

THE NIH RECORD

Still The Second Best Thing About Payday

NIH Group Addresses Email Woes

By Joan Chamberlain

Email at NIH works—most of the time. But try sending an attachment from your PC to a Mac or Unix user across campus, and you're likely to find the recipient can't read it. Even users on the same platforms (PC to PC or Mac to Mac) can run into attachment problems if they use different word processors or different versions of the same word processor.

"Most problems with attachments arise from word processors, not email technologies," says Alan Graeff, chief of the Clinical Center's information systems department. "The email products used at NIH adhere to well-defined standards that enable interoperability. Word processors, however, use proprietary file formats and don't conform to defined industry standards."

The quickest solution is to paste the text of your document into the body of an email message, though you risk losing formatting in the process. Other options can preserve formatting, such as saving documents in "common" formats (WordPerfect 6.1, Word 6.0, or Rich Text Format), but you may still have compatibility problems, especially if you're sending the document to lots of people. (For more tips on attachments, see "Sharing Doesn't Have to Hurt" in DCRT's *LiveWire* at <http://livewire.nih.gov/>).

Email technologies have come a long way since 1973, when DCRT introduced the first elementary system running on a mainframe computer. In the late seventies, NLM began using networked mail connected to Arpanet, the Internet's precursor. With the introduction of local area networks in the mid-eighties, many NIH staff got connected, and by the early nineties, most had discovered the joys of email. Unfortu-

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'Dream' Day Not Today

Son Says King Legacy Surviving, Not Thriving

By Carla Garnett

Martin Luther King III came to NIH on Jan. 16 for a little give and take. One day after stepping into shoes vacated involuntarily by his father nearly 30 years ago, the brand new leader of the Southern Christian Leadership Conference (SCLC) gave a stirring speech to mark what would have been the elder civil rights leader's 69th birthday. Thanks in large measure to NIH's equal employment opportunity officers, he took with him a clearer image of the world's premier medical research institution and several promises to help SCLC promote NIH's health mission in minority communities.

Coalition Building a Top Priority

"As director of SCLC," King said at a pre-speech briefing with members of NIH's EEO

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M.L. King III

Investing in Employees

'Continuous Learning' Leads to Job Contentment, Success

By Carla Garnett

Okay. Pop quiz: What's the most valuable resource at NIH? Don't answer right away. Put some thought into it. Is it the billions of dollars the agency invests each year in medical research? Or maybe you think it's the high-tech computer network system that automates nearly everything from paychecks to prescriptions? Perhaps it's the millions of dollars of lab, hospital and office equipment in each building? Nope. Not even close, according to a business principle motivated by the Quality of Worklife Initiative and being adopted enthusiastically across campus.

"It's our people," declares NIDR director Dr. Harold Slavkin, a vocal champion of what is called the "continuous learning" concept. "It's really a no-brainer if you think about it. Simply

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Blue Cross/ Blue Shield Day

Blue Cross/Blue Shield of the National Capital Area will be on the NIH campus Wednesday, Feb. 11 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. 9, 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 NIH one day each month, usually on the second Wednesday of the month.

Wanted: Management Intern Applicants

The interns from the graduating class of 1997 invite all interested applicants to meet the challenge: consider the NIH Management Intern Program! Tired of sitting at the same desk day after day? Looking for an opportunity to change jobs, meet new people, enhance your career potential, learn new skills? Well that's what the NIH Management Intern Program is all about.

The Division of Career Resources and the NIH administrative training committee will be recruiting interns for the 1998 NIH Management Intern Program. The program is designed to prepare individuals demonstrating high potential for careers in administrative management.

To apply you must be a U.S. citizen; be willing to work full-time; be a current Department of Health and Human Services employee at the GS-5 level or above or wage grade equivalent and currently



Interns from the graduating class of 1997 include (from l) Diane Barber, Matthew Burr, Lori Henry, Karen Colbert, Mary Jo Hoeksema, Carol Storm (NIH intern coordinator), Kerri Burton-Danner and Silvia Cabrerias.

employed in either a career or career-conditional appointment or be on a veterans readjustment appointment, severely physically disabled (Schedule A) appointment or any other appointment that offers noncompetitive conversion.

