

THE NIH RECORD

Still The Second Best Thing About Payday

NIH Kicks Off Quality Of Work Life Week

What makes NIH a good place to work? What can be done to make it better? On May 12, the agency will address these questions publicly when it joins the Department of Health and Human Services to celebrate the Quality of Work Life Week—a week of fun activities designed to inform, involve and honor NIH employees.

“The week will draw unprecedented attention to issues that affect the ability of employees to balance work, family, and personal responsibilities and needs,” said Marvene Horwitz, chairperson of the NIH quality of work life committee. Comprised of a diverse group of NIH employees, the committee planned the week following its work on the NIH Quality of Work Life Strategy — a document published in March

SEE QUALITY OF LIFE, PAGE 2

Come ‘Cerf’ the Net

Web Information Day, May 28

You may think you need the computer skills of a techie to publish information on the World Wide Web, create an intranet, or set up your own Web server. No longer. Thanks to a flood of powerful new technologies that have swept into the market,



Dr. Vinton Cerf, who helped launch the Internet, will speak on Web Info Day.

everyday users now have easy access to a wide range of Web-based applications.

To help NIH staff learn about these tools and other changes in the Web, DCRT is sponsoring Web Information Day on May 28 from 9 a.m. to 4 p.m. in the Natcher Conference Center.

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U.S. Department of Health and Human Services National Institutes of Health

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Getting Down to Business

NIH Administrative Operations Under Review

By Carla Garnett

In an age when government agencies face increased budget scrutiny every year, and taxpayer purse strings are drawn tighter with each round, it was only a matter of time before NIH would have to reassess its fitness for battle. And although the agency has in many ways already reinvented the way it does business and clearly has been among the blessed at budget season, test time has come: NIH is in the middle of a thorough review of its administrative structure and costs and the results will be used by Congress to help decide the agency’s appropriation.

Correspondence from Congress

Congressional concerns go back to fiscal year 1996, and the current effort began with a Nov. 21 letter to NIH director Dr. Harold Varmus from Rep. John Porter (R-Ill.), one of NIH’s staunchest supporters on the House appropriations committee. The letter pointed out that administrative costs for federal agencies were examined extensively during the last congressional

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Art and Life

NICHD’s Fried Survives Struggle With Cancer

By Rich McManus

There are probably more people at NIH who know Art Fried without all of his clothes on than there are who know him fully clad.

Budget officer at NICHD for the past 20 years, he is a ubiquitous noontime—and later—jogger, a perpetual treasurer of NIH’s Health’s Angels Running Club (“my other permanent job”), and virtual poster boy for middle age athleticism. Trim as an 18-year-old rower, easygoing and affable, he’s a campus fixture in any season in jogging shorts and T-shirt: Hey, how come he’s always out there schmoozing with some female running partner while the rest of us are bustling, unaccompanied, to some tedious meeting? What’s this guy’s secret?

Last fall, the Easy Art icon—reliable for decades—vanished suddenly from the scene. The handful of runners who use the locker room in the basement of Bldg. 31 looked dubiously at one another: “Come to think of it, I haven’t seen Art in a while,

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Dr. David Barmes, NIDR special expert for international health, was chosen as the 1997 Percy T. Phillips visiting professor at Columbia University School of Dental and Oral Surgery. The professorship is awarded annually to an outstanding leader in public health and dentistry; Barmes was selected for his contributions to international oral health and his broad perspective on worldwide problems in dentistry. During his visit to Columbia Apr. 9-10, he delivered a lecture on "Global Oral Disease: Now and Tomorrow." He also led two seminars—one on "Global Prevalence and Trends of Common Oral Diseases," and the other on "Cancerum Oris—A Killer Disease."

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in response to an HHS directive. That document detailed what NIH has done and intends to do to implement family-friendly work programs, improve communications with employees, promote diversity management and enhance training opportunities and Internet access for employees.

The week will begin with a teleconference video presentation by HHS Secretary Donna Shalala in Masur Auditorium, Bldg. 10, on Monday, May 12 at 1:30 p.m. Following the video, Dr. Ruth Kirschstein, NIH deputy director, will host an awards ceremony to honor NIH'ers who have instituted successful programs and policies to increase employee morale and productivity. Video links with NIEHS, Hamilton, Mont., and Baltimore facilities will be available for these events. Also on

May 12 from 1 to 4 p.m., an employee information fair will be held in the lobby of the Clinical Center. Representatives of NIH organizations such as the Recreation and Welfare Association, day care committee, lactation support program and security office will distribute information and answer questions. A Web site devoted to quality of work life issues will be unveiled at the fair. Employees will also be able to participate in the Quality of Work Life Suggestion Program—a contest to solicit employees' constructive ideas. The contest entry form will also be available to all employees on the QWL Web site.

Refer to the schedule below for the rest of the week's events and plan to attend. "Employee participation is critical to the week's success and the committee's future direction," Horwitz said. ■

Monday, May 12

- ◆ Kick Off Event, NIH Awards Ceremony and Employee Information Fair
Masur Auditorium, 1-4 p.m.
- ◆ Flexi-place panel presentation
Parklawn Bldg., Time and room location TBA

Tuesday, May 13

- ◆ Job Shift Video with William Bridges
Rockledge II, 9th floor conference center, Natcher, Rm. J & Masur, 1-2 p.m.
- ◆ Information tables for employees
EPS and Solar Bldgs., cafeteria main entrances—
8:30 a.m. - 5 p.m.

Wednesday, May 14

- ◆ HHS Department Awards Ceremony via video
Rockledge II, 9th floor conference center
11 a.m. - 12 p.m.
- ◆ Information table for employees
Gateway Bldg., 3rd Fl. Break Rm.
8:30 a.m. - 5 p.m.
- ◆ Employee Assistance Program Presentation
Parklawn Bldg., Time and room location TBA

Thursday, May 15

- ◆ Video program on Work and Family Issues
Rockledge II, 9th floor conference center and EPN,
Rm. H, 1-1:30 p.m.
- ◆ NIH day care oversight committee brown bag seminar, "The Relationship Between Family Child Care & Child Development: Implications for Family and Policy"
Bldg. 1, Wilson Hall, 11:30 a.m. - 1:30 p.m.
- ◆ Employee Security Presentation
Parklawn Bldg., Time TBA
- ◆ Information Table for Employees
Rockledge I Fitness Center, Rm. 5070
8:30 a.m.- 5 p.m.

