

THE NIH RECORD

Still The Second Best Thing About Payday

A Broadened Mission

What's in a Name? DRG Now CSR

On Aug. 28, after more than 50 years as the Division of Research Grants, this well-known component of NIH became the Center for Scientific Review or CSR. Dr. Ellie Ehrenfeld, the current director, who had been at DRG and NIH for 9 months, brought about this change with a minimum of fanfare.

But how significant is this change? "What's in a name?" mused William Shakespeare in *Romeo and Juliet*, "That which we call a rose, by any other name would smell as sweet." Certainly CSR, under any name, would continue its pursuit of excellence in peer review as vigorously as in the past. Is the name change then merely a facelift or is it a rebirth?

As Ehrenfeld explained, the new name



Dr. Ellie Ehrenfeld

more accurately reflects the mission of the current organization. When it was established in 1946, DRG and the National Cancer Institute

were the only components of NIH. The division soon became synonymous with research grants and peer review since, except for submissions to NCI, DRG reviewed all applications and then awarded and managed the grants. As the various NIH institutes and centers became established, the new components awarded and managed their own grants, and the division's responsibilities focused increasingly on the receipt, referral and initial

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Gore, Hatfield on Hand

Ground Broken for New Hospital

By Rich McManus

Former Sen. Mark O. Hatfield (R-Ore.), after whom the new Clinical Research Center will be named, was so thoroughly praised at a groundbreaking ceremony Nov. 4 that he said he had to pinch himself to be certain he wasn't attending his own final services. Joking at the outset of his remarks that "if all of this doesn't elicit a speech, I don't know what will," he concluded with an admonition to emcee Dr. Harold Varmus to "Hurry!" and build the new 250-bed hospital, the latest appendage on the 44-year-old Warren Grant Magnuson Clinical Center.



NIH director Dr. Harold Varmus (r) welcomes Vice President Al Gore to the groundbreaking ceremony. Gore called NIH "hospitable to genius."

Vice President Al Gore was also among more than 500 guests and dignitaries at a tent erected on the CRC construction site across Center Dr.

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Integrate for the Future

Disability Awareness Program Advises: 'Cure Attitudes, Accommodate Disabilities'

By Carla Garnett

There are lots of excuses not to hire people with disabilities, but not any valid reasons. So said the keynote speaker at NIH's 14th annual Disability Awareness Program held recently. The speaker, Paul Meyer, deputy executive director of the President's Committee on Employment of People with Disabilities who has been personally involved in hiring more than 1,000 people with disabilities throughout his career, then proceeded to debunk several major myths about jobs and ability.

"Basically the theme has got to be accommodation and integration [of people with disabilities], not curing them," remarked Meyer, who has worked for more than 20 years in the field of equal employment opportunity and disability hiring. Society has to identify and correct its faulty perceptions about hiring people with disabilities, he said.

SEE AWARENESS PROGRAM, PAGE 8



Dear Editor,

I read with interest your "New Express Routes Let NIH'ers 'Save the Drive for the Office'" article in the Nov. 4 issue of the *Record*. However, there is a large part of the NIH community whose reaction has to be, "So what?"

My wife and I live in Frederick. We have tried on several occasions in the last 5 years to use the MTA bus that connects Francis Scott Key Mall with Shady Grove Metro. To my knowledge, so far no one has persuaded them to stop at one of the new locations for the convenience of NIH people. Of course, then there is this vast and growing number of NIH employees located off campus in Rockville, for whom no express services of any kind exist. For us, it is as it's always been: "Make do." What about us, transportation people?

I recently was approached about expanding the car pool that consists of my wife and myself. To give appropriate consideration, I called my insurance agent and discussed my liability in case of a chargeable accident. I discovered that I have no protection from legal complications because the NIH, city of Bethesda, or the multitude of environmental groups want, or demand that I carpool. Changes have to be made. A liability waiver for carpoolers is needed. Express services for those of us living farther than Gaithersburg would be encouraging. And consideration for those working at places like Executive Plaza and Rockledge is long overdue.

AI Plyler, CC/OD



Dr. James Battey, Jr., (second from l), acting NIDCD director, recently welcomed new members to the institute's advisory council. They include (from l) David P. Corey, professor of neurobiology at Harvard Medical School and a Howard Hughes Medical Institute investigator; Rebecca Dresser, professor, School of Law, Case Western Reserve University; Orlando Taylor, dean, Graduate School of Arts and Sciences, Howard University; and Gregory T. Wolf, chair, department of otolaryngology-head and neck surgery, University of Michigan Medical Center. Not shown is Virginia Stern, director, Project on Science, Technology and Disability at the American Association for the Advancement of Science.

Opportunities for Research in Japan

Through arrangements made with the Fogarty International Center, the Japan Society for the Promotion of Science (JSPS) is offering fellowships for American biomedical and behavioral researchers to pursue collaborative research in Japanese universities and other eligible institutions and laboratories.

The JSPS Short-term Fellowship provides for stays of 7 to 60 days; the JSPS Short-term Predoctoral Fellowship provides for stays of 3 to 11 months. Applicants must be U.S. citizens or permanent residents and research plans must be arranged in advance with the Japanese host. The application deadline is Jan. 30, 1998.

Interested persons should contact FIC immediately to receive detailed program information and application instructions. Requests should be addressed to: Dr. Allen Holt or Christina McLauchlan at 496-4784; fax: 480-3414; email: jsp@nih.gov. ■

Chamber Music Concert, Nov. 23

The Rock Creek Chamber Players will perform at 3 p.m. on Sunday, Nov. 23 in the 14th floor assembly hall at the Clinical Center. This free public concert, sponsored by the recreation therapy section, will include a quartet for winds attributed to Rossini; a sonata for cello and piano by local composer Kurt Stern; Beethoven's piano sonata in F sharp major, Op. 78; Varese's *Density 21.5* for solo flute; and Vivaldi's concerto for two cellos, strings and continuo. For more information call (202) 337-8710. ■

Injured on the Job?