Positions are offered at the GS-5, 7 and 9 levels. Applicants above GS-9 level will be required to accept voluntary downgrades, but may be eligible to retain their salary.

More information on qualifications will be provided in the application package available at the Division of Career Resources, Bldg. 31, Rm. B3C07 and most other NIH personnel offices. The program opened on Feb. 2 and closes Mar. 2. Application packages will also be offered by several personnel offices and at several off campus locations such as Executive Plaza South, Parklawn Bldg., Solar Bldg., Frederick (NCI/FCRDC), NIEHS (North Carolina) and NIA (Baltimore). You may also call the Division of Career Resources, 496-2403 (press #7), for more information. **R**



Dr. Leslie Ungerleider will give this year's G. Burroughs Mider Lecture, discussing the brain circuitry underlying seeing, remembering and thinking. An internationally recognized neuroscientist and chief of the National Institute of Mental Health's Laboratory of Brain and Cognition, she will explain how insights gained

from studies in monkeys are now being confirmed and extended through PET (positron emission tomography) and fMRI (functional magnetic resonance imaging) studies in humans. For example, older brain areas specialized for certain functions in the monkey have just recently been pinpointed in humans, having been displaced during evolution as areas serving uniquely human functions emerged. The Mider lectureship, established in 1968, annually honors an NIH scientist for significant research contributions. Ungerleider trained in experimental psychology at New York University and Stanford University prior to joining NIH in 1975. Her talk, "Neural Mechanisms of Human Cognition: Insights from Brain Imaging Studies," will be held Wednesday, Feb. 25 at 3 p.m. in Masur Auditorium, Bldg. 10.

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Nicotine's Addictive Properties Probed

An important discovery using genetically altered mice has brought researchers one step closer to unraveling the mechanisms of nicotine addiction and even closer to the development of an effective treatment for one of the nation's deadliest and most costly health problems—nicotine addiction.

Building on a series of recent scientific findings suggesting that, independent of a drug's initial site of action, every drug of abuse—be it nicotine, alcohol, heroin, cocaine or amphetamine—appears to increase the levels of the neurotransmitter dopamine in a particular brain pathway, scientists may now have found a molecular link between nicotine addiction and this common reward or pleasure producing pathway.

Using sophisticated bioengineering tools, Dr. Marina Picciotto of Yale Medical School, and colleagues at the Pasteur Institute in Paris, the Karolinska Institute in Stockholm, and the research section of Glaxo-Wellcome in Geneva, have pinpointed a particular molecule, the beta 2 subunit of a known nicotine receptor, as being essential to the process of nicotine addiction. This important molecular finding identifies the beta 2 subunit as a critical component in nicotine addiction, as well as a potential site for targeting the development of anti-nicotine addiction medications. The findings from this research, which was supported in part by NIDA, can be found in the Jan. 8 issue of *Nature*.

'Knockout' Mice Used

Picciotto and her colleagues used a strain of mice in which one of the 10 subunits, or molecules, that make up the neuronal nicotinic acetylcholine receptor was disabled or "knocked out." The most significant finding is that the mice lacking the b2 molecule failed to self-administer nicotine, implying that without this molecule, the mice do not experience the positive reinforcing properties of nicotine. Importantly, both the normal and the altered mice did self-administer cocaine. This all indicates that even without this b2 nicotine receptor molecule, the brain reward pathway thought to be common to all addictions remains intact even though nicotine loses its effect.

An important related finding is that an injection of nicotine given to the knockout mice did not increase the neurotransmitter dopamine. "We knew that dopamine was somehow involved in mediating the rewarding properties of nicotine addiction," said Dr. Alan I. Leshner, director of NIDA, "but to actually pinpoint a particular molecule critical in this phenomenon is a major discovery. This finding will help us to more systematically develop medications for nicotine addiction targeted at these kinds of brain mechanisms." ■

Undergrads Get Early Sampling of Research

Nearly 100 junior and senior undergraduates presented their NIMH-supported research findings, and listened to Harvard University researchers present their work at the 16th Annual Career Opportunities in Research Education and Training Colloquium in Cambridge, Mass., recently.