Friday, May 16

- ◆ Employee Information Fair
Parklawn Bldg., Time TBA

The committee is seeking more locations for the video presentations. Stay tuned to your email for details.

AALAS Seminar Set, Sept. 10-11

The 24th annual National Capital Area Branch AALAS Seminar will be held at Turf Valley Hotel & Country Club in Ellicott City, Md., on Sept. 10-11. This year's seminar is entitled, "Future Vision: Laboratory Animal Science—The Next Generation." A variety of sessions will be offered, including posters, workshops, and an entertaining look at women's contributions to science, engineering, invention and math. Abstract submission deadline is Aug. 1 with Dr. John Bartholomew, 6-9733, barthoj@dir6.nichd.nih.gov. Room reservations are available at 1-800-666-TURF before Aug. 15. For more information contact seminar chair Dr. James Raber, 2-3909, fax 2-0035. ■

N I H R E C O R D

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Pregnancy Hormone May Help Fight HIV

An animal study at the National Institute of Dental Research has produced intriguing evidence that a pregnancy hormone may protect the developing fetus from the ravages of the human immunodeficiency virus, HIV. The study also points to a potential role for the hormone in fighting HIV-related wasting.

The hormone in question is human chorionic gonadotropin — hCG. Normally produced by the placenta to help maintain pregnancy, hCG is the hormone that produces a positive pregnancy test.

The possible connection between hCG and HIV was studied in a special strain of transgenic mice. The mice had been engineered to contain an incomplete set of HIV genes in the DNA of every cell in



Dr. Swapan De, a member of the NIDR research team, examines the effect of human chorionic gonadotropin in HIV gene expression.

accumulate enough viral protein that they develop skin lesions, wasting syndrome, and die within 3 to 6 weeks.

However, when the mice were treated with hCG, the majority of the animals showed normal weight gain as long as they were receiving the hormone. Furthermore, their cells produced considerably less viral protein than animals not receiving hormone treatment, and skin lesions were dramatically reduced. The study appeared in the Apr. 2 issue of the *Journal of Clinical Investigation*.

The results of this study could have implications in treating human HIV infection, according to Dr. Abner Notkins, who directed the research. "Human chorionic gonadotropin may be another weapon to use against HIV. The hormone may be one of the factors that protects the fetus during pregnancy, and also could have potential for treating HIV-associated wasting syndrome in children and adults." — Wayne Little ■

Cystic Fibrosis Test Should Be Option

An independent consensus panel convened by NIH has recommended that testing for gene mutations that cause cystic fibrosis be offered as an option to all pregnant couples and those planning pregnancy. The panel said that individuals with a family history of the disease and partners of people with cystic fibrosis also should be offered genetic testing. The panel further recommended that insurance cover the procedure in all of these populations.

Because the risk of cystic fibrosis is low in the general population and interest in testing is limited, the panel did not advocate genetic testing for this group. Also, the panel did not endorse genetic testing of newborns for cystic fibrosis because current research does not yet show a benefit.

"As more and more genetic tests for a variety of diseases become available, it is important for both health care providers and patients to understand the limitations and implications of such tests," said panel chair Dr. R. Rodney Howell of the University of Miami School of Medicine. "Our recommendations for cystic fibrosis testing may serve as a guide for the complex testing issues that will undoubtedly arise with other inherited diseases."

More than 25,000 Americans have cystic fibrosis, the most common inherited disorder in people of Northern European descent.

The full consensus statement on genetic testing for cystic fibrosis is available on the NIH Consensus Web site at <http://consensus.nih.gov>. ■

Diet Alone Can Lower Blood Pressure

A diet low in fat and high in vegetables, fruits and low fat dairy foods significantly and quickly lowers blood pressure, according to a nationwide trial supported by NHLBI, NCCR and the Office of Research on Minority Health.

The diet worked especially well for those with high blood pressure, producing reductions similar to those from single-drug therapy. But it also proved effective for those with high normal blood pressure, who are at substantial risk of developing hypertension.

The blood pressure reductions occurred without changes in weight, or alcohol or sodium consumption.

Results from the Dietary Approaches to Stop Hypertension trial appeared in the Apr. 17 *New England Journal of Medicine*.

The other lifestyle recommendations are to maintain a healthy weight, choose foods lower in salt and sodium, drink alcohol in moderation (for those who drink) and be physically active. ■

Blue Cross/ Blue Shield Day

Blue Cross/Blue Shield of the National Capital Area will be on the NIH campus Wednesday, May 14 to assist enrollees who have claims or enrollment problems. A representative will be available from 9 a.m. to 3 p.m. that day in Bldg. 31, Conf. Rm. 8, armed with a laptop computer to access directly the enrollee's records at company headquarters.

No appointment is necessary. Assistance will be provided on a first-come, first-served basis. Blue Cross/Blue Shield comes to the NIH campus one day each month, usually on the second Wednesday of the month.

FRIED'S STRUGGLE, CONTINUED FROM PAGE 1

either." Before long, rumors swirled in from associates. Art's sick. These ripened into diagnoses: He's got cancer. It doesn't look good. He's being treated here.

It turns out that Art did have a secret, one he had known for at least 2 years before sharing it broadly with colleagues last fall, when he was admitted to the Clinical Center for treatment of chronic lymphocytic leukemia that had transformed into lymphoma.

It all began in November 1994 when Fried, a donor not only of whole blood, but also of platelets, granulocytes and other blood products at the NIH Blood Bank for virtually all of his 25-year NIH career, tried to schedule a routine platelet donation. The bank had noticed during his last donation 3 months earlier that his white blood cell count was elevated to around 17,000 instead of the normal range below 10,000. It had been noted on his chart, but no one said anything to him at the time. The Blood Bank referred him to his physician at Kaiser for a CBC—complete blood count.

Doctors at Kaiser measured his white cell count in the range of 20,000, so whatever had been boosting Fried's levels in August was still at work. All evidence pointed toward some form of blood cancer, and soon a diagnosis was made: chronic lymphocytic leukemia, or CLL.

"They told me CLL has stages, and my stage was just a high count of white blood cells," Fried remembers. "I was told that the lucky folks could live with it for a long time. It can be an indolent-type disease. However mine progressed quite a bit faster."

Still feeling hale, Fried took a ski vacation in Idaho in January 1995, then accompanied the NIH Ski Club on a jaunt to France later that winter.

