By Anne Blank

In a recent highly publicized case in Tysons Corner, Va., a young woman was fired from her job as a contractor at a local hotel, allegedly because hotel management disapproved of the dark hair growing above her upper lip. Although she was eventually reinstated, her situation is an extreme example of the anguish and, in this case, discrimination, that may be suffered by women with excessive facial hair.

What many people do not realize is that excessive hair growth in areas that are normally relatively hairless is a medically treatable condition known as hirsutism. It can be one of the outward manifestations of a complex of symptoms caused by excessive androgen production, either by the ovaries or the adrenal gland. Other symptoms of androgen excess are amenorrhea (absent or irregular menses); metabolic disturbances such as diabetes; infertility; acne; androgenic alopecia (male-pattern baldness); upper-body obesity; and a skin condition called acanthosis nigricans, in which the skin thickens and darkens in areas,

(See ANDROGENS, Page 9)

ATTACKS

(Continued from Page 1)

information for breaking into other systems.

In this recent incident, the attacker targeted Sun Microsystems workstations (the most popular brand of UNIX workstation) and clones. While the sniffer software was found only on Sun workstations, the login information was captured from all ftp, telnet, pop, and rlogin sessions that passed through the network segments to which these compromised systems were attached. The attacker chose to record the first 128 characters of all of these types of sessions, which almost certainly include the user's unencrypted login name and password for accounts on this or other systems. Neither the Convex nor the IBM mainframes were on network segments that were compromised, and there has so far been no evidence of any data destruction or tampering.

DCRT staff disabled this particular attack on all machines that were found to be affected. It has also redoubled the security monitoring on all DCRT systems to be better able to detect incidents of this type in the future. While these and other attacks will continue to occur, DCRT staff will remain alert for such gaps in

systems security and, as they are detected, remove them.

In a networked environment such as NIH, one system with weak security can potentially compromise many others. Well-maintained

sidebar), encourage users to use strong passwords, and apply patches to relevant security problems in a timely manner. DCRT provides these security services automatically to subscribers of its Advanced Laboratory

Workstation system. Further information on protecting your system may be obtained by calling the DCRT Technical Assistance and Support Center at 4-DCRT (4-3278).

While DCRT will continue to take measures that strengthen security, it also realizes that the sharing of data and resources is important to its users. Every effort will be made to maintain an environment that promotes the sharing of information, and at the same time provides appropriate security for sensitive and mission-critical data. □

Advice on Choosing Passwords

- Don't use your login name in any form (as-is, reversed, capitalized, doubled, etc.).
- Don't use your first or last name in any form.
- Don't use your spouse's or child's name.
- Don't use other information easily obtained about you. This includes license plate numbers, telephone numbers, social security numbers, the brand of automobile, the name of the street you live on, etc.
- Don't use a password of all digits, or all the same letter. This significantly decreases the search time for a cracker.
- Don't use a word contained in (English or foreign language) dictionaries, spelling lists, or other lists of words.
- Don't use a password shorter than six characters.
- Do use a password with nonalphabetic characters, e.g., digits or punctuation.
- Do use a password that is easy to remember, so you don't have to write it down. Although this list may seem to restrict

passwords to an extreme, there are several methods for choosing secure, easy-to-remember passwords that obey the above rules. Some of these include the following:

- Choose a line or two from a song or poem, and use the first letter of each word. For example, "In Xanadu did Kubla Kahn a stately pleasure dome decree" becomes "IXdKKaspdd."
- Alternate between one consonant and one or two vowels, up to eight characters. This provides nonsense words that are usually pronounceable, and thus easily remembered. Examples include "routboo," "quadpop," and so on.
- Choose two short words linked by a punctuation character. For example: "dog:rain," "book+mug," "kid?goat."

(Excerpted from *Improving the Security of Your UNIX System*, by David A. Curry, Information and Telecommunications Sciences and Technology Division, ITSTD-721-FR-90-21)

and monitored systems are less likely to become weak links in the security chain or threaten the security of other systems on the network. Administrators of Internet hosts at NIH have a major role to play in helping to secure the network against incursions. UNIX system administrators should periodically run security checking software, verify that system accounts are protected with strong passwords (see

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Developmental Biology Interest Group Holds Meeting, July 12

The NIH developmental biology interest group will hold an all-day meeting on Tuesday, July 12 at the Cloister (Bldg. 60), including eight lectures and a poster session. The conference begins at 9 a.m. and concludes at 5 p.m.

Presenters include Drs. Jurrien Dean, Christina Sax, Michael Krause, Alan Kimmel, Phil Beachy, Randy Johnson, Jay Chung and Toshio Tsukiyama.

If interested in presenting a poster, submit a title as soon as possible to Dr. Igor Dawid, Laboratory of Molecular Genetics, NICHD, Bldg. 6B, Rm. 413, fax 6-0243, or Dr. Joram Piatigorsky, Laboratory of Molecular and Developmental Biology, NEI, Bldg. 6, Rm. 201, fax 2-0781. □

New Insurance Regulations for Visitors

Revised United States Information Agency regulations require that all J-1 exchange visitors and their dependents obtain two new types of insurance coverage by Sept. 1. The following benefits are required in addition to routine health care coverage:

- Medical evacuation for the insured individual for whom it is deemed medically necessary. This benefit has been expanded to include "return to country of origin" if J-1 visitor is unable to continue his or her research program because of illness;
- Repatriation of mortal remains to country of origin.

FAES will begin offering a policy for these benefits starting July 1, to be effective Sept. 1. The new program will be open to all exchange visitors, including full-time NIH federal employees, whose FEHB plans do not include these benefits. Information concerning rates and benefits can be obtained from the FAES business office, Bldg. 10, Rm. B1C18. □

Study Pioneers Gene Therapy for the Mouth

The glands that produce saliva are turning out to provide a promising target for gene therapy. For the first time, scientists have successfully introduced human and bacterial genes into the salivary glands of rats. This breakthrough offers the possibility for not only repairing diseased or damaged salivary glands, but also for enabling the glands to produce therapeutic drugs for delivery into the mouth.

The study, carried out jointly by NIDR and NHLBI, applied the same technology that is currently being used in clinical trials to treat cystic fibrosis.

The scientists used a common cold virus, which had been altered so that it could not reproduce, to transfer genes into the salivary glands of rats. The researchers packaged the virus with either human or bacterial genes that could make proteins readily detected by laboratory techniques. The genetically altered virus particles were then introduced through the salivary ducts of rats, where they proceeded to infect the cells lining the ducts and also the cells within the glands that produce the bulk of saliva. The genes introduced by the virus made proteins that were detected inside the infected cells and in saliva secreted from the cells.

"We've shown that this system of gene transfer can be used to make salivary tissues produce functional proteins," said Dr. Brian O'Connell of NIDR, a principal author of the study. "Now we have to develop therapeutic applications and refine the technology for human use."

In a first step in this direction, the investigators recently reported the successful transfer of a human disease-fighting gene into the salivary glands of rats. The gene, normally present in

humans but not in rats, makes a salivary protein called histatin that helps fight yeast infections. "The use of gene transfer to increase histatin production by human salivary glands could help control the chronic yeast infections that occur in patients with compromised immune systems," said O'Connell. "This would be a means of providing an almost continuous dose of medication."

Dr. Bruce Baum, NIDR clinical director and a member of the research team, also foresees using genetically engineered cold viruses or other forms of gene transfer to restore function to salivary glands that have been damaged by disease or radiation therapy. Such assaults on the salivary glands destroy the fluid-producing cells, leaving behind cells that line the ducts and lack the essential components for making and secreting saliva. The resulting "dry mouth" can cause great discomfort; difficulty eating, speaking, and swallowing; and increased tooth decay. "Gene therapy may be a way to treat the oral manifestations of dry mouth by reengineering cells to restore normal saliva production," added Baum.

Other investigators involved in these studies were Drs. Walid Aladib, Philip Fox and Margo Andesanya from NIDR; Drs. Andrea Mastrangeli and Ronald Crystal, both formerly from NHLBI and now with Cornell University Medical College; and Dr. Frank Oppenheim of Boston University. The initial study was released in the June issue of the *American Journal of Physiology*. The report on histatin was presented at the March 1994 meeting of the International Association for Dental Research, held in Seattle.—Wayne Little □

Cyclists, Volunteers Needed for Fall Bike Tour

Corporate teams are needed for the Fifth Annual Deep Creek Lake Autumn Bike Tour on Oct. 1-2. Recruit your friends at the office! With \$1,200 in pledges, a team of up to six people will stay in their own condo, receive a team photo and be recognized at the event. The tour package also includes several meals and incentive prizes.