NIMH's Career Opportunities in Research (COR) education and training program has been helping prepare students from predominantly minority colleges and universities for graduate study in the mental health arena since 1975. "Our aim in COR is to give undergraduate students from minority institutions a taste of graduate level work," says Dr. Dina Birman, who administers the COR program at NIMH, "and to help them get first-hand research experience at an early point in their education."

A highlight of this annual event is the presentations by the undergraduates. This year's participants spoke on a range of topics from basic neuroscience to broader clinical research. COR student S. Bibiana Adames, from Hunter College, discussed a study of HIV risk factors in Mexican and Puerto Rican women. Michel Mendes of the State University of New York at Old Westbury presented findings from his study "Opioid Involvement in Behavior Changes of Male Mice Infected with *Trichinella Spiralis*." Darnika C. Graham of Hampton University examined how some inner-city youths emerge unscathed after witnessing violent events while others are permanently affected and suffer symptoms of severe anxiety and depression.

The colloquium participants, from 13 universities across the nation, heard lectures by prominent Harvard faculty and toured many university neurobiological research facilities including the sleep and neuroimaging centers and the brain laboratory.

COR alumni also addressed the latest crop of students. Among them, Dr. Phyllis Ford-Booker, assistant professor of psychology at North Carolina A&T State University, discussed her research and offered advice about how to survive undergraduate and graduate school and achieve professional goals in the mental health research field.

"The 4-day meeting left the students with renewed enthusiasm for their present studies and their future careers," said Dr. Delores Parron, NIMH associate director for special populations. "Several left the colloquium with the intention of applying to Harvard." ■

Treatment for Panic Attacks

Experiencing spontaneous panic attacks and/or significant social anxiety? You may be eligible for an NIMH/USUHS study evaluating nondrug treatments for panic and anxiety. Call Audrey Kowmas at USUHS, (301) 295-3651. ■



Susan Cornell recently joined NIH as director of the Freedom of Information Act (FOIA) Office. She comes from the Commodity Futures Trading Commission, where she was legal counsel to one of the commissioners. She has extensive experience with both the FOIA and the Privacy Act. She holds a B.A. in political science from Washington and Jefferson College in Pennsylvania and a law degree from Syracuse University College of Law. She joins NIH as new departmental regulations treat email as official agency records under FOIA. Cornell's office is part of the Office of Communications, OD.



Dr. Hinda Zlotnik recently joined the staff of NIGMS as a program administrator in the Minority Access to Research Careers Program Branch. She comes from the University of Puerto Rico School of Medicine in San Juan, where she was director of the office of sponsored research and a professor in the department of microbiology and medical zoology. She earned her Ph.D. in microbiology and immunology from Temple University. She did postdoctoral work at Temple and at NIDDK's Laboratory of Enzymes and Biochemistry. In 1995, she spent 6 months as an NIH extramural associate, performing assignments with the MARC program and with NIDCD. Zlotnik is a member of several scientific societies.

LEARNING, CONTINUED FROM PAGE 1

put: People produce more in a workplace where they feel valued, rewarded, appreciated and respected. I'm not talking about this as just an altruistic concept. Being sensitive to human issues is an investment."

Knowledge Is Power

Last June, Vice President Al Gore sent a message to federal managers: "We asked each cabinet secretary to set clear uplifting goals, and make sure everyone understands how the goals relate to their own jobs," he said in a letter, referring to reinvention instructions he and President Clinton issued in January 1997. "We also told them the most important job for government leaders at every level is to unlock the unused creativity and brain power of the men and women in the federal workforce."

Gore's note then asked managers to incorporate continuous learning into each agency's daily operations. In practice for years by corporate business giants such as IBM, Ford Motors and 3M, the concept requires organizations to plan, implement and evaluate learning systematically for all its members.