"I kept running, too, and was totally asymptomatic at this point. But I knew I had cancer and that it was in my blood."

Although Fried continued to feel healthy, his blood counts continued to concern his physicians, who checked him every 3 months. "My white counts were rising fast," Fried relates. "Each time, they were clicking up by increments of 10,000 or 20,000. I was not a slow runner," he laughs, edgily. "I was with the 'rabbits.'"

Fried still felt well enough in the winter of 1996 to accompany the NIH Ski Club to Italy, but by then his white counts were in the 100,000 range.

"Only a few people knew" about his condition at this point. "I basically kept it to myself."

He still felt okay last summer, but then the cancer began affecting his red cell counts, whose decline was heralded by a fatigue to which Fried was unaccustomed—suddenly his noontime jogs began wearing him out.

"The only sign was in running. Once my hemoglobin started to slip close to the low end of the normal

range, I could tell that I was dragging a little bit."

Last June, Kaiser physicians who had been following him but not administering any drugs, began therapy with something called 2-CDA, a standard therapy for CLL. Late in August, Fried developed a large growth on his neck. "It happened quite suddenly, on my lymph node. Kaiser surgeons cut it out, and had the tissue referred here for review by Dr. Elaine Jaffe at NCI, who is world-renowned for her pathology expertise. She identified it as lymphoma. So I had CLL and lymphoma, and more aggressive treatment was needed."

At about the same time, Fried noticed an odd skin problem. "It had many doctors stumped. Some diagnosed it as poison ivy. But it was related to the lymphoma," he learned. "It's called Sweet syndrome, it's nasty and it leaves behind extensive scarring of your skin. It's also rare enough that Dr. Maria Turner, an NCI dermatologist, arranged for a picture shoot."

As his health problems grew worse, Fried's circle of consultations at NIH grew wider and soon Dr. Alan Rabson,

NCI deputy director, was offering help. "It's incredible how he latched onto the problem and steered me to the right person at NCI," Fried remembers.

The right person was Dr. Wyndham Wilson, principal investigator on an NCI lymphoma study. He met Fried to review treatment options and for the first time Fried heard dire terms regarding his prognosis. "The situation was very serious," Fried discovered. "When there is a transformation from leukemia to lymphoma—a process known as Richter's transformation—survival prospects are described as 'short.' It was a bad diagnosis. I still have the PDQ (Physicians Data Query, an NCI database for those who treat cancer) article describing it."

Wilson enrolled him in EPOCH II, a study involving six cycles of drug administration followed by interleukin-2. The consent form for the study, running six single-spaced typewritten pages, includes a roster of seven medications, each of which warns against such side effects as hair loss, constipation, diabetes, heart attacks, the prospect of even causing leukemia, and death.

"My nurse practitioner, Jennifer Goldstein, told me that this treatment was like having a bone marrow transplant. That's how intensive it was. But I also realized that this was my chance, this was my shot. Without it I could easily be dead by now."

Though he never felt he received preferential treatment as an NIH'er, Fried says he gained new appreciation for the difficulties encountered by Clinical Center patients who hail from outside the area.

"I realize how hard it is for people who come from



NICHD budget officer Art Fried

NIH Garden Club Meeting

The NIH Garden Club will meet on Wednesday, May 21 from noon to 1 p.m. in Bldg. 31, Conf. Rm. 7. For the first "plant swap," bring in a plant to trade for a plant someone else brings in; label with name and requirements if possible. Other agenda items will include: NIH Garden Club T-shirt sale, garden tours (Interested in ornamental grasses? A group from NIDR is organizing a trip to a special ornamental grass nursery.) and more. Coming soon — the NIH Garden Club Web page on the R&W home page.

far away, who don't have the local support network," he said. Because even the single-page protocols can involve serious complications, Fried is glad that his difficulties—which turned out to be legion, most recently a case of shingles—could be addressed with relative ease. "I live very close by, and I have literally had to come in in the middle of the night with fevers and other problems. What do people do who can rely only on their local community hospital, with its limited resources?"

Each phase of the chemotherapy resulted in severely low white counts, a condition called neutropenia, "which made me susceptible to infection and disease. It resulted in three or four admissions to 12 West, the oncology unit. The nurses there were superb, really caring and supportive. And that was equally true for the outpatient nurses."

During one neutropenic episode, Fried suffered a serious infection at the site of an intravenous line, complete with 105-degree fevers for a time; surgeons had to cut out an infected vein in his wrist.

"Each time I had a problem, teams of specialists—immunologists, surgeons, hematologists and dermatologists—would come in, all working for me," he marveled. "It's like an army of experts right there for you. It was a big advantage just being here in Bethesda, where you can come in for treatment of the complications that will inevitably occur."

Alternately an inpatient and an outpatient as he progressed through the six cycles of EPOCH II, Fried was in the research arm of the study, which included immunotherapy: stem cells from his peripheral blood were harvested before a harsh round of chemotherapy, and stored (Fried jests, "in the GSI cafeteria freezers") only to be returned later to help reconstitute his immune system. Three of the cycles involved inpatient visits as he withstood staggering rounds of anticancer drugs; the other three cycles could be completed outside the hospital and involved portable pouches that infuse medications into the patient's central venous catheter; he also had to inject himself with granulocyte-colony stimulating factor to help rebuild his white cell count. "All along, NCI was very concerned with limiting the side effects, particularly for nausea."

His first trip to the CC for EPOCH treatment last September helped put the 52-year-old Fried's plight in perspective: "I was waiting for them to install a PICC line (a catheter to deposit drugs near his heart) when I saw that girl Becca (Rebecca Lilly, a teenager whose brain cancer treatment has been followed in the *Washington Post* health section for the past year) being prepared for a procedure. She's been fighting a brain tumor for the past 6 years. Now that's tough. I'm lucky. My kids (a daughter, 27, who is in psychology grad school at the University of Virginia, and a son, 25, who helps manage pension funds in Boston) are grown and out of college. You realize how much worse it could be. I'm really thankful."

Always an upbeat, looselimbbed type anyhow, Fried

credits his positive outlook with helping him stare down cancer. The order in which misfortune befell him was also within tolerable limits: "It happened in phases," he explains. "At first it was an elevated white cell count, and I thought, 'So what?' Then came a diagnosis of leukemia. But that could be an 'indolent' variety. Then it was 'Yeah, but yours is more aggressive.' And I said okay, but there's treatment. Each one was an increment that made it easier to handle because it was only an increment. I never had a 'brick wall' diagnosis. So I never had a feeling of depression. I've always had a positive attitude anyway. And I've gotten unbelievable support from my institute, with regard to flexible hours and the support of my colleagues."