Along with cyclists, volunteers are needed to help with checkpoints, registration and sag wagons. This event is fun for all involved and raises money to help the American Lung Association in Maryland in its fight against lung disease. For more information call (410) 560-2120 or 1-800-642-1184 (ask for Trishana Bowden). □



Nancy Bavisotto (third from r) of NIAID presented awards for the ADP/EP coordination committee recently. Among the honorees were (from l) Edward Farley, DRG, who received a certificate of appreciation for his enthusiastic support; achievement awards went to Dr. Frank Hartel (represented here by Dona Lenkin), OIRM, for leadership; David Scheim, NEI, for pioneering the use of client-server database technology; Deane Hill, NIDR, for sustained contributions for more than 10 years; and Robert F. Moore, DRG, for long-term extramural support and for establishing and publicizing DRG information resources.

New Projects Link Health Care, Advanced Computer Technology

Ten projects designed to help physicians practice better medicine by utilizing advanced computing and networking capabilities along the "information superhighway" were announced recently by the National Library of Medicine and the National Coordination Office for High Performance Computing and Communications.

The projects—involving 12 contracts totaling \$26 million—are the first awards in health care to be made under the High Performance Computing and Communications Program. That program is a multiagency effort to focus the nation's energies on developing and applying high performance computers and the appropriate software to help solve society's problems, and to provide the technological foundations for the National Information Infrastructure (or "information superhighway") that will put the vast amount of resulting information at users' fingertips.

The 10 projects will fund health care applications such as:

- Testbed networks to share information resources, computerized patient records, and medical images;
- Telemedicine projects to provide consultation and medical care to patients in rural areas; and
- Advanced computer simulations of human anatomy for training via "virtual surgery."

"The successful outcome of these projects will help to contain health care costs through sharing scarce resources while raising the quality of patient care," said NLM director Dr. Donald Lindberg. "By using telemedicine, doctors and other health care providers can consult with specialists thousands of miles away, continually upgrade their education and skills, and share medical records and x-rays."

HPCC technology to be developed by the projects will not only improve health care delivery, but reduce costs as well, said Lindberg. "Twenty-five cents of every dollar on a hospital bill goes to administrative costs and does not buy any patient care. Better use of information technology and the development of health care applications for the National Information Infrastructure can make important contributions to health care reform. It has been estimated that telecommunications applications such as computerized patient records could reduce health care costs by \$36 billion to \$100 billion each year, while improving quality and increasing access."

The incorporation of high performance computing and communications technologies such as virtual reality will have a profound impact on medical training as well, according to Lindberg. "One of the new projects funded will develop computer simulations of human organs so that students can 'operate' first on a computer screen rather than on patients." □

COMMON GROUND SOUGHT BY NIH, BIG AND NAACP THROUGH CONGRESS (Continued from Page 1)

"The letter includes many of the things we discussed at the last meeting with Congressman Wynn," said Thomas, in a June 9 interview. He said he thinks Varmus's letter is a positive sign and that it represents a critical step to future agreements. "There are some issues that we still need to resolve and we intend to respond with a letter of our own [to Wynn]. Eventually, though, we would like to have a formal memorandum of understanding." A formal memo of understanding would enumerate all terms and conditions, and importantly, would be signed by all three parties, not just NIH.

Rallies Make a Return

One year after the Montgomery County NAACP chapter and the NIH BIG chapter alleged racial discrimination by NIH during a public rally outside Bldg. 1, both groups returned to the lawn in front of the agency's main administration building on May 12 with similar claims. The rally came on the heels of a May 5 NAACP-BIG media briefing held at the National Press Club in downtown Washington, D.C., during which the NAACP called for Varmus to resign as NIH director.

"Brothers and sisters," said Thomas, addressing the crowd of about 75 gathered under cloudy skies on May 12, "I am the African American man and woman who takes care of the animals and cleans out the cages in Bldg. 14B South. I am the African American man and woman in the nutrition section who prepares and delivers the food in the Clinical Center...I am the African American scientist looking for a cure or technique that will advance science to another level. I am all of you. Dr. Varmus, you are now dealing with a new person. No more asking for favors. No more being afraid. No more race discrimination. You are dealing with African American men and women who have courage."

"We want to go beyond cultural diversity...Differences should be not only appreciated, but also respected."—Vincent Thomas

"This is a celebration," added Wims, acknowledging that NIH's BIG chapter is leading the reform effort for employment practices at all federal agencies. "You all should be very proud of your BIG chapter."

NIH's BIG chapter recently won the organization's Distinguished Service Award for the second time in 9 years, something no other chapter of the more than 200 BIG chapters worldwide has accomplished.

Wims also noted that the local NAACP chapter postponed for 60 days its call for Varmus' resignation, based on positive results of a May 11 meeting with Wynn.

Meeting of the Minds

On May 11, Varmus and other senior NIH management officials met on Capitol Hill with members of the NAACP, BIG and Wynn to discuss NIH's progress on several specific issues

since last May, including implementation of a new manual issuance on reprisal and retaliation, and disciplinary action against managers and supervisors who discriminate or use inappropriate workplace behavior.

"Right now," Thomas said, "beyond sexual harassment there are no sanctions against managers who commit other forms of discrimination. All forms of discrimination have not been dealt with. Everybody needs to know what the rules of the game are."

Among additional topics reviewed at the May 11 meeting were development of a tracking and evaluating mechanism to oversee funding to historically Black colleges and universities; inclusion of all positions under the

"I am committed to making the NIH a model institution in regard to fairness in all that we do...I recognize that to do so, we must change the NIH."—Dr. Harold Varmus

Federal Equal Opportunity Recruitment Plan (FEORP) in which minorities are underrepresented; establishment of measurable standards for the EEO critical element for managers and supervisors; and mandatory training for managers and supervisors on EEO issues, racial discrimination and cultural diversity.

"We want to go beyond cultural diversity," Thomas explained. "Differences should be not only appreciated, but also respected."

In addition to Wynn, Varmus, and Thomas, others who attended the 2-hour Hill meeting include Dr. Walter D. Broadnax, HHS deputy secretary; Dr. Ruth Kirschstein, NIH deputy director; Dr. Michael Gottesman, acting NIH deputy director for intramural research; Diane Armstrong, director of NIH's Office of Equal Opportunity; Jalil Mutakabbir, manager of NIH's Black Employment Program; Gary

Simpson, NAACP attorney; and staff members of Reps. William Clay (D-Mo.), chair of the post office committee; Louis Stokes (D-Ohio) of the appropriations committee; Connie Morella (R-Md.) and Steny Hoyer (D-Md.).

Among recent actions by Varmus to address issues such as those listed above is the drafting and signing of NIH's first-ever Manual Issuance on Reprisal and Retaliation. A dense, multipage document, the new manual issuance lays out plainly the definition, responsibility and recourse for dealing with NIH supervisors or managers who try to intimidate or otherwise impede the progress of employees filing complaints against NIH management. Penalties that are spelled out include a 14-day suspension for first-time offenders and a 30-day suspension for second-time offenders. The new NIH policy on reprisals is said to be the

strongest in the federal workforce. The NIH task force on fairness in employment practices, an internal group created last summer to examine campus problems, was instrumental in drafting the document. Institute, center and division directors and executive officers, and OEO officials also were given opportunity to comment on the issuance.

In addition, NIH has increased to 73 the number of EEO counselors who handle employee complaints. About 100 counselors will soon be on staff, Varmus noted in his statement.

Also, NIH overhauled its annual performance appraisal process, requiring that all managers in the Office of the Director be reviewed stringently on their EEO responsibilities by an independent panel. As a result, some

managers were downgraded in their overall job performance.

In a May 5 written statement, Varmus reaffirmed the agency's commitment to campus employment equality: "At my confirmation hearing just 6 months ago, I stated that one of my four major goals would be to promote the careers of women and minority scientists. That same commitment pertains to the entire NIH workforce. That is why I have brought in a highly respected consultant firm to help us make substantive improvements as soon as possible. I wish we could claim greater success at this point, but we are moving in the right direction."