"The NIH mission is to uncover new knowledge that will lead to better health for everyone," said Steve Benowitz, NIH OD executive officer and director of human resources management. "Learning has always been a critical part of that mission. The learning mission is not characteristic just of the scientists in the laboratories. With increasing demands being placed on employees because of changes in technology, streamlining and reinvention, it is now even more critical that emphasis be placed on individual and organizational learning."

This is especially important for organizations dedicated to the discovery of new knowledge and new technologies—private as well as not-for-profit sectors, agreed Slavkin, whose early implementation of the principle has included development and publication of an NIDR strategic plan clearly spelling out the institute's short- and long-range mission, goals and opportunities for growth.

"I'm a scientist," he said. "I love science, but I also find exciting this nurturing and training and transitioning of people. It's all about pushing the envelope in a new area. At NIH we push the envelope in the lab everyday. Every day we try to make our last idea obsolete. We get excited about change, opportunity and discovery. Being a learning organization is no different than that."

Follow the Leader

Slavkin said he used principles of diversity to open communication among his organization's managers, supervisors and their coworkers. At his urging, NIDR organized an annual retreat for the entire institute that mixed participants across divisions and

grade levels. Intra-institute committees were formed with representatives from a cross-section of the institute. Slavkin began frequent "walkabouts," where he would meet with staff members informally and talk about their ideas and concerns.

"Relatively speaking we're a small institute—only about 320 people," he admitted, "so it's a lot easier to accomplish what we have than if you have a workforce of 4,000 or 10,000. It still can be done. I don't think we are there yet. We're still fairly early in a process that takes years of consistency and trust, but we're trying. NIDR is a work in progress. When you're successful at this, it shouldn't show. It's a subtle thing. You notice it in thousands of small ways—like in the hour a meeting starts, in how employees greet each other in the hallway, in how they sit across from their coworkers in a meeting. It's a cultural thing."

Some of the other initiatives Slavkin endorses include "brown bag" sessions where 12-15 people brainstorm about new scientific approaches—not just scientists, but budget people, science writers, support staff, personnel people and others. NIDR also uses intranet, Internet and email "to communicate with every individual employee so no one feels marginalized," he explained. Last year, after every employee developed an individual performance plan, NIDR leaders pledged to provide flexibility, time and in many cases, training funds and resources so employees could accomplish the performance goals they set for themselves.

What's in It for Managers?

"The result is that morale is probably higher than it has ever been," Slavkin observed. "There's an excitement that wasn't here before. When you make promises, you really have to deliver. Reward people for working in teams. Pay attention to birthdays and holidays. Give credit when and where it is due.

"We're all busy and overextended," he continued. "Don't get me wrong—it is a sacrifice. You are making time—amid a very heavy load—for human resources. But, consider the alternatives: chronic absenteeism, lower levels of enthusiasm, and eventually, lower quality performance."

Within the last few months or so, NIH's Office of Human Resource Management began circulating to all NIH managers the virtual bible for this business strategy—a little green book written last summer by the interagency Human Resource Development Council. The book, *Getting Results Through Learning*, opens with Gore's letter, contains useful guidelines for implementing the concept and quotes some of its successful, well-known practitioners.

Says *Fortune* magazine's Thomas Stewart, in the chapter titled Getting Better Results: "Human capital grows two ways: when the organization uses more of what people know and when more people

know more stuff that is useful to the organization.”

An offering from GE's CEO Jack Welsh claims, “We would not knowingly hire anyone in our company who wasn't ‘boundaryless,’ who wasn't open to an idea from anywhere, who wasn't excited about a learning environment.”

Success Breeds...

Both OHRM and quality of worklife committee leaders say they hope the book, the concept and the testimonials of its success stories will inspire new ways to help NIH employees do their jobs better in a changing business climate.

“We are looking at means to implement some of the same techniques that these learning organizations use to support our employees, their supervisors and managers in meeting our scientific and stewardship mission requirements,” Benowitz said.