"If you have to have a thing like this, this is the best place in the world to be," he declares. "There's not even the shadow of a doubt."

Though he never was off work for more than a few weeks at a time, Fried is now back on the job, coming in late and working late, but walking at noon with a decidedly new bounce in his stride, and offering huge hellos to the people who have missed him. He can't wait to run, but must await the return of his red cell level for such an indulgence.

He is still being closely monitored for return of his cancer, but so far, so good. "It's a matter of keeping watch on it now, and keeping it in abeyance for as long as possible," he says. "I've had to learn to live with the idea it could come back at any time. There's no guarantee."

He is deeply grateful to the donors who have helped him withstand some 40 transfusions in the past 8 months. "I never dreamed I'd go from being a donor to being a person who needed blood," he admits. "I thought I'd be donating forever."

Since being diagnosed with leukemia, Fried has learned that his older brother has it, although in a silent form, and that his uncle died with the indolent version. "They definitely think it's something in the family."

As he looks out on a 70-degree April noonhour burgeoning with new growth, Fried designates it "a 5-mile day. Yeah, definitely, this is a 5-mile day." He had calculated—ever the budget officer—that 6 weeks following his IL-2 therapy, he would be able to resume jogging. But his red cells aren't agreeing with his math, which results in palpable frustration. "Of course the most important thing is how long I can stay cancer-free," he consoles himself, "not how long it will take my red cells to come back."

He thinks back to the outpouring of affection that figured immeasurably in his emergence from this trial: "I got so many cards and emails. On Valentine's Day, I received a monster card with notes from just about everybody on the [Bldg. 31] second floor. One of the HSAs gave me a totem head, a talisman from Asia. All of the good thoughts and positive things—it does make a difference. I like to think that it does. I'm banking on the fact that it does!" he laughs, his face flushing with merry red cells. ■

Seminar on Child Care, Development

The NIH day care oversight board is sponsoring a brown-bag lunchtime seminar on "The Relation Between Family, Child Care and Child Development—Implications for Families and for Policy," on May 15, from 11:30 a.m. to 1:30 p.m. in Bldg. 1, Wilson Hall. Dr. Sarah Friedman, scientific coordinator for NICHD's Study of Early Child Care, will present recent findings from this comprehensive longitudinal study. All NIH employees, and parents of children in NIH day care centers, are invited to attend. Preregistration is not required and the seminar is free. For more information contact Gladys Bohler, 6-9231.

ADMINISTRATIVE OPERATIONS, CONTINUED FROM PAGE 1

session and that wherever possible funds for overhead were minimized. The statement reflected NIH's 1997 fiscal picture: Although NIH's total budget increased 6.9 percent over last year's, administrative costs were held at fiscal year 1996's level, after being reduced by 7.5 percent the previous year. Level funding would likely continue in the next series of negotiations, the letter said. Gearing up for the coming budget discussions, Porter asked Varmus first to launch a comprehensive review of NIH administrative operations, then to develop a long-range spending plan for what is called research management and support (RM&S).

The gist of Porter's communication was this: Don't expect Congress to increase funding for so-called administrative costs in the near future; in fact, plan as though such dollars would be diminished over time. As always, the letter suggested, Porter was committed to fighting for NIH funding, but the stakes were higher now and the agency had to flash not only its talent for research, but also its head for business.

"It's important to keep in mind," explains Tony Itteilg, NIH deputy director for management, "that the study is not focused on reducing administrative costs—we've already done that—but rather an effort to find out whether we need to, and, if so, how we can efficiently enhance the services that we provide in support of science—both intramural and extramural—through our stewardship and management of administrative resources."

Everything 'On the Table'

To coordinate the assessment, Varmus engaged the consulting services of a familiar NIH face—Jack Mahoney, former NIH deputy director for management who left NIH a few years ago to become deputy administrator at the Health Resources and Services Administration and recently retired from federal service. A 15-member inter-ICD advisory team of the agency's senior managers was also assembled, with Varmus issuing a charge at the first meeting: Aside from ICD scientific components, "everything is on the table...be aggressive."

"We need to focus on the foremost needs of NIH as a research institution, and this is our principal duty and task," Itteilg says. "We should view this study as an opportunity to make, where warranted, what Dr. Varmus has described as 'healthy changes' to the way we conduct our administrative business."

Mahoney agrees that the review gives NIH administration the chance to explore new possibilities. "Everyone is starting with no preconceptions," he pointed out. "I would like the study to be viewed as an opportunity, either to advertise to the larger world those areas in which NIH excels, or as an opportunity to learn new techniques to provide

state-of-the-art administrative services. I would hope that this not be viewed as an exercise to 'cut administrative costs' but as an effort to help achieve what I believe to be everyone's goal of providing the best level of support to achieve NIH's mission within the resources that are available."

Seeking 'Best Practices'

One goal of the study is to "identify best practices, including those that may be currently in use" and "to point to areas for increasing effectiveness and optimizing" the use of agency resources in future years, according to a February advisory panel document. Study results will form the foundation for the long-range RM&S plan Congress requested.

"There is a relationship between the level of resources needed to conduct first-rate science and the level of resources needed for administration," says Itteilg. "It is not always a linear relationship, but it exists nonetheless, and those of us in the business of providing administrative support would like to be sure that this relationship is recognized, while at the same time being certain that our work is done as efficiently and effectively as possible."

One of the team's first challenges was to get everyone speaking the same language. Definitions of such key terms as "overhead," "administrative costs," and "research support" vary widely across NIH's ICDs. Uniformly categorizing and quantifying budget amounts and FTEs devoted to those areas—by the deadline Congress set—will be a tremendous, but crucial undertaking in itself.

After determining a course of action, NIH awarded a competitive contract to a top management consultant firm, Arthur Andersen & Co., to conduct the independent review, which involves designing the study, collecting and analyzing the data, documenting the results, and making recommendations. (The contract costs associated with the review are in the range of \$1 million.)

The scope of the project is broad: Arthur Andersen has been asked to examine 18 functional areas in a 7-month time frame, in the hope that NIH may deliver preliminary results to Congress late this summer, and final recommendations by mid-October. A variety of tools will be used including data collection and analysis, individual interviews, focus groups, questionnaires and surveys, although every effort will be made to minimize time required of NIH staff. Interviews within the Office of the Director have already begun as have regular meetings with the advisory council.