Do you have a work-related upper extremity problem or injury, i.e., carpal tunnel syndrome, tendonitis, or repetitive strain injury of the fingers, wrist, elbow or shoulder? USUHS is conducting a study that includes a \$40 payment. Volunteers must be ages 20-60, seen by a physician within the past month and currently working. Call (301) 295-9659.

N I H R E C O R D

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New 'Friendly' Resource Emerges

Work and Family Life Center To Open on Campus, Nov. 25

By Carla Garnett

Laura is retiring from NIH in a couple of months. Along with other adjustments to her lifestyle, she's considering a part-time job to pad her income, but she wonders where to start looking for suitable work. Ken's elderly parents are reaching the point where they can no longer stay home alone. He's heard of elder care options, but he's curious about which programs are available and convenient. Paul and his wife are relocating with her job to the Rocky Mountain region. He'd like to move his 11-year federal career as well. How would he go about finding a government position in his field thousands of miles away?

Personal dramas like the fictional ones described above coincide with people's worklives all the time, usually with employees either casually networking among coworkers for manageable solutions or consulting outside sources for help and information. Now, however, there is another, easier and more convenient recourse for employees looking for answers.

Recently NIH's Office of Human Resource Management established an interinstitute consortium that currently includes NIAID, NIAMS, NIDDK and the NIH Office of the Director. In turn, the consortium developed a Work and Family Life Center (WFLC), which will give NIH'ers more centralized and more formal access to a wider array of resources. Located in Bldg. 31, WFLC offers a variety of services workers can use to help balance the growing demands of career and family. The center, which officially opens on Nov. 25, is just the latest in a series of efforts NIH hopes will improve the worklives of its employees.

"As part of the Quality of Worklife Initiative, HHS Secretary Shalala encouraged the department to be a family friendly workplace," explains NIAMS Personnel Officer Lucia C. Biederman, who with the help of the consortium got the center up and running. "NIH strongly supports this initiative and recognizes that employees have responsibilities to their families and personal lives, in addition to their jobs. The agency created the WFLC to provide information to employees as they strive to balance family and workplace pressures."

Modeled after a similar facility at HHS headquarters downtown, NIH's center will offer a resource library with more than 300 books, pamphlets, cassette tapes, videotapes and directories on work and family issues; access to computer services, including the Internet and electronic resumé and job application preparation; career information, including job opportunities in and outside the federal government; and a specialized consultation program

that will provide confidential, one-on-one sessions on such topics as federal retirement benefits, life and health insurance options, and career development planning.

While the resource library and most other WFLC services will be available free to all NIH'ers, the consultation sessions will be offered without charge only to employees of ICDs that are represented on the interinstitute consortium. Employees of other ICDs can arrange appointments with center advisers on a fee-for-service basis. The center will also offer 12 seminars throughout the year on such issues as job interview skills, KSA preparation, long-distance caregiving, developmental stages of children, and other work and family matters. A resource fair bringing community dependent care service providers to campus is also being coordinated by the center.

Consortium members, who expressed interest last March in creating the venture for their employees, contributed funds, staff, expertise and/or other resources to the project. More ICDs are encouraged to join the partnership in the coming months, broadening the range of services and lowering individual ICD costs.

NIH joins other federal entities such as the Health Resources and Services Administration, the Social Security Administration, the departments of Labor and Justice, and the Office of Personnel Management in establishing work and family life centers for their employees.

For more information on the center, call 435-1619, TTY 480-0690, fax 480-0606, email wflc@od.nih.gov, or drop by Bldg. 31, Rm. B3C15, near the parking office. Center hours are weekdays, 8:30 a.m. to 5 p.m. ■

Gift Supports Alcohol Research

NIAAA director Dr. Enoch Gordis was the featured speaker at a recent black tie dinner at the University of Texas, Austin, where a businessman pledged \$5 million for molecular genetic research on alcoholism. The university plans to match the gift through fundraising from additional private sources.

Gordis outlined critical unanswered questions in alcohol research, emphasizing areas where the UT program might shed light. "Molecular biologists will locate the genes responsible for alcoholism vulnerability, determine alcohol effects on gene expression, match gene products and structure with alcohol-related behaviors and identify the locations within neuroreceptors and the brain where alcohol acts. The payoff from these activities will be targeted intervention, prevention, and early detection." ■



NIAID's Dr. Louis H. Miller, chief of the Laboratory of Parasitic Diseases, has been elected fellow of the American Academy of Microbiology. Since the academy's inception, more than 1,300 fellows from over 27 countries have been elected to the AAM for demonstrating scientific excellence, originality and leadership in the microbiological sciences. Miller's accomplishments in malaria research have been widely recognized. He has found molecular targets that could aid both in the development of new drugs 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 still claims the lives of between 1 million and 3 million people worldwide each year.



Dr. Annette B. Wysocki is the new scientific director of NINR. Before coming to NINR, she was director of nursing research at New York University Medical Center, where she was on the faculty of the department of dermatology. For the past 13 years, she has investigated the pathophysiology of chronic wounds to improve clinical management and care of chronic and acute surgical wounds. She has received grants to support investigations of the chronic wound environment in spinal cord injury and the effect of chronic wound fluids on matrix and cells. She is a member of the New York Academy of Sciences and is listed in American Men and Women of Science. Her research has been presented and published internationally.