“NIH is called the jewel in the federal crown,” Slavkin concluded. “We are without question number one in biomedical and behavioral research. We should also be number one in management. We're in a perfect position to do that. There's no dilution of science. You don't give up anything in terms of excellence. Everything from how we park our cars to the way we move the mail to eating in the cafeteria—every piece of our organization should be equivalent to the same level of excellence. That's what makes IBM sizzle. It's what makes Microsoft so successful. That's what almost all learning organizations have in common.” ■

Dr. Wayne A. Hendrickson, a member of the National Advisory General Medical Sciences Council and a long-time NIGMS grantee, has been named first recipient of the



National Academy of Sciences Alexander Hollaender Award in Biophysics. The prize, given every 3 years for outstanding contributions in biophysics, will be presented to Hendrickson “for his contributions to macromolecular crystallography, in the development of robust methods of phasing and refinement, and in determina-

tion of complex and biologically important structures.” Hendrickson is a professor of biochemistry and molecular biophysics and a Howard Hughes Medical Institute investigator at Columbia University College of Physicians and Surgeons. He will receive the award and its \$15,000 prize on Apr. 27 at a ceremony in Washington, D.C., during the academy's 135th annual meeting.

Pisano Travel Grants Available

A new grant is now available to encourage those interested in doing historical research related to the NIH intramural programs.

The John J. Pisano Travel Grants, administered through the DeWitt Stetten, Jr., Museum of Medical Research at NIH, are named in honor of Dr. John J. Pisano (1929-1985), a distinguished biochemist and former chief of the section on physiological chemistry, Laboratory of Chemistry, NHLBI. The program is funded by the John J. Pisano Memorial Fund of the Foundation for Advanced Education in the Sciences, Inc., a non-federal organization associated with NIH.

The Pisano grants will be awarded for travel costs to Bethesda to conduct research. Questions may be addressed to the NIH historian, Dr. Victoria A. Harden, at 496-6610, or email vharden@helix.nih.gov.

One or two grants each year are expected to be available at the level of \$1,500 for United States residents and \$2,000 for recipients who reside outside the U.S.

Applications for an award during the 1998-99 academic year must be received in the NIH Historical Office, Bldg. 31, Rm. 2B09 by 5 p.m. on Mar. 31, 1998.

Long, Short Sleepers Needed

The Clinical Psychobiology Branch, NIMH, is looking for volunteers ages 18-31 who either routinely sleep 9 or more hours, or 6 or fewer hours. Volunteers must have no sleep disturbances or insomnia, plus no history of mental illness. Volunteers must be in good general health and not taking any medications or birth control pills. The study requires living on the NIH research unit in Bethesda for 4 consecutive days. For more information call 496-6981. ■

Seminar on Government Contracting

The Bethesda/Medical chapter of the National Contract Management Association is hosting a brown bag lunch seminar entitled “My Company's Been Excluded from the Competitive Range—Now What?,” on Wednesday, Feb. 18 from 11:45 a.m. to 1 p.m. in EPN, Conf. Rm. H. Speaking will be attorney Jeffrey Weinstein. All are welcome; no registration needed. For more information call Sharon Miller, 496-8611. ■

Normal Volunteers Needed

The Laboratory of Neurosciences, NIA, seeks healthy volunteers ages 18-100 to participate in its research on memory and aging. Participation involves full medical evaluation, psychological testing, and brain scans (MRI, PET). Procedures require about 13 hours and participants will be paid \$300-\$500, depending on time involved. For more information call 594-7783 or 1-800-350-5047.

KING LEGACY, CONTINUED FROM PAGE 1

community, "I intend to build more coalitions with Latino, Hispanic, and Asian communities, and—particularly with our Jewish friends—rebuild relationships that have been strained in recent years. Clearly we have to mobilize our troops, utilize lobbying efforts more effectively and make use of communication technology such as the Internet to get us ready for the 21st century."

Conceding that "those who are against what we represent" already have a head start in getting their message across, King said concepts of diversity and affirmative action have for the most part been "marketed as a wedge issue to divide us."