"This is a chance to further strengthen our support in the Congress," Itteilg concludes. "We want to be able to portray that excellence in administration goes hand-in-hand with excellence in science, and this effort should present an opportunity to do that and result in a positive outcome when appropriations are enacted." ■



Camera Club Competition, May 20

The NIH Camera Club will hold an NIH-wide open competition on Tuesday, May 20 at 7 p.m. in Bldg. 30, Rm. 117. Formats include black-and-white and color prints, and color slides. Entries will be accepted in the room from 5:30 to 6:45 p.m. that day. There's a limit of four entries per category for each entrant, and a small fee will be collected. Cash awards will be distributed.

NIH Asian Cultural Programs, May 16 and 30

This year marks an important milestone in the NIH Asian/Pacific Islander American Heritage Program—its 25th anniversary. Everyone is invited to join in the celebration, which consists of a lunchtime program of food and demonstrations of Asian arts and crafts on May 16, and an evening program of Asian music and dance, martial arts demonstration and Chinese stories on May 30.

May 16: The lunchtime festivities will take place between 11:30 a.m. and 1:30 p.m. on the patio of Bldg. 31A. There will be demonstrations of bonsai, calligraphy and noodle making, and sales of Korean crafts. A team from Tai Yim Kung Fu School will perform the Lion Dance, which is thought to bring good luck and scare away evil spirits. Luncheon sales will consist of food from China, India, Japan, Korea, the Philippines and Thailand. A percentage of the proceeds will be donated to the Scholarship Fund of the NIH Asian/Pacific Islander American Organization. Details of the evening program on May 30 will appear in the next issue of the *NIH Record*.

The program is sponsored by the NIH Asian/Pacific Islander American heritage committee, the NIH Asian/Pacific Islander American Organization, the Clinical Center, Office of the NIH Director, NCI, NHLBI, NINDS and NIH Federal Credit Union.

Orientation to Extramural NIH, June 23

The Office of Extramural Programs will present a course titled "Orientation to NIH Extramural Activities" on Monday, June 23. The course is designed for extramural staff with service of 2 years or less and will be held in the Natcher Bldg.'s E1&2 conference room. Preregistered participants may sign in after 8 a.m. The course will run from 8:30 a.m. to 5 p.m.

The course will include an overview of NIH organization and history; missions and goals of the ICDs; the process of extramural grant and contract support; and a discussion of special issues and programs.

Participation will be limited to 100 people. Microsoft mail users can email their requests to the ESATRAN MAILBOX on the NIH global address list or obtain a registration form from Ms. Palacios at (301) 770-4171; leave a message including your name, ICD, title and phone number. All requests must be received by June 6 via email. Applicants will be informed of the decision concerning their registration within 2 weeks of their submission. For more information contact Palacios or email the ESATRAN MAILBOX. ■

Thrift Savings Plan Open Season Scheduled May 15 Through July 31

The Thrift Savings Plan is having another open season from May 15 through July 31. FERS employees who were hired before Jan. 1, 1997, as well as CSRS employees have an opportunity to change their current election, or make an initial election.

Eligible FERS and CSRS employees may elect to contribute to the G fund (government securities), C fund (stocks), and/or F fund (bonds). FERS employees may contribute up to 10 percent of their salary each pay period and will receive matching agency contributions on the first 5 percent. CSRS employees may contribute up to 5 percent of salary, but do not receive any matching contributions. FERS employees who do not contribute receive an automatic 1 percent agency contribution each pay period. They may choose to distribute this among the three funds.

The features of the plan and directions on how to make a plan election or to change your current withholding are described in the Thrift Savings Plan Open Season leaflet, which will be distributed to eligible employees by their ICD personnel office. More detailed information is provided in the *Summary of the Thrift Savings Plan for Federal Employees* booklet and is available in your ICD personnel office. ■

MAPB Covers the News

If your organization needs a TV program recorded, the Medical Arts and Photography Branch (MAPB) video section can tape shows available on Montgomery Cable TV any day or time of the week. You need only inform the section about the broadcast, give them your X number and arrange to pick up the tape. It's that easy.

MAPB also monitors NBC, ABC, and CBS morning, evening, and nightly news, CNN from 7-9 a.m. and 8-11 p.m., Fox news from 6-9 a.m. and 10-11 p.m., and the *News Hour with Jim Lehrer* from 9-10 p.m. The news programs are recorded on VHS tapes and are kept for 1 week. However, MAPB can retrieve programs previously recorded within the last 30 days of a broadcast. MAPB does not tape news programs on Saturdays and Sundays but can fill special ICD requests for programs that air over a weekend.

Prices start as low as \$54 and are based on program search time. MAPB can record radio broadcasts that air on NPR, WTOP, WMAL, WRC, WZHT (an all health network), and WJFK radio. For more information contact the video section, 6-4700. ■

M.D. IPA Service Day

M.D. IPA Health Plan will be on the NIH campus Thursday, May 15 to assist enrollees who have questions or enrollment/claims problems. A representative will be available from 9 a.m. to 1 p.m. that day in Bldg. 31, Conf. Rm. 6.

No appointment is necessary. Assistance will be provided on a first-come, first-served basis.

WEB DAY, CONTINUED FROM PAGE 1

The program, whose theme is "Tools for the Web, the Web as a Tool," features seminars and demos on a wide range of topics including Internet 101, HTML, search engines, page design, remote access to the Internet, tools for webmasters, sequence analysis applications, biomedical research sites, implementing an intranet, voice and video over the network, and setting up your own Web server, among others.

Also offered are technical briefings on a variety of hot tools such as SILK, Java, group or collaborative software, and virtual reality modeling language. Attendees can visit booths demonstrating interesting uses of the Web such as electronic commerce, DCRT Web services, and the Community of Science database. All NIH staff are welcome to attend this free event.

Web Day kicks off with a keynote address by Dr. Vinton Cerf, "father of the Internet" and codveloper of Transmission Control Protocol/Internet Protocol (TCP/IP), which became the computer networking language for Internet communications. Now senior vice president of Internet architecture at MCI Communications Corp., he was recently appointed to serve on the advisory committee on the Next Generation Internet, a 3-year, \$300-million program that is coordinating efforts to design a high-speed network to handle the exponential growth of Internet traffic.