NAME CHANGE, CONTINUED FROM PAGE 1

scientific review of grant applications.

The emphasis on scientific review in the new name and the change from division to center designation are intended to signal a broadening of CSR's mission to include a new emphasis on innovative, flexible ways to conduct referral and review. CSR may even establish a "laboratory," similar to that of a small institute intramural program, for experimentation and evaluation of new or revised review processes.

The name change is one aspect of a six-point program already begun at the new center. The first point is a reexamination of the structure of the initial review groups and their constituent study sections. Ehrenfeld has decided to explore possible study section reorganizations to ensure that the peer review process mirrors the increasing emphasis on multidisciplinary and interdisciplinary research, and that the system is flexible enough to accommodate new areas and new ways of doing science.

The second point is an analysis of study section membership. Ehrenfeld heard repeated concerns about whether CSR is currently able to recruit the best reviewers. She is exploring the possibility of alternative modes of service such as reducing the workload of individual study section members or limiting the terms of service for researchers who feel they cannot serve for 4 years.

The third part of Ehrenfeld's program is to communicate more fully with certain external communities who have concerns about the peer review process. These include clinical researchers, behavioral scientists and developers of technology and instrumentation.

The center's relationships with the other NIH

NHLBI Division Wins 'Pyramid'

NHLBI's Division of Lung Diseases (DLD) has won a Pyramid Award for 1997 from the Montgomery County commission on people with disabilities.

The commission, part of the county Office of Human Resources, has for 11 years given Pyramid Awards, which recognize outstanding leadership in employing persons with disabilities and in advancing the spirit of the Americans with Disabilities Act.

The commission gives awards in six categories to employers and supervisors. Categories depend on number of employees and type of supervision. DLD was nominated for the award by the Kennedy Institute of Washington, D.C, a nonprofit group that sponsors programs to encourage employment of those with disabilities.

The Kennedy Institute applauded DLD for collectively providing a positive work environment that promotes growth and gives encouragement. In particular, the division supports and encourages the advancement of an employee who was part of the Maryland Supported Employment Program. DLD makes it possible for the employee to improve her

institutes and centers as well as with the external scientific communities—the fourth point—is another critical issue. Ehrenfeld has spoken with many institute and center groups, including their advisory councils, and with many professional associations. This outreach effort is necessary to open the lines of communication so as to improve the center's efforts to fulfill its mandate.

In the peer review system, the role of the scientific review administrator (SRA) is central to the successful operation of the study sections. As the fifth part of her program, Ehrenfeld will seek ways to redirect resources toward SRAs to ensure their continued professional development.

The sixth point in the program is to discover ways to increase the efficiency and effectiveness of the receipt, referral and initial peer review processes.

After discussions with staff and an analysis by an outside consultant, Ehrenfeld also restructured CSR. Several management positions were eliminated to streamline the center's operations. To highlight the increased emphasis on planning, evaluation, and outreach, two new offices (planning and outreach, and policy and analysis) were established in the Office of the Director, and an evaluation officer was designated. Finally, to improve the internal operations of CSR, the administrative management, committee management, and information technology functions were consolidated into one division. Further reorganization activities will undoubtedly take place in the future. When the upheavals are over, however, the Center for Scientific Research should be a stronger, more vibrant organization. ■

clerkal skills and expand her duties—she went on to earn Merit and Achievement Awards. The division also has been providing crucial support to help her live independently for the first time.

The nomination also singled out the following DLD staff members for special recognition: Dr. Suzanne Hurd, director; Dr. Carol Vreim, deputy director; Dr. Dorothy Gail, program director; Dr. James Kiley, director, Center on Sleep Disorders Research; Loretta Barnes, administrative officer; and Amy Pryor, administrative technician. ■

'Turkey Chase' Set, Nov. 27

The 15th annual Turkey Chase 10K Race and 2-mile walk/run will be held Thursday, Nov. 27 on Old Georgetown Rd., south of Beech Ave. The walk and race start at around 8:50 a.m. Registration is cheaper if you do it early; pick up applications at the R&W stores or fitness centers. It's a great way to work off the extra Thanksgiving calories early in the day! ■

NIDR Commemorative Exhibit Opens At Smithsonian's History Museum

A new exhibit at the Smithsonian's National Museum of American History attracted a full house—3,000 visitors—on a recent Sunday evening. The exhibit, titled "About Faces: The Postwar Boom in Craniofacial Research," is a joint project of the



Children conduct an experiment in DNA extraction led by NIDR director Dr. Harold Slavkin at the museum's Hands on Science Center.

museum and the National Institute of Dental Research in commemoration of NIDR's upcoming 50th anniversary.

The Sunday night guests were there for a party as well as a look at the exhibit. The American Dental Association, which

held its annual meeting in Washington last month, sponsored a reception Oct. 19 to showcase the new exhibit and kick off NIDR's anniversary celebration.

The About Faces exhibit highlights advances in medical research that have changed the appearance of the human face over the past 50 years. It also includes a Virtual Anatomy Kiosk that allows visitors to explore three-dimensional images of the head and facial organs by rotating and even "slicing through" the images on screen. These images are based on data from the National Library of Medicine's Visible Human Project. About Faces will run through Jan. 18, 1998.—Julie Jacob



Slavkin and Dr. Lillian Shum (not shown) of NIAMS spent a recent Saturday serving as guest scientists at the center, introducing museum visitors to genetics, one of the areas of scientific research highlighted in the exhibit.