When King asked about civil rights challenges facing NIH's EEO officers, he was appraised frankly. He was told that a common perception among minority employees here is that diversity in hiring and promotion has been placed indefinitely on the "back burner" among NIH

priorities, and that less than 1 percent of the agency's 1,200 tenured scientists are Black. King heard that although NIH has for several years enjoyed favorable budget increases, agency funds devoted to administrative concerns—areas such as outreach, recruitment and retention of minority employees—have remained static or been decreased.

Noting aggressive efforts on these issues by the director of NIDDK, Minority Program Manager and EEO Officer Rose Pruitt said her institute is—and has been for some time—engaged in initiatives with such organizations as the National Medical Association (which has as its members African Americans), to take the benefits of research results to the minority community. In addition, half of NIH's tenured Black scientists work at NIDDK.

The point was also made that ultimately, the onus is on the leadership of the institutes to bring on tenure-track scientists and see that they have resources.



NIH'ers Cliff Moore and Diane Wax read the King Freedom Litany.

Noting a recent success story [NIH research found that strokes in children with sickle cell disease can be significantly reduced with routine blood transfusions], Naomi Churchill, director of NIH's Office of Equal Opportunity, said individual employees can be catalysts for changing the climate. "The problem is less a matter of diversity training," she observed, "than it is a matter of deep-rooted personal commitment."

NINDS EEO Officer Levon Parker, who moderated the 45-minute preliminary session, said that by developing and funding a wide variety of science training programs, his institute and others are committed to "feeding the pipeline of young qualified minority students" who are considering medical research as a career.

"It is very frustrating to see issues go unaddressed and there are some major obstacles to overcome," King counseled the small group, "but it is incumbent upon all of us involved in civil rights to continue to raise these concerns to the forefront." He also suggested "a still not fully tapped" resource for spreading NIH's message to communities of color: "One way to reach Black folks is through the pastors of their churches," he said. "The church is still a significant communication mechanism in the minority community."

Focus Turns to 'Debilitating Diseases'

Following the briefing, King addressed a standing-room-only Masur Auditorium assembly. Still far more dream than reality, his father's vision "set a perfect standard for an imperfect world"—a day when equal rights are achieved for all citizens, he remarked. "For too many of this nation's leading



NIH director Dr. Harold Varmus exchanges greetings with Martin Luther King III, keynote speaker for an NIH commemoration of his father.

PHOTOS: ERNIE BRANSON



Program attendees link hands for the traditional singing of "We Shall Overcome." Shown (from l) are Moore, Dr. John Ruffin, Wax, King, NIH deputy director Dr. Ruth Kirschstein, Charlette Bronson, Gerri Adams-Simmons and Levon Parker.

organizations—lending institutions, employment offices, clinics and hospitals—that day is not today. I challenge you all here to examine your own [efforts]...You must evaluate if that day is today at NIH.”

Noting that there has been little progress to celebrate, King drew a deliberate distinction between merely observing MLK Day and celebrating it. “We celebrated in 1983 when President Reagan signed the bill” enacting the federal holiday, he said, and “in 1986 when it was recognized by the nation for the first time. Can we celebrate today that the most resourceful nation in the world is still battling the same three debilitating diseases—poverty, racism and violence—that it was fighting 30 years ago?”

After sharing recollections of the elder King’s visit in 1961 to “a small, 97 percent white male college in New England,” NIH director Dr. Harold Varmus, introducing the speaker, said he was inspired by the “transforming effect Dr. King had on that school and on an entire society.” Varmus also said he admired the mettle of the younger King, who consented to speak at NIH only 1 day after assuming the leadership of the SCLC.

Cofounded in 1957 by Dr. Martin Luther King Jr.,



The Aurora Dance Company performs a King tribute choreographed by company founder Dr. Dawn Barnes (l).

sor, MLK III. King took office on Jan. 15, the anniversary of his father’s birthday.

Taking the podium, King joked that he was feeling the effects of a heavy travel schedule—from SCLC headquarters in Atlanta to Monterey, Calif., back to Atlanta, down to Wilmington, N.C., out to Minneapolis, and finally to Washington, D.C.—in barely a week’s time, but said he was honored to be asked to address NIH. Noting that SCLC is committed to promoting the betterment of people of all kinds—especially the poor, disadvantaged and sick—he said his father’s dream won’t be completely fulfilled “until medical research is a higher priority than weapons research.”