Consultant Submits Report Card

In a report to Varmus dated Apr. 28, 1994, Alexander & Associates (A&A), Inc., a private contractor retained by NIH to review and advise the agency on equal employment opportunity issues, collected data on NIH summer programs, FEORP, and recruitment of both scientists and nonscientists. From information provided by a number of sources, including NIH's Division of Personnel, the consultant firm drew several troubling conclusions.

A&A "found no evidence that participation in summer programs leads to full-time employment at NIH for individuals pursuing non-science careers...no evidence that summer program participation leads to postdoctoral training and eventually to tenure among research scientists," according to the report.

In addition, information provided by the committee on the status of intramural minority scientists concluded that "successful recruitment of minority scientists to NIH via student programs has not led to an increased representation of minorities in the NIH postdoctoral pool above that observed in nationwide pools."

FEORP has not been effective for "achieving workforce inclusiveness" at NIH, A&A

reported. "FEORP has been in existence at NIH for 16 years with no appreciable success," the report said. "The FEORP program has not changed the fact that minorities and women are lumped into less desirable positions, while white men retain positions which offer higher salaries and higher prestige. Black men, for example, hold 25 percent of the microbiologist technician positions, but only 3 percent of the microbiologist positions."

On recruitment and tenure of underrepresented minorities, NIH also fell short of its goals, according to A&A. "Tenured scientists at NIH are viewed by many to be individuals who have reached the peak of their profession," the report stated. "It reflects poorly on the National Institutes of Health that the opportunity to reach this peak is more available to some researchers than it is to other researchers...As the rank of the position rises, the proportion of underrepresented minorities and women falls. Opportunities for leadership positions within this elite and prestigious group of tenured scientists is even less inclusive."

The May 5 statement by the agency acknowledged that NIH has not traveled as far as it needs to on minority employment issues, but indicated the positive steps NIH has taken—increasing EEO counselor staff, new performance review policies for managers, reduction of backlogged EEO complaints, and institution of a strong new reprisal policy—are in the right direction. In addition, of all promotions at NIH in the last year, 33 percent were minorities (27 percent were African Americans).

"These promotions are mostly at the lower grade levels," according to the statement, "but we are working toward similar changes at higher grade levels."

"Although we have a long way to go in improving our overall employment profile for minorities," it concluded, "we have made progress."

With the recent letter to Congressman Wynn, Varmus seems to have restored the hope of both BIG and NAACP officials that further negotiations will put all sides on one accord. With the stroke of a pen, NIH has taken another step forward. □

1944 PHS Act Commemorated

The 50th anniversary of the 1944 PHS Act will be commemorated in a special program on Tuesday, July 12, from 3:30 to 5 p.m. in the Great Hall, Humphrey Bldg. in downtown Washington, D.C. HHS secretary Dr. Donna Shalala will give opening remarks.

Also scheduled to speak are: Lynn P. Snyder, PHS staff historian, who will discuss the "Passage and Significance of the 1944 PHS Act"; Dr. Daniel M. Fox, president of the Milbank Memorial Fund, who will present "PHS and the Nation's Health Care in the Post-World War II Era"; and Dr. Philip R. Lee, assistant secretary for health, who will talk on "PHS and Health Care Reform Today." A reception follows the program.

BULLETIN BOARD SYSTEM EXTENDS NIH OUTREACH EFFORTS (Continued from Page 1)

grandfather wrote that he didn't think the boy's parents were trying to learn as much as they could about the disorder. So he [the grandfather] was researching on his own. Exactly what was the latest information available from the National Institutes of Health and what could the BBS provide in the way of information and referrals? the man asked, addressing a somewhat personal note to Rodrigues. The man's note was typical of the type of callers NIH is hoping to reach.

In response to such requests, Rodrigues can draw upon a wealth of health information developed by the ICDs for the public. By mail, the grandfather may get his information in maybe a week's time, but by downloading files from the BBS, he has the material in a matter of minutes—the time it takes to download the average document on the system.

In addition, Rodrigues can refer him to other online information sources that deal with autism, to ICD information offices where technical information can be sent to him, or even to phone numbers where he can speak directly to persons familiar with NIH research on the topic. Just like that, the distance between question and answer is diminished, and any grandfather (or grandmother, for that matter) unfamiliar with the work of NIH knows a little more about it.

One of many online services offered by NIH, the OC system began as a side project for computer enthusiast Rodrigues, whose usual work is in the NIH Historical Office and Museum. The first step to designing the bulletin board was to choose a software package from the 60 or so available on the market. After careful deliberation, Rodrigues opted for Wildcat! bulletin board software, a widely used, fairly simple application that allows optimal customization and variety.

"I wanted a system that was in the mainstream of what BBS users expect," he said. "Setting up the system was challenging, but what is far more difficult is continuing to keep the information base timely, and expanding it. No matter how much information you put into the system, people keep asking for more."

Currently packed with more than 350 files, the bulletin board provides the average user with NIH calendars, press releases, clinical alerts, lists of available publications, news and feature articles, pamphlets and brochures, and, of course, NIH historical data. Rodrigues loads between 10 and 20 new documents per week onto the bulletin board. The system runs

independently around the clock; Rodrigues checks in several times daily (and sometimes at night from his home computer) for individual messages and comments left by users. The total number of calls in the 8 months the system has been in operation is about 2,500. Although 60 percent of users are local, calls have been received from 47 states and 6 foreign countries. In April, Rodrigues added a second toll-free phone line. The bulletin board can now support 50,000 calls a year.

One thing OC's bulletin board will not offer, however, is open conferencing among callers, Rodrigues noted. Some callers have expressed an interest in being able to share medical information and resources they have obtained from places outside NIH. Allowing that would

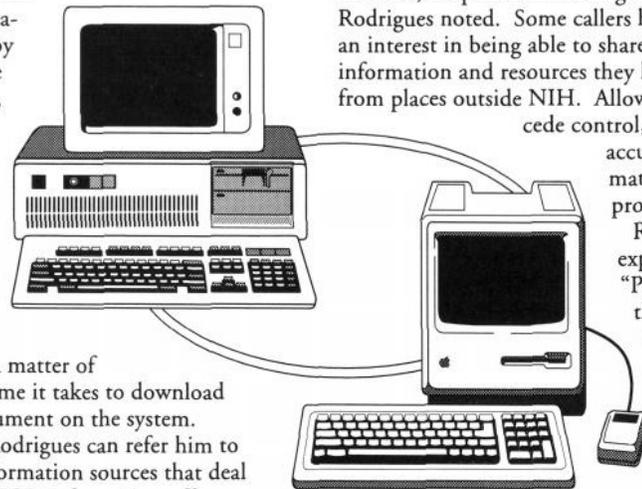
cede control, and therefore accuracy, of the material OC provides, Rodrigues explained. "People could then, for instance, download information from another caller and say, 'I got

this from NIH's bulletin board, so it must be reliable.'" Rodrigues would have no way of confirming the accuracy of the renegade material.

In his second-floor office in a corner, Rodrigues' computer emits the familiar, scratchy sound of modems communicating: Someone, this time from Atlanta, is logging onto the bulletin board. A first-time caller, the new user is scrolling through a series of menus and options, en route perhaps to an NIH pamphlet or press release. As Rodrigues watches the various color menus flash by, he wonders aloud about the next dimensions of gathering health information with computers.

"Because there are different communities of users, using different online resources, we should be creating a body of useful information that can be accessed on other online systems beyond this bulletin board," he said. Watching Rodrigues on the machine, one can almost see the distance between people shrink—Atlanta may as well be Rockville.

To try the bulletin board, you need a computer, a modem, and communications software. At NIH, call 0-5144; the local number is (301) 480-5144. Out of state callers should use 1-800-644-2271. The communications settings are: 8-data bits, 1 stop bit, and no parity. The board also can be accessed via Internet by going through Fedworld, telnet or ftp to fedworld.gov. □



1994 PHS Honor Awards To Be Given to NIH'ers

The PHS Honor Awards Ceremony will be held on June 23. Dr. Harold Varmus, NIH director, will join the assistant secretary for health in presenting awards to the following recipients:

PHS Superior Service Award

Patricia L. Abell
Director, Office of Management Assessment
Office of the Director

"For exceptional leadership, creativity, competence, and energy in performance management reviews and special initiatives which have contributed significantly to improving NIH operations."

Dr. Janice Y. Chou
Head, Section on Cellular Differentiation
Human Genetics Branch
National Institute of Child Health and Human Development

"For identifying the genes responsible for several human biochemical diseases, including the gene for glucose-6-phosphatase, whose deficiency results in type I glycogen storage disease."