Seniors Enter Medical Cyberspace: On Nov. 3-4, the National Library of Medicine cosponsored a project to "train trainers" of senior citizens from around the country in how to access health information on the Internet. NLM is coordinating the project with NHLBI and NIH's Office of Research on Women's Health, and the HHS Health Care Financing Administration and the Office of Disease Prevention and Health Promotion. The program is giving special emphasis to trainers from public libraries, senior centers, and subsidized housing who work with low-income and minority seniors. Here, Richard Streaty of Washington, D.C., compares notes with Lillian Colavecchio of Boston at a training session. After they participate in the instruction at NIH, the trainers will return home and teach a minimum of 10 seniors per site. A multiplier effect is expected to raise that number substantially.

Health Benefits Open Season

The Office of Personnel Management has announced an open season for Nov. 10 through Dec. 8 under the Federal Employees Health Benefits Program (FEHBP). During that period, eligible employees may change their plan, option, type of enrollment or any combination of these. Also, eligible employees who are not currently enrolled may choose to do so during open season.

Employees eligible to participate in open season may obtain a booklet entitled *1998 FEHB Guide* from their personnel office. This contains enrollment instructions, general information about FEHBP, the major features of all plans, premiums, and general categories of coverage such as outpatient and inpatient service, calendar year deductible, catastrophic limit, etc.

Enrollees will be mailed a 1998 brochure by their current health benefits plan. Employees eligible for enrollment who are not currently covered by a federal plan should contact their personnel office for information on the program or plan brochures.

The Office of Human Resource Management will hold a Health Benefits Fair in Bldg. 1, Wilson Hall, on Friday, Nov. 21 from 10 a.m. to 2 p.m. Representatives from most of the plans will be on hand. **R**

GROUND BREAKING, CONTINUED FROM PAGE 1

from Bldg. 10; he called NIH “a natural habitat hospitable to medical genius,” and predicted breakthroughs in the coming century in such areas as breast cancer, AIDS, Alzheimer’s disease and human genetics. He left immediately after his remarks to speak at the funeral of a close friend who died of cancer, but said, “I will take with me



Sen. Arlen Specter

the optimism that there are people living today who do not have to die of cancer, and people living today who do not have to get cancer...That is the promise of NIH.” Amid a roar of motorcycle engines, his motorcade sped away.

Sen. Arlen Specter (R-Pa.) had to leave early too, but not for a funeral. He said he had to vote in the Senate and indicated that a chief concern was NIH’s next budget. The inheritor of Hatfield’s old office overlooking the Supreme Court, Specter said he



Reacting to Specter’s amusing remarks are (from l) HHS Secretary Donna Shalala, Hatfield and Varmus.

thinks Congress can substantially increase NIH’s budget allocation. He joshed with Varmus about making added money available to NIH, noting that only a bureaucratic obstacle—the Office of Management and Budget—stood in the way of a bigger appropriation.

“So what if [Varmus] gets in trouble [by bypassing OMB—and the President—to make a budget request

Sprawling CC Gets More Complex

The addition of the Clinical Research Center to the north face of Bldg. 10 is but the latest in a series of expansions that bid fair to make the “CC Complex” almost Pentagonesque in its scope. While it utterly abandons the symmetry of Defense Department headquarters, it makes up by veering off, almost anarchically, in all directions, including up and down (not even to mention the eternal restructuring within).

The CRC isn’t even the first major bit of plastic surgery performed on the hospital’s north face. Back in 1982, the Ambulatory Care Research Facility (ACRF) was completed amid fanfare, speeches, and, witnesses say, bitter public commentary by an architect who saw his artful form reduced—by budget constraints—to what many now refer to as the Giant Flash Cube. The really old-time NIH’ers remember when the front of the hospital featured a graceful driveway and the Pool of Bethesda gurgling pastorally out front.

To the east, the hospital grew an enhanced A-wing just a few years ago, largely to accommodate AIDS research. The glass-and-steel addition was built atop a low-rise A-wing, and resembled a poor rectangular cousin to the heftier ACRF.

Westward, the course of the department of transfusion medicine’s empire grew, adding new square-footage just a few years ago that threatened to encroach on the grounds of the Cloister.

To the south, the In Vivo NMR Center branched out some 10 years ago; ever since, people have been wary of credit cards, watches and tooth fillings in the vicinity of



Artist’s rendition of how the new Mark O. Hatfield CRC will look.

its massive magnets. And, as we speak, a new South Entry is being formed so that people can get into the hospital while CRC construction occupies the old front door.

Let’s talk about underground for a moment. Who remembers when the CC sprawled, subterraneanly, toward Bldg. 13 with addition of the Radiation Oncology Branch? Better yet, who can recall when massive PET cyclotrons were lowered into the Earth out front of the ACRF to help make the nuclear medicine department less dependent on outside sources for its short-lived isotopes? These expansions, though largely unseen, count in the 10 complex saga, too. Even today, the underground parking garages are getting a redo, and up on the roof, the CC arches skyward yet again as cranes place new air conditioning equipment on rooftops. There is not a compass point toward which the CC has not yearned since its dedication in 1953. Perhaps one day, it will advance on Battery Lane.

directly from a senator], as long as he gets a bigger allocation for NIH," laughed Specter, himself a beneficiary of the sort of clinical research that will be conducted in the new CRC—he has survived a benign meningioma. He paused for comic effect and added, "I will stop now and accept your applause."

Next on the hour-long agenda were testimonials by two CC patients who have benefited from research advances; they were introduced by CC director Dr. John Gallin after Varmus had declared that "research cannot proceed without the cooperation of our patients."

Cystic fibrosis patient Charles Tolchin, 29, of Bethesda, called the CRC "a living shrine to my heroes—the NIH physicians who have demonstrated unflinching dedication, faith and infectious enthusiasm." An NIH patient since 1977, he catalogued a series of research advances that enabled him to



Jane Reese-Coulbourne

survive in good enough shape to undergo a double-lung transplant last April. He said NIH nurses "defined compassion" and called its physicians "world class."