The MLK commemorative program, which also featured the talents of the Cardozo High School Choir, the Aurora Dance Company, and NIH’ers Cliff Moore and Diane Wax, who led the litany, was cofunded by several NIH components. ■

and several other ministers of the South, SCLC has stood at the forefront of the civil rights movement since its formation. Its director since 1977, Rev. Joseph Lowery, recently retired to make way for the group’s unanimously elected succes-



A choir from Cardozo High School in Washington, D.C., leads the audience in song.

Free Wisdom Teeth Removal

NIH is seeking volunteers in need of wisdom teeth removal (third molars) to participate in clinical studies evaluating new pain medicines. Patients will have their wisdom teeth removed by a board-certified oral surgeon using standard drugs for local anesthesia and sedation. After surgery they will receive a new drug and tell how well it works in comparison to a standard pain medicine. All studies have been approved by the NIH institutional review board as being safe and appropriate for young healthy adults (usually ages 18 and up) in need of the removal of impacted third molars. For more information call 496-4891.

Fogarty Center Offers Tax Help to Visitors

The Fogarty International Center will sponsor a series of tax year 1997 tax preparation workshops to help participants in the NIH Visiting Program complete federal and state tax forms. The workshops will be approximately 3 hours long. Participants should bring copies of their W-2, 1042S, and/or 1099 forms to the workshop.

The schedule is as follows:

Date	Time	Location	Who Should Attend
Feb. 27	10 a.m.	31/Rm. 6C10	Visiting Fellows
Feb. 27	1:30 p.m.	31/Rm. 6C10	Visiting Associates/Scientists/Special Experts
Mar. 6	10 a.m.	31/Rm. 6C6	Visiting Fellows
Mar. 6	1:30 p.m.	31/Rm. 6C6	Visiting Associates/Scientists/Special Experts
Mar. 13	10 a.m.	31/Rm. 6C10	Visiting Fellows
Mar. 13	1:30 p.m.	31/Rm. 6C10	Visiting Associates/Scientists/Special Experts
Mar. 20	10 a.m.	31/Rm. 6C10	Visiting Fellows
Mar. 20	1:30 p.m.	31/Rm. 6C10	Visiting Associates/Scientists/Special Experts
Mar. 27	10 a.m.	31/Rm. 6C6	Visiting Fellows
Mar. 27	1:30 p.m.	31/Rm. 6C6	Visiting Associates/Scientists/Special Experts
Apr. 3	10 a.m.	31/Rm. 6C10	Visiting Fellows
Apr. 3	1:30 p.m.	31/Rm. 6C10	Visiting Associates/Scientists/Special Experts

nately, though, as ICDs adopted different technologies, problems arose with exchanging documents.

Currently, about half of NIH's 20,000 email users rely on Microsoft Exchange. The rest use Internet Mail (mostly Eudora on Macs and PCs, Helix, ALW, and Wylbur), Novell's GroupWise, or cc:Mail. In general, these systems "talk" to each other via gateways—software that "speaks" different email languages. Several years ago, the NIH architectural management group (AMG), with representatives from each ICD, set out to improve information sharing at NIH, create standards for information technology, and reduce the cost of buying and supporting this critical resource. Part of the group's goal was to address the incompatibility problems that arose from the many different combinations of hardware and software that make up the NIH computing landscape.

Last spring, an AMG working group on email recommended several steps to make email more reliable and easier to use:

- ▶ Adopt Internet MIME (Multipurpose Internet Mail Extensions), a protocol for encoding and transferring email attachments. With MIME, email and even complex attachments such as multimedia arrive intact at their destination.

- ▶ Explore the feasibility of reducing the number of email technologies used at NIH. Meanwhile, each ICD supporting its own email systems should work toward a single email architecture.

- ▶ Explore the feasibility of implementing a single word processing software product at NIH.