Dr. Robert Desimone
Chief, Section on Behavioral Neurophysiology
National Institute of Mental Health
"For pioneering basic research on brain systems impaired in mental disease, and for dedicated efforts to ensure the welfare of animals used in PHS-supported biomedical research."

Dr. Monique Dubois-Dalq
Chief, Laboratory of Viral and Molecular Pathogenesis
National Institute of Neurological Disorders and Stroke
"For outstanding research on cell and molecular biology of myelination and remyelination and designing new approaches to study infection of human nerve cells with retroviruses."

Yvonne H. du Buy
Executive Officer
National Institute of Dental Research
"In recognition of exemplary leadership and creativity in managing the administrative activities of the National Institute of Dental Research."

Dr. Florence P. Haseltine
Director, Center for Population Research
National Institute of Child Health and Human Development
"For dedicated and creative leadership in design and implementation of population research programs and new initiatives for research on women's health."

Dr. Hortencia M. Hornbeak
Director, Scientific Review Program
Division of Extramural Activities
National Institute of Allergy and Infectious Diseases
"For outstanding leadership, initiative and creativity in establishing innovative new personnel programs to improve recruitment, retention and career opportunities for underrepresented minorities within the NIAID."

Dr. James P. Kiley
Chief, Airways Diseases Branch
Division of Lung Diseases
National Heart, Lung, and Blood Institute
"For outstanding contributions in the development of a program on Cardiopulmonary Disorders of Sleep within the National Heart, Lung, and Blood Institute, NIH."

Jean C. Malcolm
Chief, Project Control
Division of Research Grants
"For sustained outstanding performance in managing the workload and resources of Project Control to ensure that all PHS grant applications are processed in a timely manner."

Dr. John J. McGowan
Director, Division of Extramural Activities
National Institute of Allergy and Infectious Diseases
"For extraordinary contributions to AIDS research, to building collaborative research programs, and to management of NIAID scientific programs."

Emily Mitchell
Chief, Data Management and Control Section
Information Systems Branch
Division of Research Grants
"For superior performance in assuring the integrity and responsiveness of the extramural reporting system for the National Institutes of Health and the Public Health Service."

Dr. Franklin Alan Sher
Head, Immunology and Cell Biology Section
National Institute of Allergy and Infectious Diseases
"For elucidation of the role of cytokines in control of cell mediated immunity in parasitic infections."

Dr. Esther M. Sternberg
Chief, Unit on Neuroendocrine Immunology and Behavior
National Institute of Mental Health
"For identifying the pathogenesis of the L-tryptophan eosinophilia myalgia syndrome and elucidating a critical role for the central nervous system in conferring susceptibility to inflammatory disease."

Carol L. Tipperly
Grants Management Officer
Office of Program Activities
Office of the Director
National Institute of General Medical Sciences
"For invaluable contributions to enhance effectiveness and productivity in the administration, formulation, and execution of PHS and NIH grants management policy."

Jorge R. Urrutia
Director, Division of Engineering Services
Office of Research Services
"For decisive and exemplary leadership, visionary approaches, technical expertise, and comprehensive strategies that substantially contributed to the mission of the ORS, NIH and PHS."

Dr. Sten H. Vermund
Branch Chief, Vaccine Trials and Epidemiology Branch
National Institute of Allergy and Infectious Diseases
"For outstanding leadership in developing internationally recognized HIV/AIDS epidemiology research programs and preparation for HIV vaccine efficacy trials."

Diane S. Wax
Chief, Policy Analysis and Legislation Branch
National Institute of Allergy and Infectious Diseases
"For outstanding leadership, initiative and creativity in the fields of policy analysis, program planning and evaluation, and legislation."

PHS Special Recognition

Dr. Carolyn A. Bondy
Senior Investigator
Developmental Endocrinology Branch
National Institute of Child Health and Human Development
"For pioneering research on insulin-like growth factor functions, leading to a comprehensive and definitive anatomical map of the IGF system at the cellular level."

Dr. Christine K. Carrico
Former Director
Pharmacology and Biorelated Chemistry Program Branch
National Institute of General Medical Sciences
"For exemplary service, scientific knowledge, and noteworthy leadership skills displayed through participation in activities sponsored by the Institute of Medicine's Forum on Drug Development."

Susan L. David
Chief, Community and Professional Education Branch
Avraham Forman
Deputy Chief, Community and Professional Education Branch
National Institute on Drug Abuse
"For creativity, innovation, and effectiveness in conceptualizing, implementing, and launching the public affairs campaign, 'Get High, Get Stupid, Get AIDS.'"

Carol A. Feld
Director, Office of Program Planning and Evaluation
National Institute of Diabetes and Digestive and Kidney Diseases
"For sustained exceptional achievement in providing insightful policy analyses and recommendations regarding issues of importance to the NIDDK, NIH, and the PHS."

Dr. Milton J. Hernandez
Director, Office of Science Training and Manpower Development
Division of Extramural Activities
National Institute of Allergy and Infectious Diseases
"For outstanding contributions in training and minority affairs."

Arthur L. Hughes
Mathematical Statistician
National Institute on Drug Abuse

"For exceptional contributions to the Drug Abuse Warning Network by providing innovative statistical leadership in transforming the system into a nationally representative data set."

Dr. Warren J. Leonard
Chief, Section on Pulmonary and Molecular Immunology

National Heart, Lung, and Blood Institute
"For outstanding contributions elucidating the T-cell activation process, including discovery of the genetic defect in X-linked severe combined immunodeficiency in humans."

Dr. Stephan E. Mergenhagen
Chief, Laboratory of Immunology
National Institute of Dental Research
"For superb service as acting scientific director, National Institute of Dental Research."

Dr. Mary Ellen Michel
Health Scientist Administrator
National Institute of Neurological Disorders and Stroke
"For creativity in the establishment of Head and Spinal Cord Injury Centers in response to Congressional mandates."

Dr. George Niederehe
Head, Geriatric Treatment Research Program
National Institute of Mental Health
"For outstanding creativity and leadership in the Advisory Panel on Alzheimer's Disease."

NIMH Research Workgroup on Insurance Coverage for the Severely Ill
Division of Epidemiology and Services Research
Division of Clinical and Treatment Research
National Institute of Mental Health

Dr. Darrel A. Regier Director	Dr. Grayson Norquist Deputy Director
Dr. Cille Kennedy Research Psychologist	Dr. Bernard S. Arons Associate Director
Dr. William E. Narrow Research Psychiatrist	Donald S. Rae Health Statistician
Michael B. Feil Health Statistician	Dr. Kimberly E. Hoagwood Research Psychologist
Dr. Agnes Rupp Economist	Dr. Alyson M. Muff Health Statistician
Dr. Samuel J. Keith Director	Susan M. Matthews Social Science Analyst
Dr. Robert F. Prien Research Psychologist	Dr. Matthew V. Rudorfer Medical Officer
Anne H. Rosenfeld Public Affairs Specialist	Gemma Weiblinger Program Analyst-Legislation

"For outstanding collaboration in developing the 1993 National Advisory Mental Health Council Report to the Senate Appropriations Committee on behalf of Americans with severe mental illnesses."

Series of Congressional Science Seminars Group
Office of Legislative Policy and Analysis
Division of Legislative Liaison and Analysis
Office of the Director
Rosalind M. Gray, Program Analyst
Christina A. Blakeslee, Program Analyst
"For exceptional skill and creativity in developing and implementing a highly successful PHS/NIH educational Outreach Program on Biomedical Research for the United States Congress."

Sheila Ninomiya Pohl
Assistant to the Director
National Heart, Lung, and Blood Institute
"For exceptional commitment and contributions to the effective and efficient management of the operations of the National Heart, Lung, and Blood Institute, NIH."

Referral and Review Branch Management Team
Referral and Review Branch
Division of Research Grants

Supervisory Health Scientist Administrators:
Dr. Raymond E. Bahor
Dr. Donna J. Dean
Dr. Asher A. Hyatt
Dr. Bruce A. Maurer
Dr. Samuel C. Rawlings
Dr. Nathan Watzman
Dr. Faye J. Calhoun
Dr. Anthony E. Demsey
Dr. Jeanne N. Ketley
Dr. Elliot Postow
Dr. Patricia Ann Straat

"For creative and comprehensive oversight, guidance, and direction in the conduct of the NIH peer review system for investigator-initiated research grant applications."