Breast cancer survivor Jane Reese-Coulbourne said the new hospital would be the site of some of the best, and worst, days of patients' lives. For the past 7 years, she has been cancer-free after undergoing "very aggressive" treatment in an NCI clinical trial.

Picking up the budget banner, Rep. John Porter (R-Ill.), who chairs the NIH appropriation subcommittee, called for "double-funding" NIH over the next 5 years. "Yes, it is possible," he declared, citing an improved economy and a significant drop in the federal deficit as factors in an anticipated budget surplus. "The debate has begun on what to do with



Rep. John Porter

the budgetary increase," he said, recommending investments in research that make NIH "the highest national priority."

Varmus credited the next speaker, HHS Secretary Donna Shalala, with helping make the CRC a reality by defending the project against attackers who argued that clinical research would be better practiced elsewhere than in Bethesda, and

by supporting a new hospital after thorough review proved old Bldg. 10 to be outmoded.

"The seeds we are planting...are about making tomorrow better than today," she said. The new CRC will include both "soft beds, and hard science" to achieve the healing of the human spirit. She called Hatfield "our own Moses, leading us to this mountain," and "the conscience of the Senate."

Hatfield, accompanied by his wife Antoinette and



two of their daughters, compared pioneering scientific investigation to the Lewis and Clark Expedition (1804-1806), currently the subject of an acclaimed series on public television. "Lewis and Clark undertook their expedition without maps or modern tools, but their curiosity and tenacity... changed the world as we knew it." The same spirit of conquest is alive at NIH, he said. "This new building represents the new frontier in medical science."



Sen. Mark Hatfield

He said the new CRC won't accomplish much in isolation, but will depend on partnerships—"extensions of this building"—nationwide in the form of General Clinical Research Centers, which are NIH-funded mini-Clinical Centers.

"Tell Congress that you have found a gene, and they're interested," he counseled. "But tell Congress that you've found a way to cure a genetic disease, and watch the budget grow."

Blue eyes blazing, he said he was proud to be associated with the hope placed in the Clinical Research Center: "We all have good reason for that hope."

Varmus concluded the ceremony, which had opened with playfully tossed spadefuls of soil outside the tent, by reading from a plaque that will adorn the structure once it is finished in 2001:

"The Mark O. Hatfield Clinical Research Center stands as a symbol of excellence in patient care and clinical research. Senator Hatfield served in the United States Senate for 30 years and as chairman of the committee on appropriations for 8 years. His deep and abiding commitment to medical research throughout his years in Congress will be continued through this center, a place where research seeks cures and creates hope." ■

All of the ceremonial groundbreakers were also speakers at the event. They include (from l) Reese-Coulbourne, Specter, Gallin, Hatfield, Varmus, Gore, Shalala, Porter and Tolchin.

PHOTOS: BILL AND ERNIE BRANSON

AWARENESS PROGRAM, CONTINUED FROM PAGE 1

It's not about "helping those who can't help themselves," he continued. "Most people have been living with their disabilities for years and are quite capable of handling jobs." Contrary to what many employers believe, it doesn't have to be expensive to accommodate a person who uses a wheelchair. In fact, Meyer said, there is now a 24-hour, toll-free hotline employers can call to find out about the necessary accommodations for hiring someone with a specific disability. The hotline—called the Job Accommodation Network—answers an average of 60,000 calls a year.

Taking on another popular misconception, he refuted the practice of steering kids with disabilities away from pursuing science as a career. His committee's "High School-High Tech" initiative helps young students develop their interests in science, mathematics

and computer technology so they don't have to automatically accept jobs in low-skilled, low-paying areas.

In addition, he said his organization is addressing cultural diversity in hiring. "What we've found is that if you've got a disability, your chances of getting a job are slim," he explained. "If you've got a disability and you're African American or Hispanic, your chances for employment are even slimmer."

Meyer urged the use of internship programs to help integrate people with disabilities into careers. He explained that employing people in an intern capacity offers four key advantages: It allows workers and employers to try out the situation for a while before a permanent commitment is made, it gives interns on-the-job training and experience to add to their resumé, it gives people a chance to support themselves financially, and above all, it educates coworkers and supervisors.

Meyer concluded by describing the 21-year-old Workforce Recruitment Program (WRP) for College Students with Disabilities, which links qualified college interns to employers seeking summer workers to fill in for vacationing employees or needing extra workers for labor-intensive projects. WRP gives participating agencies access to a



Motivational speaker Bill Demby, a veteran who lost both legs in the Vietnam War, holds up an early generation model of the prosthetic foot that allowed him to return to one of his passions—playing pick-up basketball. He told the audience he represents "the new minority on the block... Things that help us move through society are going to help you, eventually."

PHOTOS: ERNIE BRANSON



Paul Meyer

database of more than 1,100 prescreened, highly motivated students from more than 160 colleges and universities around the nation. Last year, WRP placed 221 students in jobs in the federal and private sectors.

"I challenge NIH to get involved with this program," Meyer said. "This is the way to get qualified scientists and engineers who are looking for jobs."

According to the Office of Equal Opportunity, NIH currently employs 708 workers who have identified themselves as disabled. Roughly 160 of them have severe disabilities. Speaking on behalf of NIH administration, Tony Itteilag, NIH deputy director for management, said, "NIH can take great pride as a leader in employing people with disabilities," he said. "This is due in large part to a high degree of commitment expressed by the ICDs. This is hard work for everyone involved, harder for those in the trenches, but NIH intends to do better in this

"This is hard work for everyone involved, harder for those in the trenches, but NIH intends to do better in this area."