On Web Day, Cerf's address will focus on science and the Internet. "The Internet is advancing scientific research in different ways. Sharing information is far more effective in this network environment than it ever was with paper. We moved from published paper proceedings to preprints to faxes and now to email and online archives with Web-based access. The net actually accelerates the rate at which we can learn new things and allows discovery more readily. And it's blasting through institutional and international barriers, so people around the world are collaborating far more easily." Increasingly, he adds, "staying on top of your field will be impossible without participating in a discussion group and an email distribution list or monitoring several Web pages."

Several major initiatives are under way to ensure that the future Internet serves the needs of research and education. One of them, the K-12 initiative, is a government-funded program that will connect schools across the country to the Internet. Another, Internet 2, is being organized by a consortium of 100 universities and research organizations to build a high-speed network dedicated to research and higher education.

The most ambitious initiative and the one with the mandate to develop a national plan is the Next

Generation Internet, a federally funded, interagency effort to connect universities and national labs on high-speed networks that are 100-1,000 times faster than today's Internet. One of its goals is to foster partnerships among academia, industry, and government in order to keep the U.S. at the cutting edge of information and communication technologies. It also seeks to promote experimentation with the next generation of networking technologies such as high-quality video conferencing and to demonstrate new applications, e.g., in telemedicine and remote instrumentation.

NIH, the Department of Defense Advanced Research Projects Agency, National Science Foundation, Department of Energy, NASA, and other agencies participate in the Next Generation Initiative through their membership in the National Computing, Information, and Communications (CIC) program, formerly known as the High-Performance Computing and Communications Program.

"As exciting as Web technologies are today, the capabilities of the next-generation networks will make present technologies look ordinary," says Dr. Robert Martino, who heads DCRT's Computational Bioscience and Engineering Laboratory and represents NIH on the CIC research and development program. "All these new technologies—virtual reality environments, systems that enable multimodal human interactions, and 'collaboratories' that facilitate knowledge-sharing, group authorship, and control of remote instruments—will have many uses in research and clinical practice."

As founder and president of the Internet Society from 1992-1995, Vint Cerf is aiming for global access. "I hope the Internet will become a new infrastructure for communication around the globe by the end of this decade," he says. With demand growing at 300 percent a year and an estimated 200 million computers to be connected to the Net by 2001, he has his work cut out for him.

When he designed the Internet protocol, did he anticipate what the Internet would become? "No way. My original focus was on its functionality. I figured it could never get bigger than 128 networks. Today, we've got 200,000 networks linking more than 18 million computers. In fact, the Net has doubled in size every year for the last 8 years."

Cerf, who holds a B.S. in mathematics from Stanford University and an M.S. and Ph.D. in computer science from University of California, Los Angeles, can't remember his first email message but suspects it was something like, "'This is a test.' Engineers, most of the time, aren't poets," he says.

To learn more about Web Information Day, call 4-DCRT or visit <http://wid.dcrn.nih.gov>. ■



Volunteers Needed for Day Care Board

The NIH day care oversight board needs volunteers to serve on two subcommittees: The policy subcommittee, which will develop bylaws for the board and a report on the status of day care at NIH; and the information resources subcommittee, which will help develop the NIH Day Care Fair, revise the NIH day care brochure, and plan seminars on family health issues.

If interested, contact Chris Steyer, 6-6334.

Take Your Child to Work Day Deemed a Success

The success of NIH Take Your Child to Work Day on Apr. 24 could be measured by the sight of hundreds of bright yellow bags (supplied by the R&W) in the hands of children all over campus. More than 1,350 slots were filled for activities requiring tickets and all other activities were well attended. By afternoon, the NIH Police ran out of children's ID packets, so popular was the photo-fingerprinting program. This year, there was a significant increase in participation by off-campus employees and their children. Suggestions for next year's program can be sent to Karen Helfert at kh21k@nih.gov.

At right (top), Carol Cronin (c, with back to camera) of the NIH Visitor Information Center uses a model to illustrate her brief lecture on animal cells to about a dozen children of NIH employees. The youngsters were then asked to prepare microscope slides of cells using scrapings from inside their cheeks. At right, a girl adjusts the electron microscope while viewing the results on computer screen. Below, a youngster takes a look at a slide.



PHOTOS: ERNIE BRANSON



Hormone Study Needs Women

The Behavioral Endocrinology Branch, NIMH, is seeking women who are postmenopausal (no menstrual period for at least 1 year) and medication free to participate in a study investigating the effects of hormones on behavior. Hormonal evaluation will be performed and payment is provided. For information, call Linda Simpson-St. Clair. 6-9576. **R**

Burmese Cultural Show, May 31

The Burmese Association of the Capital Area (BACA) will celebrate Burmese New Year Cultural Show & 20th anniversary of the association in Masur Auditorium, Bldg. 10, on Saturday, May 31 from 6:30 to 11 p.m. Tickets (\$30, \$15) can be purchased from Mya Hlaing, BACA president, who can be reached at 6-4611. **R**

Reminder: Festival Entry Deadline Is June 13

The 1997 annual NIH Research Festival will run from Oct. 6 to 10. Researchers from all ICDs are invited to submit an application to present posters at the festival; however, space is limited to approximately 320 presentations. Applications are due by 5 p.m. Friday, June 13. Visit the festival home page, <http://pubnet-mac.nih.gov/festival97/>, for more details. Applicants lacking access to the Web site may submit entries via fax or email; look for festival flyers with the application form, delivered desk to desk throughout NIH, or contact Greg Roa, 6-1776, email gr25v@nih.gov, for more information.

Treatment for Panic Attacks

People currently experiencing spontaneous panic attacks and/or significant social anxiety may be eligible for a collaborative NIMH/USUHS treatment outcome study evaluating nondrug treatments for panic and anxiety. For more information call Matt Wineman at USUHS, (301) 295-3651.

NCRR's Holloway Leaves for Livermore

Dr. Caroline T. Holloway recently left the National Center for Research Resources to become director of the Center for Accelerator Mass Spectrometry at the Department of Energy-supported Lawrence Livermore National Laboratory (LLNL) in Livermore, Calif.