Elizabeth H. Singer
Director, Office of Health Research Reports
National Institute of Diabetes and Digestive and Kidney Diseases
"In recognition of consistently superior contributions to and unique handling of crises communications that far exceed normal expectations."

Dr. Kenneth Spring
Chief, Transport Physiology Section
National Heart, Lung, and Blood Institute
"For outstanding contribution in devising instrumentation for quantitative light microscopy and video imaging and experimental approaches for the study of epithelial cell volume and transport."

Dr. Alasdair C. Steven
Chief, Laboratory of Structural Biology Research
National Institute of Arthritis and Musculoskeletal and Skin Diseases
"For recognition of leadership in advancing structural biology within the NIAMS and NIH Intramural Research Program."

Dr. Liliane J. Striker
Chief, Renal Cell Biology Section
National Institute of Diabetes and Digestive and Kidney Diseases
"For developing the first quantitative molecular biologic approach to the study of progressive kidney disease, including its genetic basis and response to therapy."

Raymond F. Tam
Office Automation Clerk
Mood, Anxiety, and Personality Disorders Research Branch
Division of Clinical and Treatment Research
National Institute of Mental Health
"For outstanding support work as a branch secretary, and accomplishing multiple support tasks which permitted the branch to function during a crisis period."

Renetta J. Turner
Grants Technical Assistant
Biological Sciences Review Section
Referral and Review Branch
Division of Research Grants
"For outstanding contributions in coordinating the support staff involved in the review of the 'Bridges to the Future' program."

Vaccine Efficacy Trial Group
National Institute of Allergy and Infectious Diseases

Dr. Rodney Hoff	Dr. Mary Clare Walker
Dr. James A. Bradac	Amy R. Sheon
Janice R. Cordell	Dr. Wasima N. Rida
Sarah F. Dunbar	Toni A. Kuhn
Jacqueline C. Holden	

"For exceptional group achievement in developing programs to initiate HIV vaccine efficacy clinical trials."

PHS Special Recognition (for Productivity)

Barbara J. Filmore
Medical Technician
Office of the Clinical Director
Division of Intramural Research
National Institute of Child Health and Human Development
"For special contributions to clinical research as head of the processing laboratory for human samples at the National Institute of Child Health and Human Development."

Production Section, Printing and Reproduction Branch
Division of Support Services
Office of Research Services

Nathaniel Baker	James Jordan
Timothy Beckwith	Tony Lee
George Bennett, Jr.	Arlene Marable
James Carter	Marion McCalister
James Chandler	Romero Parrish
Claude Clark, Jr.	David Pratt
James Creek	Eugene Thompson
Erwin Dubose	Lanier Thompson
Randolph Evans	Terry Thurman
Dorothy Fentry	Mondell Toles
Lewis Gardner	Roberto Villagra
James Farar	James Webb
Benjamin Jenkins	George White

"For outstanding productivity, sustained high quality, and creative management of the printing program for research grant applications at the National Institutes of Health."

PHS AWARDS

(Continued from Page 7)

Assistant Secretary for Health's Special Citation

Sandra Diana Chang
Secretary

National Institute of Allergy and Infectious Diseases

"For service to PHS by developing an outstanding administrative infrastructure that has strengthened and accelerated the research activities of the Laboratory of Infectious Diseases."

Liza Maghlabian
Secretary, Clinical Trials Branch
Medications Development Division
National Institute on Drug Abuse

"For recognition of outstanding contributions in developing and maintaining a computerized system to track buprenorphine clinical trial data while simultaneously maintaining other responsibilities."

Ruby J. Ross
Supervisory Grants Management Assistant
(Office Automation)
Office of Program Activities
Office of the Director

National Institute of General Medical Sciences
"For outstanding performance and distinguished leadership in providing exemplary technical support for grants management operations at the NIGMS."

Alberta H. Sandel
Secretary
Office of Research on Women's Health
Office of the Director

"For outstanding and dedicated service to women's health through the establishment and continued excellence of the Office of Research on Women's Health."

Dennis H. Shannon
Supervisory Grants Technical Assistant
Division of Extramural Affairs
National Heart, Lung, and Blood Institute
"For unquestionable excellence brought to the National Heart, Lung, and Blood Institute in the area of review processing."

PHS Equal Opportunity Achievement Award

Hilda Dixon
Equal Employment Opportunity Officer
Office of the Director

"For dedication to fostering equal opportunity at the National Institutes of Health and for your performance on the OD EEO advisory committee."

Outstanding PHS Employee with a Disability

Emily R. Dickenson
Administrative Technician
Division of Engineering Services
Office of Research Services

"For outstanding and resourceful efforts in providing administrative services to the Division of Engineering Services, National Institutes of Health."

Donald L. Hawkins
Computer Specialist (Systems Programmer)
National Institute of Arthritis and Musculoskeletal and Skin Diseases

"For outstanding performance in developing comprehensive computer systems for the National Institute of Arthritis and Musculoskeletal and Skin Diseases."

Stephen D. Hosmer
File Clerk
National Institute of Allergy and Infectious Diseases

"For demonstrating outstanding ability to continually assume new and additional responsibilities in the NIAID Grants Management Branch in spite of a disability."

Fernando L. Leon, Jr.
Mail Clerk, Mail Operations Section
Mail Services Branch
Division of Support Services
Office of Research Services

"For exceptional efforts and sustained dedication to duty while providing outstanding mail services to the National Institutes of Health."

Thelma E. Ricks
Computer Specialist
Systems Analysis Branch
Office of Administrative Management
Office of Research Services

"For overcoming adversity and providing innovative approaches to computer system development for the Systems Analysis Branch of the Office of Research Services at the NIH."

PHS Volunteer Award

Dr. Joye F. Jones
Health Scientist Administrator (Biological Sciences)
Office of Program Activities
Office of the Director
National Institute of General Medical Sciences

"For voluntary, humanitarian contributions in establishing a community AIDS outreach program emphasizing AIDS education and support services."

Jennifer Key-Russell
Supervisory Personnel Assistant
Rockville Unit

Personnel Management Branch
National Cancer Institute
"For devoted volunteer service to the church and the Washington, D.C. community."

George M. Ray
Supervisory Mechanical Engineer
Program Management Office
Division of Engineering Services
Office of Research Services

"For recognition of outstanding contributions through counseling and community service to individuals both at the National Institutes of Health and within the community."

Leah Jo Reusche
Supervisory Personnel Management Specialist
Personnel Management Branch, OAM
Office of Research Services

"For devoting significant personal time and resources to the Children's Inn and the local community."

Nancy L. Saltzman
Personnel Officer
Personnel Management Branch
Office of Administrative Management
Office of Research Services

"For contribution of personal energy, time, and talents in the outstanding performance of volunteer services on behalf of the community."

PHS Nurse of the Year Award

Deborah G. Katz
Nurse Consultant
National Institute of Allergy and Infectious Diseases

"For exceptional leadership and commitment in establishing and managing a nationwide program to provide persons with HIV infection access to experimental therapies."

Distinguished Service Medal

Health Services Director Robert Battjes
Deputy Director, Division of Clinical Research
National Institute on Drug Abuse

"For a career dedicated to clinical research on drug abuse."

Assistant Surgeon General Bruce Chabner
Director, Division of Cancer Treatment
National Cancer Institute

"For exceptional leadership in the expeditious development of paclitaxel (Taxol), an anti-cancer drug with important and significant activity in patients with ovarian and breast cancers."

Assistant Surgeon General Murray Goldstein
Director (retired)
National Institute of Neurological Disorders and Stroke

"For exceptional service displaying unique scientific and managerial skills in directing multidisciplinary research programs as Director of the National Institute of Neurological Disorders and Stroke."

Scientist Director James C. Hill
Deputy Director
National Institute of Allergy and Infectious Diseases

"For career service at the National Institute of Allergy and Infectious Diseases."

Medical Director Henry C. Lane
Clinical Director
National Institute of Allergy and Infectious Diseases

"For innovative research in the field of AIDS leadership at the National Institute of Allergy and Infectious Diseases."