—Tony Itteilag



Tony Itteilag

area. We need to identify appropriate positions, make sure the job openings become known, and obtain the appropriate referrals for filling the jobs. Once we are successful, we must support those individuals so they become an integral part of the NIH community."

Motivational speaker Bill Demby added a personal perspective to the employment discussion. A Vietnam veteran who lost both legs in the war, he is probably more familiar to most as the in-the-lane, in-your-face basketball player who snaps on his



The Fabulous Flying Fingers, a 5th grade singing and signing chorus from Barnsley Elementary School, performed "I Can Fly."

artificial limbs for a rigorous pick-up game in the DuPont plastics TV commercials. He came to NIH to deliver a bulletin:

"We're the new minority on the block, folks," he said with infectious humor, referring to people with disabilities. "A curb to you is like a mountain to us. Things that help us move through society are going to help you, eventually. Everybody's going to get old someday, and the body's not going to work the same way."

Pacing gracefully back and forth in front of Wilson Hall, the Maryland-Eastern Shore native and former high school basketball star told of his first attempts at job-hunting after a Viet Cong B40 rocket blew up the truck he was driving, instantly destroying both his legs and his dream of one day shooting hoops for a living. Demby said after months of rehabilitation, what seemed like forever in his wheelchair, and a fruitless, frustrating job search, he had learned to use his prosthetic limbs nearly without limp or detection. He felt pretty confident about himself during his next job interview, so confident in fact that he did not let on that he was a double amputee. He was offered the position, too, until, feeling guilty, he admitted to the employer that he had a disability.

"I did not get the job," he recalled quietly. That experience taught him something, though. He said it showed him there were folks besides people with disabilities who needed rehabilitation—not physical, but attitudinal rehab.

"We want to share this world with you," he concluded. "There are 49 million of us, and the number is growing. All we're looking for is an opportunity. It's time to put away those little things that stop us from helping people."

The Fabulous Flying Fingers, a 5th grade singing and signing chorus from Lucy Barnsley Elementary School, provided the musical highlight of the program, which was cosponsored by several ICDs. A demonstration of work accommodation technology concluded the program. ■

Winners of Chili Cookoff

Part of the recent Combined Federal Campaign kickoff extravaganza was a pitched battle among employees participating in the 1997 Chili Cookoff, sponsored by R&W. It was a rugged competition that yielded winners in three categories. There was a seven-way tie for Best Chili. Winners were Janie Robak, the team of Ben Shurtleff and Arun Unni, Larry Salas, Karen Frei, Rick Zirzow, Gary Thorpe and Louis Kerns. All seven won an office pizza party, courtesy of PizzaBoli's. Most Original chili honors went to Kerns and Frei, while Salas picked up the Hottest Chili kudo. These honorees each won four tickets to a Washington Warthogs indoor soccer game. Hats off to the chefs! ■

1997-98 Genome Lecture Series Begins

The National Human Genome Research Institute's 1997-1998 Human Genome Lecture Series will begin Thursday, Nov. 20. The eight speakers will focus on large-scale DNA sequencing and genomic approaches to the study of protein identification, human variation and complex traits. All lectures take place on Thursdays, from 11:30 a.m. to 1 p.m. in Lipsett Amphitheater, Bldg. 10, except for the Thursday, Dec. 11 lecture, which will be held from 10 to 11:30 a.m. in Lister Hill Auditorium, Bldg. 38A. For more information, call the NHGRI Office of Communications, 402-0911. To schedule an appointment with the speaker, contact Dr. Ken Nakamura, 402-0838, ken_nakamura@nih.gov. The schedule follows:

Nov. 20—Dr. Rodney Rothstein, Columbia University "Exploiting the Yeast Genome to Study Human Diseases"

Dec. 11—10-11:30 a.m., Lister Hill Auditorium
Dr. John Yates III, University of Washington, "Mining Genomes and Proteomes with Mass Spectrometry"

Jan. 15—Dr. Charles Langley, University of California, Davis, "Genomic Distribution of DNA Sequence Polymorphism - Theory, Observations and Implications for Linkage Disequilibrium Based Mapping"

Feb. 19—Dr. Eric Juengst, Case Western Reserve University, "Conceptual and Ethical Issues in the Study of Human Genetic Variation"

Mar. 19—Dr. Neil Risch, Stanford University, "Design and Analysis of Linkage Disequilibrium Studies for Complex Human Diseases"

Apr. 16—Dr. Sidney Brenner, Molecular Sciences Institute, Inc., "Vertebrate Genome Evolution"

May 21—Dr. Richard Gibbs, Baylor University, "Human Genome Sequencing at Baylor College of Medicine's Human Genome Sequencing Center"

June 18—Dr. Bartha Knoppers, University of Montreal, "The Human Being: Another Form of Living Matter" ■

Symposium on Oligonucleotides

The NIH Therapeutic Oligonucleotides Interest Group is hosting the "Second NIH Symposium on Therapeutic Oligonucleotides: Targeting Transcription Factors and Signaling Pathways," on Friday, Dec. 5. It will be held in Masur Auditorium, Bldg. 10, from 8:30 a.m. to 5:30 p.m. There will be 13 platform talks as well as a roundtable discussion session at the end. The program will close with socializing from 5:30 to 6:15 p.m. Reservations are not required. CME credit is available (7 hours). Contact person is Yoon Cho-Chung, 496-4020. ■



Ancient World, Computer Age Meet: How best to tap the latest technological developments in order to digitize thousands of centuries-old manuscripts for preservation and to provide widespread access? That was the question on the mind of Father Justin of St. Catherine's Monastery, at the foot of Mount Sinai, Egypt, who on Oct. 6 visited with computer and communications experts, librarians and others at the National Library of Medicine. The affable American-born Father Justin is traveling to various U.S. institutions to observe digitizing projects and to discuss technical issues. At NLM, he gave an illustrated talk (sample above) about St. Catherine's Monastery, its collection of paper, papyrus and parchment manuscripts, and the monastery's objectives for digitizing and filming the collection.