Dr. Caroline T. Holloway

In 1985, after a year as an NIH grants associate, she joined NCRR's biomedical technology program, where she was responsible for the development of innovative technologies in cellular, molecular and structural biology. From 1990 to 1994, she was director of the Office of Science Policy at NCRR, where she played a leading role in developing the NCRR strategic plan. In 1994, she was named acting director of NCRR's newly organized biomedical technology area. While at NIH, she was a member of the grants associate board and the STEP committee, a trustee of the NIH chapter of the Order of the Sons of Italy in America, and a participant in numerous NIH working groups. At Livermore she will direct a facility that has developed a wide range of isotopic and ion-beam analytical tools for use in basic research and technology development. The research programs are as diverse as archaeology, art history, and dosimetry at Nagasaki and Chernobyl. New applications include biomarkers, pharmacokinetics, nutritional science, dermatology, and a variety of techniques for archaeology.

Reflecting on her 12 years at NCRR, Holloway says, "I have focused my efforts on partnerships with the extramural community, with an emphasis on facilitating advances in technologies for biomedical research. NCRR, with its broad-based, multi-disciplinary research resource mission was the perfect place to accomplish this." She adds, "I am joining LLNL to put these skills to work in the specific area of accelerator mass spectrometry and to move closer to the scientific research arena."

Holloway has authored many publications and has participated in numerous NSF- and NIH-sponsored conferences. She also served as NIH liaison to a government-wide task force to develop a workshop on microengineering and microelectromechanical systems, and was the NIH liaison to the FCCSET CIT advanced manufacturing technologies working group. ■

Former NIDR Researcher Shern Dies

Dr. Roald J. Shern, who spent 21 years with the National Institute of Dental Research before retiring in 1991, died of cancer Mar. 25 at his home in Venice, Fla.

His career at the institute bridged laboratory, epidemiological, and clinical research, beginning in NIDR's National Caries Program (NCP) and concluding in the Clinical Investigations and Patient Care Branch of the intramural program.

Shern came to NIDR in 1970 as an officer in the Public Health Service Commissioned Corps. While with the NCP and its successor, the Epidemiology and Oral Disease Prevention Program, he concentrated on laboratory and clinical testing of dental plaque inhibitors. His studies helped



Dr. Roald J. Shern

develop tests that can be used to predict the clinical effectiveness of antiplaque agents. Shern's expertise in measuring tissue fluoride levels contributed to the development of a controlled release device that attaches to the tooth and continuously delivers fluoride to the oral cavity. He was

also a collaborator with researchers at the National Institute of Standards and Technology on methods to improve the binding of fluoride to tooth enamel.

Born in St. Croix Falls, Wisc., Shern graduated from the University of Michigan Dental School and received an M.P.H. and M.S. in dental epidemiology from the University of North Carolina. He subsequently served in Germany as a member of the U.S. Army Dental Corps. He was the author of numerous publications, co-edited a book on caries prediction, and lectured in the U.S. and Taiwan. He most recently served as a consulting editor for the *Journal of Clinical Dentistry*.

He is survived by his wife Marian, three sons, Chris, Thomas, and James; his mother Florence Defever, and a sister, Sandra Kotetsky.

Preschool Holds Yard Sale, May 14

The NIH Preschool's first annual yard sale will be held on the Bldg. 35 patio on Wednesday, May 14 from 11 a.m. to 2 p.m. Items for sale include children's clothes, toys, books, baby items such as car seats, walkers, high chairs, and assorted household items. Proceeds will benefit the preschool. ■



DWD Training Tips

The Division of Workforce Development, OHRM, offers the courses below. Personal computer training is also available through User Resource Center hands-on, self-study courses, at no cost to NIH employees. Additional courses are available by completing the "Training by Request" form in the back of the DWD catalog. For more information call DWD on 6-6211 or consult DWD's home page at <http://www-urc.od.nih.gov/dwd/dwdhome.html>.

<i>Courses and Programs</i>	<i>Starting Dates</i>
Management and Supervisory Development	
Successful Management at NIH	5/20
Delegation Skills: How to Empower People	5/20
Federal Budget Process	6/23
Communication Skills	
How To Write & Publish Scientific Papers	5/21
Scientific & Medical Editing	6/16
Reviewing Other People's Writing	5/15
Effective Listening & Memory Development	5/22
Ten Secrets to Powerful Business Writing	6/25
Administrative Skills	
Managing Difficulties in the Workplace	5/15
Giving Successful Presentations	5/20
Success Strategies for Support Staff	5/28
Fundamentals of Grammar	6/9
Principles of Successful Negotiation	6/12
Effective Leadership & Management Skills	6/25
Administrative Systems	
Basic T&A Using TAIMS	5/19
T&A for Supervisors Using TAIMS	6/4
Determining Price Reasonableness in the Award of Simplified Acquisitions	6/19
Introduction to CRISP	6/19
Human Resource Management	
Processing Personnel Actions	6/10
Career Transition	
NIH Retirement Seminar (FERS)	6/11
Mid-Career Financial Planning (FERS)	6/6
Mid-Career Financial Planning (CSRS)	6/16
Career Assessment & Planning - Grades 8 & below	5/12
Beginning Federal Service for FERS Employees	6/2
Researching Job Leads	6/9
Understanding the Federal Employment Process	6/9
Resume & Cover Letter Preparation	6/26
Successful Interviewing Techniques	6/26
Computer Applications and Concepts	
WordPerfect 6.1 for Windows	5/19
Introduction to Windows 95	5/29
Intro to Windows 3.1	6/5
Lotus for Windows	6/9
Excel 5.0 for Windows	6/24
MS Word 6.0 for Windows	6/17
Introduction to MS Word 6.0 (Mac)	5/20
MS Exchange for Windows 95	5/21
Intro to Internet	5/19
Advanced Internet	5/19
Web Page Design	5/28, 6/11

DWT Courses and Programs

All courses are on the NIH campus and are given without charge. For more information, call 4-3278.

Creating Web Presentations with PowerPoint	5/8
Netscape for the PC	5/8
Fundamentals of SAS-Part 1	5/8-9
Creating Formatted Reports Using QMF	5/12-13
Introduction to Oracle PL/SQL	5/12-14
WIG-World Wide Web Interest Group	5/13
Managing Your Team with MS Team Manager	5/14
Web Access to MVS	5/14
Fundamentals of SAS-Part 2	5/15-16
An Introduction to S-PLUS	5/15-16
Oracle for Application Developers	5/19-23
NIH Data Warehouse: ADBIS for Budget and Finance Mini Session	5/19
NIH Data Warehouse: ADBIS for Property Management Mini Session	5/19
Configuring Windows and Windows 95 for PARACHUTE	5/20
Using MS Outlook to Manage Your Information	5/21
A Look at Multitiered Web-based Technologies	5/21
Segmentation of Images Using NIH Image	5/22
Database Technology Seminar	5/23

Former NIH Driver Carter Is Mourned

James V. Carter, 77, who for 20 years was a driver for various NIH directors (Shannon, Marston, Stone, Fredrickson and Wyngaarden), died on Feb. 11.