Karate Classes at Navy

Classes for adults and children in karate and self-defense are offered at the Bethesda Naval Hospital's gym (Bldg. 23). Courses are Tuesday and Thursday evenings for adults—beginners from 6 to 7 and advanced students from 7 to 8. Children ages 4-10 practice Wednesday evenings from 6 to 7. Cost is \$49 monthly, pay as you go. Free uniforms are available for those who sign up for 4 months. Private sessions are available. Call Peter Polander of Ryukyu Kempo Karate, (301) 942-9090. □

ANDROGENS

(Continued from Page 1)

most often on the back of the neck and under the arms. The clinical spectrum of disease symptoms, however, varies greatly; one woman may have several of these symptoms while another may have only a mild form of one or two of them, such as acne and/or hirsutism.

To address the effects of excess androgen production on women's health, NICHD recently held a landmark meeting—the first at which specialists from multiple disciplines met to discuss this disorder. Gynecologists, reproductive and pediatric endocrinologists, dermatologists, and general practitioners were among those presenting research findings and treatment guidelines at the conference.

Androgenic disorders are the most common endocrine abnormalities in women. They affect an estimated 5 to 10 percent of women, but, because they are so often overlooked, their exact prevalence is unknown. The masculinizing (virilizing) symptoms of hyperandrogenism are due to excess androgen production and may be the result of any of several disorders. These include polycystic ovarian syndrome (PCOS, also known as Stein-Leventhal syndrome), Cushing's syndrome, congenital adrenal hyperplasia, adrenal or ovarian tumors, and hyper- and hypothyroidism. In some cases, however, the cause of moderately high androgen levels is unknown.

Androgenic disorders are diagnosed through laboratory blood tests that measure androgen levels, including total and free testosterone, androstenedione and dehydroepiandrosterone.

What often compels a woman to seek help for an androgenic disorder are the visible signs of virilization such as hirsutism, which can be extremely distressing to most women. Approximately one-third of reproductive-age women have some hair growth above the upper lip, but less than 10 percent have hair growth on the chin or the cheeks. After menopause, however, hirsutism becomes much more prevalent with about 75 percent of women having "excessive facial hair," according to surveys cited by one of the conference's organizers, Dr. Robert Wild, professor of obstetrics and gynecology at the University of Oklahoma Health Sciences Center.

Although some degree of hirsutism may be biologically normal, it is often socially unacceptable, especially in a culture that values quite distinct concepts of femininity and masculinity. Because gender identity is such an integral part of self-concept, the appearance of facial and body hair may be devastating to a woman's self-esteem. For this reason, a good part of treatment for hyperandrogenism is aimed at improving self-concept by reducing the visible symptoms of excessive androgen production.

Local treatment aimed at disguising or removing the undesirable hair includes plucking, bleaching, depilation, waxing, shaving, and electrolysis. Shaving is the most effective temporary method, according to many experts, but is unacceptable to many women because of its masculine connotation. Elec-

trolysis—the only permanent method of hair removal—kills the individual hair follicle. But it is a tedious and painful process that requires a highly skilled, qualified operator. Surprisingly, some electrologists still do not use disposable needles, so women seeking this treatment should carefully check qualifications and hygienic practices before choosing an electrologist.

Likewise, there are topical therapies for acne and androgenic alopecia. For acne, these include treatment with benzoyl peroxide or antibiotics. Treatment for androgenic alopecia includes minoxidil therapy, and dark hair spray or a hair piece to cover the areas of thinning hair.

While these topical therapies have a place in any treatment protocol for androgenic disorders, they do not address the underlying cause of the disorder. Furthermore, many women are not happy with the results. For hirsutism and acne, several systemic therapies are available that have varying degrees of effectiveness.

One relatively simple systemic treatment is with oral contraceptives (OCs). According to Dr. Ronald Burkman Jr., of the department of ob/gyn at Henry Ford Hospital in Detroit, most women with hirsutism show improvement when treated with OCs, which seem to reduce the rate of new hair growth. OC therapy, however, is not a quick-fix treatment, Burkman emphasized; to see noticeable improvement, long-term treatment lasting several months is necessary. And, in some women, even long-term treatment produces only a slight improvement in hirsutism.

Some patients may benefit from a combined treatment with OCs and antiandrogens, which are compounds that act to block the action of androgens. Because some of these agents have been found to cause birth defects, however, it is critical that they be combined with effective contraception. For acne, other systemic treatments in addition to OCs include

antibiotics and vitamin A analogs such as Accutane. While acne invariably improves with both of these treatments, neither one has an effect on the excess androgen production that resulted in the acne.

Although the outward signs of excess androgens may be what alerts a physician to an underlying problem, the invisible effects of hyperandrogenism may be more serious. Certain subsets of hyperandrogenic women (e.g., women with PCOS) may be at greater risk of diabetes, hypertension, cardiovascular problems such as atherosclerosis (a condition in which plaques form in the arteries), and early development of endometrial cancer.

There is also some evidence that upper-body obesity and increased testosterone secretion by the ovaries may be associated with an increased risk of breast cancer, both before and after menopause. In the past, a woman seeking help for hyperandrogenism was often treated only for certain aspects of the disorder, rather than for all of the symptoms related to excess androgen. For example, explained Dr. Geoffrey Redmond, president of the Foundation for Developmental Endocrinology, Inc., the gynecologist treating a hyperandrogenic woman may treat her for abnormal bleeding or infertility; the medical endocrinologist may treat the same patient for hirsutism; and the dermatologist may address the patient's acne. Only recently have physicians recognized the need for coordinated treatment of these disorders between medical specialties.

At the NICHD conference, experts agreed that physicians need to be more aware of the often subtle or disguised signs of these common disorders so that they can offer the necessary screening and treatment to their patients. "Androgen disorders are not simply something affecting appearance," Redmond said, "but are systemic, affecting menstruation, fertility, cardiovascular risk, and how a person feels about herself." □

Artist Perez Exhibits at NLM

An exhibit of 28 oil paintings by the distinguished artist Jose Perez recently opened in the rotunda area of the National Library of Medicine Library, Bldg. 38. The satirical works, to be displayed through July 31, include depictions of such medical specialties as "The Public Health Doctor," "The Dentist," and "The Pediatrician," as well as paintings titled "The Emergency Room" and the centerpiece of the exhibit, "A Day in the Hospital."

Perez has said of his own work: "Satirical painting suits my need as an artist: it gives me the freedom to distort and yet remain in the spectrum of the fine arts...The social comment, in which satirical art expresses its power, is without malice; it merely represents my personal view of the world as I see it, either from an historical point, the present, or the future." For more information on the exhibit, contact NLM, 6-5405.



Artist Jose Perez (l), converses with Dr. Philip Teigen, acting chief of NLM's History of Medicine Division, in front of several of his works now on display through July 31. The painting in the center, "The Surgeon," likens the operating



The NIH Life Sciences Education Connection

It's not every day that you get some straightforward answers to your questions about lending and donating NIH equipment, but believe it or not that's exactly what happened during the last of a series of science education luncheon discussions offered by the Office of Science Education Policy.

Rosemary Cummings, director, Division of Logistics, and two representatives from the Personal Property Branch (PPB) presented a detailed yet succinct overview on both lending and donating laboratory equipment to schools during the May 31 science education luncheon series.

Dave Talley, property utilization officer, PPB, discussed how NIH is recognized as a model program for disposing of equipment. He explained how, instead of taking the typical 180 days, NIH is able to expedite the process of making equipment available to schools into a 5-day period.

Approximately three or four times a year, the General Services Administration (GSA) lets schools across the nation know that government equipment is available for sale at a Greenbelt, Md., warehouse.

When schools get property from their state agency, they pay approximately 5 percent of the original acquisition cost. According to the property management representatives, at this time there is no direct way to donate equipment to schools—everything must go through GSA; however, Daniel Reggina, equipment engineer, PPB, did discuss a way to lend equipment to schools.

Objectives Must Be Met

NIH lends many items annually to domestic universities and colleges in order to facilitate research through collaboration. NIH may lend scientific equipment to schools if several objectives are met, such as the loan is beneficial to the NIH mission and the equipment is not needed in other laboratories within NIH.

Once it is determined that both NIH and the school will benefit by the loan, obtain NIH Form 2489 from your administrative office or property management representative and begin obtaining the proper signatures.

"It's not impossible to get equipment to the schools," Cummings stated, "but we are working to make the process even less cumbersome."

For more information on lending equipment to schools, contact the PPB, 6-6466.

If anyone has any suggestions for topics that should be addressed during the next "Science Education Luncheon Connection" series, contact the Office of Science Education Policy, 2-2469. □

Kohn Named Dental Clinic Chief

Dr. William G. Kohn has been named chief, patient care and clinical studies section and deputy clinical director at NIDR. He succeeds Dr. Albert Guckes, who retired recently.