NCI Offers New Science Awareness Kit

The National Cancer Institute has developed a new communications program and information resource kit called "Cancer Research: Because Lives Depend On It." Designed to increase the public's awareness and understanding about laboratory, clinical, and population-based research, the kit explains how

medical research has improved the health of Americans and is essential to achieving further progress against cancer and further improving the nation's health.

Elements of the program are based on extensive consumer research that reveals the public's confusion about medical news in general and cancer research

in particular. Key findings show that although there is strong support for medical and cancer research, it is not based on a clear understanding of how research on cancer and other diseases is conducted. In addition, terminology used by the scientific community is not well understood by the public and sometimes carries negative connotations. The research report is also available and is called "The Public's Perception of Medical and Cancer Research."

NCI developed the kit for scientists and other health professionals to use as a resource in their communications to colleagues, the media, and the public to help foster understanding of the importance of medical research. The kit and the research report can be requested free of charge by sending an email to johnstoj@occ.nci.nih.gov or a written request to Cancer Research Kit, Bldg. 31, Rm. 10A03; 402-0894 (fax). ■

A New Resource Kit from the National Cancer Institute

To order this and other materials, call the Cancer Information Service, a program of the National Cancer Institute at

1-800-4-CANCER
(1-800-422-6237)

People with TTY equipment, dial 1-800-332-5613

- Cancer Research challenges, advances, and opportunities
- Cancer Statistics
- Research Initiatives
- Clinical Studies... and more



Orientation Available to Extramural Staff

The Office of Extramural Programs, OD, will present an NIH orientation course entitled "Fundamentals of NIH Extramural Activities," on Monday, Jan. 26, 1998. The course is designed for extramural staff with service of 2 years or less. It will be held in the Natcher Bldg. E1&2 conference room. The course times will be 8:30 a.m. to 5 p.m.; morning registration begins at 8.

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. Registration will be conducted via email on a first-come, first-served basis. Microsoft Exchange mail users can email their requests to the ESATRAN mailbox on the NIH global address list; other mail systems users can email using the address: ESATRAN@od.nih.gov. All requests must be received by Jan. 12. Applicants will be informed of the decision concerning their registration within 2 weeks of their submission. For more information contact Shelly Palacios, (301) 770-2670. ■

White House Honors 11 Young Scientists

Eleven NIH-supported scientists, including an intramural researcher, are among 60 winners of the Presidential Early Career Award for Scientists and Engineers—the highest honor bestowed by the United States government on outstanding scientists and engineers at the outset of their independent research careers. The awardees were recognized Nov. 3 at a reception and colloquium at the Old Executive Office Bldg.

The nominees were chosen from among the most meritorious investigators funded through the First Independent Research Support & Transition (FIRST) award. The honorees receive up to \$500,000 over a 5-year period to further their research. They include: Dr. Russ B. Altman, Stanford (NLM); Dr. Anirvan Ghosh, Johns Hopkins (NINDS); Dr. Juan C. Izpisua-Belmonte, Salk Institute (NICHD); Dr. Macrae F. Linton, Vanderbilt (NHLBI); Dr. Peter Mombaerts, Rockefeller University (NIDCD); Dr. Michael K. Rosen, Sloan Kettering Institute for Cancer Research (NIGMS); Dr. Patrick J. Stover, Cornell (NICHD); Dr. Michele S. Swanson, University of Michigan (NIAID); Dr. Roland M. Tisch, University of North Carolina (NIDDK); Dr. Sharon L. Walsh, Johns Hopkins (NIDA); Dr. David A. Wassarman, NICHD's unit on developmental transcription regulation. ■

NINDS director Dr. Zach W. Hall (r), Dr. Louis Sokoloff (below, l), chief of NIMH's Laboratory of Cerebral Metabolism, and Dr. Robert Wurtz (bottom), chief of NEI's Laboratory of Sensorimotor Research, were recently elected to the



Institute of Medicine, a component of the National Academy of Sciences. IOM enlists distinguished members of various professions to examine policy matters pertaining to the health of the public. Its mission is to advance scientific knowledge and improve the public's



health and well-being by providing objective, timely, and authoritative information on a wide range of public health issues. New members are chosen for major contributions to health, medicine or related fields such as social and behavioral sciences, law, administration, and economics.





DCRT Mourns George Hutchinson

Dr. George Allen Hutchinson, 61, a former DCRT research mathematician and section chief who retired in 1994, died at his home on Sept. 17 of cancer.

He joined DCRT in 1967 after receiving his Ph.D. from Columbia University. He worked in the Laboratory of Applied Studies until 1973; for the next 20 years, until his retirement, he was chief of the biomathematics and computer science section in DCRT's Laboratory of Statistical and Mathematical Methodology (LSM).



Dr. George A. Hutchinson

"George was a unique and gentle person, a world-class mathematician, and a humble and extraordinarily gifted man," remembers Dr. James Mosimann, former chief of LSM.

During his years at DCRT, Hutchinson conducted individual and collaborative mathematical research projects, and developed scientific computer software. Laboratories still use one of his programs to screen for genetic defects in fetuses. "George helped save many babies who otherwise might have died," eulogized his friend and colleague, Dr. Mark Geier.