James V. Carter

He first came to NIH in 1960 to work in pediatrics at the Clinical Center. After 5 years at the CC, he became a driver for the NIH director and spent the next two decades in that capacity, without accident or even fender bender. He retired in 1985 amid an outpouring of warmth and affection, and was described as "the Director's Ambassador of Good Will in the service of all of NIH." He is survived by his wife, Frances, also a former NIH employee.

Deadline Soon for ACR Meeting

The American College of Rheumatology 1997 national meeting abstract deadline is June 4. The meeting will be in Washington, D.C., this year, from Nov. 8-12. For more information, contact the ACR Education Department, 60 Executive Park South, Suite 150, Atlanta, GA 30329, phone (404) 633-3777, fax (404) 633-1870, or email acr@rheumatology.org.

Virology Group Holds Symposium

The NIH Virology Interest Group will hold a fellows minisymposium on Thursday, May 29, from 1:30 to 5 p.m. in Natcher Bldg., Rm. D. Keynote speaker will be Dr. Philip Murphy, senior investigator, Laboratory of Host Defenses, NIAID. Discussing exploitation of chemokine receptors by viruses will be six speakers, including Ghalib Alkhatib, NIAID; G. Jilani Chaudry, NIMH; Aboubaker El-Kharroubi, NIAID; Anna Ramsey-Ewing, NIAID; Rachel Fearns, NIAID; and Richard Roden, NCI. This event is free and open to the public; for more information call Mark Pavlick, 6-0310, email: mvp@nih.gov.

Volunteers Needed

The Cardiology Branch, NHLBI, needs postmenopausal volunteers for a study comparing estrogen and lipid-lowering therapies and vitamin E. Participants must not be taking any medications, hormone replacements or vitamins or be willing to stop medications for 2 months. Volunteers will be paid. Call 5-4038.

Video Workshop Series at Executive Blvd.

In May, the NIH Employee Assistance Program (EAP) will continue its Executive Blvd. video workshop series with "Creativity and Innovation."

The workshops employ a two-part approach. At each session, a segment of an expert speaker's videotape is shown first. Counselors from EAP then lead a group discussion about the topic. The topics address typical workplace issues faced by NIH'ers.

The lunchtime, drop-in format is planned to make attendance simple. The series is free, open to all employees, and no registration is required. The workshops are all held in EPN, Conf. Rm. C/D. For more information call 6-3164.

The sessions on creativity will be held from noon to 1 p.m. on the following Wednesdays: May 7, 14 and 21.

Watch for announcements of future EAP video series on the Division of Safety home page at <http://www.nih.gov/od/ors/ds>. ■

LeDoux To Give 23rd Solowey Lecture, May 8

The 23rd annual Mathilde Solowey Award Lecture in the Neurosciences will be presented on Thursday, May 8 at 11 a.m. in Lipsett Amphitheater, Bldg. 10.

Sponsored by the Foundation for Advanced Education in the Sciences, the lecture will be given by Dr. Joseph E. LeDoux of the Center for Neural Science at New York University. He is a world renowned neuroscientist and author of the recent bestseller *The Emotional Brain*, which is also the title of his talk. Dr. Phil Skolnick, chief of the Laboratory of Neuroscience, will introduce LeDoux. For more information, call 6-7975. ■

NIAID's Dr. Louis H. Miller is the winner of the sixth annual Bristol-Myers Squibb Award for Distinguished Achievement in Infectious Disease Research for his work



in identifying basic genetic mechanisms employed by malaria parasites to infect and survive in their hosts. Chief of the Laboratory of Parasitic Diseases, Miller has found molecular targets that could aid both in the development of new drugs to treat malaria and of vaccines to prevent severe disease. Malaria has been all but eliminated in industrialized areas of the world

such as the United States and Europe, but it still claims the lives of between 1 and 3 million people worldwide each year. Now those numbers are on the rise again.

Wednesday Afternoon Lectures

The Wednesday Afternoon Lecture series—held on its namesake day at 3 p.m. in Masur Auditorium, Bldg. 10—features Dr. David M. Livingston, chairman, department of medicine, Harvard Medical School, on May 14. His talk will be on "Functional Analysis of the BRCA1 Gene Product."

On May 21, Dr. Mina J. Bissell, director, life sciences division, Lawrence Berkeley National Laboratory, will present "The Central Role of ECM and Integrins in the Regulation of Tissue-Specific Genes, Apoptosis, and Cancer in the Mammary Gland."

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

Chamber Music Concert, May 18

The Rock Creek Chamber Players will perform at 3 p.m. on Sunday, May 18 in the 14th floor assembly hall at the Clinical Center. This free public concert, sponsored by the recreation therapy section, will include a duet for violins by Viotti; Debussy's *Syrinx*, for solo flute; Prokofiev's *Overture on Jewish Themes*, for clarinet, string quartet and piano; and Brahms' trio for violin, horn and piano. For more information call (202) 337-8710. ■

NIA Sculptor's Work Exhibited

NIA artist and sculptor Nancy Rosztochy (profiled in the Jan. 14, 1997, *NIH Record*) has placed an exhibit of her sculptures at the Bethesda Regional Library, 7400 Arlington Rd. It will be there through May 31, 1997. The exhibit includes nine characters from Dickens' *A Christmas Carol* Collection, five characters from the *Nutcracker* series, five portrait sculptures (head studies, from young to old), and a commissioned gold medallion featuring a portrait of Supreme Court Justice Byron R. White. The Bethesda Regional Library hours are: Monday through Thursday, 10 a.m.-8:30 p.m.; Friday, 10 a.m.-5 p.m.; Saturday 9 a.m.-5 p.m.; and Sunday, 1-5 p.m. ■

Calling All Image Processors

DCRT is updating its directory of NIH Image Processing Facilities and Researchers, which lists the facilities and personnel involved in all aspects of image processing. To be included in the directory, contact Michael Walsh, 6-6204 (email: walshm@exchange.nih.gov) or Dr. Benes Trus, 6-1111 (email: trus@ipwk3.dcrn.nih.gov). ■