A diplomate of the American Board of Oral Medicine, Kohn has served in a wide range of clinical and administrative capacities both for NIDR and other public health organizations.

Since 1992, he has been a special assistant for science transfer in NIDR's Office of Planning, Evaluation and Communications, coordinating the development of policies on issues important to public health dentistry. Additionally, he was deputy director of NIDR's Clinical



Dr. William G. Kohn

Staff Fellowship Program in Oral Medicine, a program he joined in 1989 as a staff fellow.

Now a commander in the Commissioned Corps, Kohn began his PHS career in 1983 after serving in the U.S. Navy and in private practice.

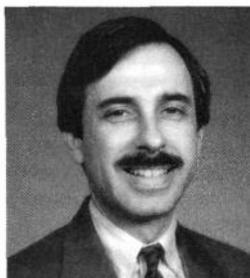
Immediately prior to joining NIDR, he was with the Indian Health Service as the interior Alaska dental services director in Fairbanks. He and his colleagues flew to remote villages in the interior part of the state to deliver dental care to the Alaskan Native population. For his efforts during this period, he was awarded the IHS Group Citation, the PHS Hazardous Duty Ribbon, and the PHS Commendation Medal.

Kohn completed his undergraduate work at Marquette University and then earned a D.D.S. at the University of Illinois College of Dentistry in his native Chicago. He served his general practice residency at the Oakknoll Naval Regional Medical Center in Oakland. □

NINDS's Rogawski Lauded

Dr. Michael A. Rogawski, chief of the NINDS neuronal excitability section, received the 1993 Epilepsy Award for Outstanding Contributions to the Pharmacology of Antiepileptic Drugs at the recent annual meeting of the Federation of American Societies for Experimental Biology, in Anaheim. Rogawski was honored for his outstanding contributions and achievements in epilepsy research and the potential they hold for development of new therapies for human epilepsy.

A specialist in ion channel pharmacology, he focuses on the basic mechanisms of action for various classes of antiepileptic drugs. □



Dr. Michael A. Rogawski



Dr. Ava Wu, an NIDR clinical dental staff fellow, recently won the Lester Burket Memorial Award from the American Academy of Oral Medicine (AAOM). She was honored for her abstract on the effect of tumor necrosis factor and interferon on the growth of human salivary gland cells. Wu earned a bachelor's degree in social welfare from the University of California, Berkeley, and a D.D.S. from the University of California, San Francisco, School of Dentistry. She served general practice residencies in Los Angeles and St. Louis before joining NIDR in 1991. The award was presented to her at AAOM's annual meeting held earlier this year in Clearwater, Fla.

NCI's Chris Takimoto Honored

Dr. Chris H.M. Takimoto of the NCI-Navy Oncology Branch was awarded the Clinical Research Career Development Award by the American Society of Clinical Oncology (ASCO) recently in Dallas.

The 35-year-old senior staff fellow was one of four outstanding young investigators given the award in order to continue cancer research in direct patient care. Recipients of this award will receive a grant of \$52,500 annually for 3 years.

Takimoto will be conducting intracellular pharmacodynamic studies of Taxol plus 5-fluorouracil with leucovorin rescue, and of 9-aminocamptothecin in an effort to develop new treatments for breast cancer. Currently, he is conducting phase I clinical trials using these regimens.

Born in Santa Monica, Calif., he graduated from Stanford University in 1979 with a bachelor's degree in chemistry. He earned his M.D. and a Ph.D in pharmacology from Yale University School of Medicine in 1986.

He joined NCI in 1990 with a fellowship in medical oncology and is currently a PHS lieutenant commander. Takimoto is married and has two children.

He and the three other investigators who received the award "are a vital resource to the future of patient care and oncology research," said Dr. Joanne Kurtzberg, chairperson of the ASCO awards selection committee. "ASCO is dedicated to continuing the tradition of recognizing and rewarding talent in the field of cancer research." The ASCO awards program has given more than \$3.1 million since 1984 to individuals pursuing oncology research opportunities. □



TRAINING TIPS

The NIH Training Center, Division of Personnel Management, offers the following hands-on personal computing courses:

Course Titles	Starting Dates
Personal Computing Training	6-6211
Welcome to Macintosh	7/20, 8/22
Advanced Macintosh Techniques	8/16
Intro to WordPerfect (Mac)	8/2
Intro to MS Word (Mac)	8/17
Excel - 4.0 Level 1	7/11
Excel - 4.0 Level 3	8/10
Intro to FilemakerPro	Upon request
Intermediate FilemakerPro	Upon request
Advanced Pagemaker	7/13
Intro to Personal Computing for New Users	8/16
Intro to DOS 6.0	7/15
Advanced Windows 3.1	Upon request
WordPerfect for Windows	7/13, 8/16
Harvard Graphics for Windows	7/25
Excel 4.0 for Windows	7/12
Project for Windows	7/26
Intro to Word Perfect 6.0	7/06
WordPerfect 6.0 - Advanced Topics	7/25
Intro to Harvard Graphics, Rel. 3.0	7/19
Intro to Lotus 1-2-3, Rel. 2.4	7/18
Advanced dBase IV	8/16
Disaster Recovery & Data Security for the PC	7/11
MS:Mail (DOS)	Upon request
MS:Mail (Window)	8/25
MS:Mail (Macintosh)	Upon request
IMPACT System for MSCs	Upon request
IMPACT System for Admin Staff	8/8
IMPACT System for Professional Staff	8/8
IMPACT System: A-TRAIN (TMS)	7/14, 8/17

NICHD's Campbell Retires; Worked in Population Center Since 1968

Arthur A. Campbell recently retired as deputy director of the Center for Population Research (CPR), NICHD. A demographer, he was deputy director of the CPR since its inception in 1968.

Prior to coming to NIH, he conducted and directed research on fertility as chief of the Natality Statistics Branch, National Center for Health Statistics, and developed plans for demographic research in the Division of Vital Statistics at NCHS. Prior to that he carried out research on the population of foreign countries at the Bureau of the Census and did research on United States fertility and family planning at Miami University in Ohio, where he was an associate professor.

Campbell is a past president of the Population Association of America and a fellow of the American Statistical Association. He served as an advisor on fertility surveys and related research to the World Health Organization, the U.N. Economic Commission for Europe, and the Yugoslav Demographic Research Center.



Arthur A. Campbell

He performed his graduate work in demography at Columbia University. He is widely published on the subject of demography, particularly fertility. Among his most recent works is the

Manual of Fertility Analysis, a textbook for health statisticians published by WHO. He also assisted in development of the questionnaire schedule for the 1998 cycle of the National Survey of Family Growth, which is conducted by NCHS and partially supported by NICHD.

Campbell is a recipient of the NIH Director's Award.

NINDS' Novera Spector Honored by Romania, Ends NIH Career

Dr. Novera Herbert Spector of the Division of Fundamental Neurosciences, NINDS, has recently been elected as an honorary foreign member of the Romanian Academy of Medical Sciences.

He was nominated by Prof. Ian Baciu, emeritus director of the Physiology Institute of Romania in Cluj-Napoca. In recent years, Spector has been awarded many honors from foreign countries as well as from NIH for scientific leadership and especially for his research on "NIM"—neuroimmunomodulation, a term he coined referring to interactions between the nervous and immune systems.

As a health scientist administrator for 18 years at NIH, he initiated programs in support of research in local neuronal actions and NIM, both of which were considered risky and unconventional 15 years ago, but both of which have flourished and become mainstream science today.

Prior to coming to NIH, Spector served, among other appointments, as chief of the department of neurophysiology at the Walter Reed Institute of Research, as program director for neurobiology at the National Science Foundation, and as visiting professor of physiology in Lyons, France.

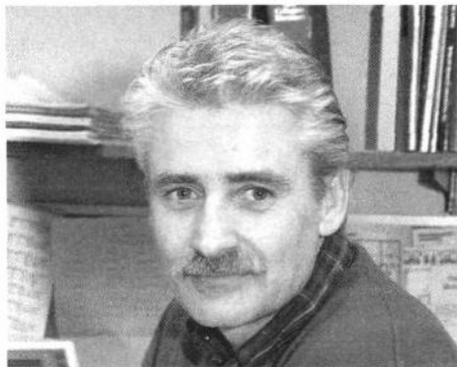
He was elected first president of the International Society for Neuroimmunomodulation, and was the first recipient of its "Metalnikov Gold Medal." In Ancona, Italy, the Institute for Integrative Biomedical Research (of Switzerland and Italy) has just been renamed the Novera Spector Laboratory for Research in Neuroimmunomodulation.