Hutchinson wrote over 24 publications and was a respected international lecturer. At the time of his death, he was a visiting researcher in the mathematics department of the University of Maryland. He is survived by his wife of 28 years, Carol Ann; his sons, Daniel of Centreville, Va., John of Princeton, N.J., and Andrew of Silver Spring; his brother, Dr. James H. Hutchinson of Bethesda, and his sister, Carol Osborn of Media, Pa.

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 496-6211 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>
<i>Management, Supervisory, & Professional Development</i>	
Federal Budget Process	12/2
ITMRA: Greater Efficiency Utilizing IT Performance Measures	12/11
GPR: "Results Act" Orientation for Developing Performance Measures	12/11
Enhancing Interpersonal Relationships in the Work Environment	12/16
Manage Stress to Maximize Effectiveness	12/17
<i>Administrative Systems</i>	
Travel for NIH Travelers	12/2
Domestic Travel	12/15
Foreign Travel	12/18
<i>Career Transition</i>	
NIH Retirement Seminar - CSRS	12/8
<i>Computer Applications and Concepts</i>	
Microsoft Schedule PLUS for Windows	12/4
Microsoft Exchange for Windows	12/4
Introduction to Javascript Scripting	12/4
Front Page: Introduction to Web Publishing	12/9
Upgrading to MS Windows 95	12/11
<i>Human Resource Management</i>	
Introduction to Human Resource Management	12/15

DCRT Courses and Programs

All courses are on the NIH campus and are given without charge. For more information call 594-3278 or consult DCRT's home page at <http://www.livewire.nih.gov/>.

NT Server Resource Kit	12/1
Solutions for the Year 2000 Challenge	12/1
C Language Fundamentals	12/1-5
Parachute Startup for Windows 95	12/2
LAN Services and Email from Parachute	12/2
Computer Security Issues for Unix Administrators and Users	12/3
Electronic Forms Users Group	12/3
Relational Database Design	12/4
Lectures on Polymer Science	12/8
DB2 Database Administration	12/8-9

Annual Bazaar Scheduled, Dec. 4

The R&W and the Friends of the Clinical Center will host the annual Holiday Bazaar on Thursday, Dec. 4 from 10:30 a.m. to 3 p.m. in the lobby of the Visitor Information Center, Bldg. 10. The event will feature crafts and vendors with a variety of holiday merchandise for sale. Browse more than 50 vendors for gift ideas, or select seasonal decorations while you raise money for the patient community of the Clinical Center. ■

Do You Get the 'Winter Blues?'

The NIMH Clinical Psychobiology Branch is seeking men and women ages 18 to 65 who experience symptoms of winter-related depression to participate in a study of how the seasons affect mood and well-being. For more information, call 496-0500.



The Irish Dancing and Music Festival held Oct. 25 in Masur Auditorium to benefit NIDR fellow Dr. Henry Lancaster was a big success as more than \$7,500 was raised to help defray costs associated with a double-lung transplant he will need to combat cystic fibrosis. Here, young dancers from Sean Culkin's school for Irish dance perform before a standing-room-only audience.

25th Holiday Auction Planned

The Clinical Center's clinical pathology department will hold the 25th anniversary version of its holiday auction on Dec. 5 from 9 a.m. to 2 p.m. The event, held in the pathology conference room and library, benefits the Patient Emergency Fund and the Friends of the Clinical Center.

Beginning at 9 a.m., coffee and breakfast breads will be sold, and a silent auction begins at 11. At lunch time, sodas and pizza will be available. The auction ends at 2 p.m. For more information contact Norma Ruschell, 496-4473, or Sallie Seymour, 496-3386, both of whom are in Bldg. 10, Rm. 2C324. **R**

Open Season for Thrift Savings Plan

The Thrift Savings Plan is having another open season from Nov. 15 through Jan. 31, 1998. FERS employees who were hired before July 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).

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. **R**

Use or Lose Reminder

Don't forget to schedule "use or lose" annual leave in writing no later than Saturday, Nov. 22. Questions concerning leave should be directed to individual ICD personnel offices.

Wednesday Afternoon Lectures

The Wednesday Afternoon Lecture series—held on its namesake day at 3 p.m. in Masur Auditorium, Bldg. 10—features Dr. Kai Simons on Nov. 26, lecturing on the topic "Sphingolipid-Cholesterol Rafts in Membrane Trafficking and Signaling." Simons is cell biology program coordinator, European Molecular Biology Laboratory, Heidelberg.

On Dec. 3, Dr. Wolf Singer, director of the Max-Planck-Institute for Brain Research in Frankfurt, speaks on "The Putative Role of Response Synchronization in Cortical Processing."

For more information or for reasonable accommodation, call Hilda Madine, 594-5595. **R**

Healthy Vols Needed for Seasonality Study

The NIMH Clinical Psychobiology Branch seeks healthy men and women ages 18 to 65 for a study of the effect of season on mood and human biology.

Volunteers must be nonsmokers, free of medical and psychological disorders, not taking any medications, and not employed by NIMH. Payment is provided.

For more information, call 496-0500. **R**



NIDR researcher Dr. Mark Hoon continues his winning ways in local footraces, having recently won the Rockville 10K in a time of 33:37. He also won the River Rumble Half-Marathon in Montgomery County in August, the Crystal City Red Cross 10K in June, the Bethesda Chase 20K last March and was the first D.C.-area finisher in last April's Boston Marathon, placing 41st overall. He was a spectator at the recent Marine Corps Marathon, but is training now for next spring's Boston Marathon. He was last profiled in the Dec. 5, 1995, NIH Record.