In addition to his duties at NIH, Spector serves as an editor on several journals in physiology and immunology, and as adjunct professor of physiology, biophysics, microbiology, neuroscience and neuroimmuno-

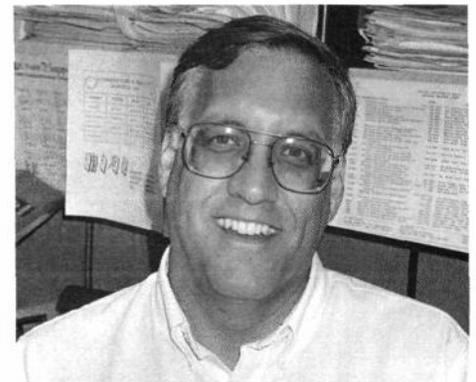
modulation at Georgetown University Medical Center, the University of Alabama in Birmingham, and the Gerontologic Research Institute of Italy.

At age 75, aside from his scientific activities, he is still active as a world-class competitor in sabre fencing.

Spector retired from NIH on May 31. He plans to spend more time on his own research and less on administration. He says that he is "deeply honored to have been elected" to the Romanian Academy, and "it is even a greater honor to have been nominated by Prof. Baciu." □



Dr. Leland Hartwell, a longtime NIGMS grantee and a member of the National Advisory General Medical Sciences Council, recently received a 1994 Commonwealth Award, sponsored by the Bank of Delaware. The honorees, who included Henry Kissinger, CNN's Larry King, Jacques Cousteau, and playwright August Wilson, were called "global voices in their respective fields" by Calvert Morgan, president and CEO of the Bank of Delaware. He added that "their contributions and excellence have educated, informed, and enlightened society. They inspire us all to achieve." Hartwell, a professor of genetics at the University of Washington in Seattle, was honored for his work in yeast genetics and cell division. The honorees received \$25,000 each.



Dan Higgins of NLM, a member of the NIH Toastmasters Club, won the District 36 Toastmaster's international speech contest at the recent spring conference. This is the first time the NIH Toastmasters Club, chartered in 1969, has had a District international winner. He will compete in the regional international speech contest at St. Johns, New Brunswick, against seven other regional winners from the U.S. and Canada. If he wins, he will go on to compete at the International Speech Contest against contestants from all over the world.

Live From Bldg. 10, It's Satellite TV!

The recent installation of fiber optic cable allows NIH researchers and officials to communicate globally via television. NCCR's Medical Arts and Photography Branch (MAPB) now has video capabilities that permit transmission via satellite from the MAPB video studio in Bldg. 10 to anywhere in the world.

The link to communications satellites allows NIH researchers and officials to disseminate important information rapidly. "The primary purpose is to aid the scientific community," says Ken Ryland, chief of MAPB's video unit. "Researchers across the globe can be hooked up to discuss recent advances, and ramifications can be discussed back and forth live.

"We also help save time and money," he adds. "For a researcher to fly to California to deliver a lecture could cost over \$1,000, including round-trip airfare and hotel

accommodations. Our cost for the same lecture would be closer to \$300 or \$400, and the scientist could still present slides or videotapes and interact with the audience."

The first person to try out MAPB's satellite link was Dr. Bruce Chabner, director of NCI's

Division of Cancer Treatment. He recently did a live interview about breast cancer research on the *McNeil/Lehrer News Hour* (see photo).

Since then, Dr. Patrice Desvigne-Nickens of NHLBI has been interviewed on WREG Channel 3, a Memphis television station, about NHLBI's new high blood pressure prevention campaign.

MAPB is having two sets constructed for its video studio: an office set and an interview set with photos in the background. "We'll have photos of the campus, researchers, and other scenes that give the public an idea of where the broadcast is coming from," Ryland says.

He joined MAPB last November after having handled live television for the Republican conference of the U.S. Senate for 8 years and all live television for the Bush-Quayle campaign during the 1990 convention and debates.

For more information about general video

services and out-of-town lectures, call Ryland, 6-4700. For information about scheduling press conferences, satellite media tours, and broadcast interviews, NIH personnel should contact their public information officers.—

Maureen Mylander □



Dr. Bruce Chabner of NCI describes breast cancer research to McNeil/Lehrer News Hour viewers via the new satellite link operated by NCCR's Medical Arts and Photography Branch.

Career Curricula Program Accepting Applications

The NIH Training Center announces the 1994 Career Curricula Program, which will be accepting applications until July 15. The program is designed to provide NIH employees in non-professional job series with opportunities to become competitive in order to pursue professional careers in positions including: grants management, contracts, personnel, public information, and general administration.

To be eligible, you must be in a career or career-conditional appointment at NIH for at least 1 year prior to the closing date of this announcement; be employed in a one-grade interval job series at the GS-5 to GS-8 or federal wage grade equivalent (WG); be a high school graduate or have a GED certificate at the time of application, but not have a bachelor's degree.

Additional information and applications will be available at the following places from 11 a.m. to noon on the days indicated:

Date	Place
June 22	Bldg. 38A, Lister Hill
June 23	Federal Bldg., Rm. 809
June 24	Bldg. 10, Rm. 2C116
June 27	Westwood Bldg., Rm. 428
June 28	Solar Bldg., Rm. 1A11

Applications must be completed and received in the NIH Training Center, Leadership Development Branch, DPM, EPS Bldg., Rm. 100 by 5 p.m., July 15. For more information, contact Edith Pruden or Robin Turley, NIH Training Center, 6-6371. □

NIDA Conference on Neuroscience Planned, June 26-27

The National Institute on Drug Abuse and the National Foundation for Brain Research are the joint sponsors for a 2-day conference drawing researchers from across the nation. "Twenty Years of Neuroscience and Discovery," scheduled for June 26-27 at the Grand Hyatt Washington, will provide a showcase for NIDA's research in the many aspects of neuroscience.

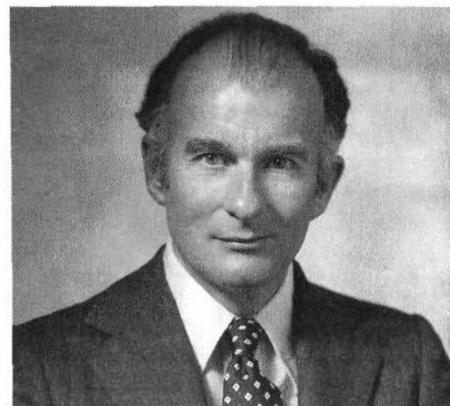
NIDA director Dr. Alan Leshner said, "The distinguished group of speakers invited for this meeting will demonstrate the exciting vitality of current research and direct our view toward future endeavors to combat drug abuse and addiction." Presenters at the conference will concentrate on issues related to drug abuse as a disease of the brain. Agenda topics range from how drugs act in the brain to why some people are more likely than others to become addicted to drugs. To register, contact Mona Brown, 3-6245. □

NIH'ers Asked To Complete Survey Sent to Their Homes

All NIH employees are asked to complete an opinion survey being conducted by the NIH task force on fairness in employment practices within the next 2 weeks. The survey is designed to identify areas within the Equal Employment Opportunity program that may require the attention of management in order to meet NIH's goal of a fully diverse workforce.

The results of the survey will identify whether employees are treated fairly on the job; recommend ways to reduce unfair treatment; determine how employees who file complaints are perceived; and measure employee perceptions of EEO programs, and the EEO complaints processes. Responses to the survey will be analyzed for NIH overall, by ICD, and in combination with demographic data including race, gender and disability.

The survey is being mailed to employees' home addresses. Information obtained in the survey will remain confidential and will only be reported in summary form available to all employees. The timely feedback of the entire NIH community is essential to the success of the survey. All employees are urged to participate in this effort.



Dr. Henry DeF. Webster, chief of the NINDS Laboratory of Experimental Neuropathology, recently received the Peripheral Neuropathy Association (PNA) Scientific Award. He was honored for his pioneering work in peripheral nerve ultrastructure and development. He is the fourth recipient of the award since the association was founded in the early 1980's. The PNA is an international ad hoc association of investigators who study peripheral nerve biology and disease. The award was presented at its biennial meeting in St. Paul on June 16.