- ▶ Create a permanent email management body of the AMG and a separate technical team for rapid problem solution.

Tony Itteilag, NIH deputy director for management and acting chief information officer, endorsed the recommendations and in recently issued guidelines asked the ICDs to adopt MIME (see http://www.oirm.nih.gov/policy/email_attach.html). For the longer term, he supported the adoption of common standards and agreed that a common word processing solution for NIH would ease interchange problems.

"The challenge is to balance the needs of users looking for a seamless system, ease of use, and ease of transmittal on the one hand with users' technical needs and with the costs of implementing new solutions and retraining staff. My goal is to move toward a better solution, but there are technical and cost limitations on doing that immediately," said Itteilag.

Implementing MIME is a critical step but will not correct all the problems of document exchange. "MIME ensures that attachments go through okay, but it won't help people who don't have the software to read them," says DCRT's Roger Fajman, chair of the new NIH Postmasters Club, the AMG technical

team on email. NIH uses a number of word processing products, the two most popular being Microsoft Word and Corel WordPerfect.

"There's no simple, immediate solution to guarantee interoperability between word processors, and the translation challenges escalate as the software gets more sophisticated," according to Graeff, who headed the AMG working group on email.

"Standardizing on a single product may appear ideal, but it doesn't seem achievable given the ICDs' investment in different word processing products. We're considering several different solutions. For example, some institutes are using third-party viewers and translators to help people with attachments. Looking down the road, Web technologies may lead to a common HTML standard that's rich enough to replace proprietary word processing formats," said Graeff.

What can ICDs do right away? "Adopt MIME to ensure accurate interchange of content and have email administrators participate in the AMG email technical and management groups to ensure that trans-ICD problems get addressed," says Perry Plexico, head of the AMG. Meanwhile, NIH email users can sidestep problems by using plain text in the body of email and avoiding attachments when possible. When attachments are necessary, save documents in Word 6.0/95 or WordPerfect 6.1 (the latter is the standard for attachments sent to HHS). For questions about email, call DCRT's help desk at 4-DCRT or send email to 4dcrt@nih.gov. ■



Dr. Matilda White Riley, senior social scientist at the National Institute on Aging, has been named scientist emeritus by the NIH board of scientific directors. Riley's 20-year career at NIA, where she began as

the first associate director for social and behavioral research, has been marked by numerous honors. NIA director Dr. Richard Hodes describes her contributions to the institute and to the field of aging research as "unique and unparalleled." Riley will still be based at NIA and will continue to develop the Program on Age and Structural Change. She will also collaborate with NIA's Behavioral and Social Research Program, and will be available to NIA's director and deputy director as well as other staff.

FAES Concerts Scheduled

The FAES Chamber Music Series will present Stephen Prutsman, piano, at 4 p.m. on Sunday, Feb. 15 in Masur Auditorium, Bldg. 10. On Sunday, Mar. 1, the Artemis Quartet will appear at the same hour and venue. Tickets to both concerts are \$20 at the door; \$10 for students and fellows. For more information call 496-7975.

Did You Know?...

Briefs on Benefits Answer Variety of Personnel Questions

Post '56 Military Service Deposits

Did you know that if you performed active duty military service after 1956 (after June 30, 1960, in the Commissioned Corps), you may need to pay a deposit (including interest) to DHHS in order to receive retirement credit for the military service (FERS employees) at the time of retirement or to retain the credit when you reach age 62 and become eligible for Social Security benefits (CSRS employees)? See your personnel office for details.

Temporary Continuation of Health Benefits Coverage

Did you know that when your child reaches age 22 (or marries before age 22) he or she is no longer eligible to be covered under your health benefits enrollment? This is true even if your child is still in school. You have 60 days from the date he/she gets married or turns age 22 (whichever occurs first) to notify your personnel office. That office will give you information on how your child may enroll in his/her own right for temporary continuation of coverage (TCC). The enrollment will be for up to 36 months and the child will have to pay the full premium (no government contribution), plus a 2 percent administrative charge.

TCC enrollments are also available to you should you leave the government (coverage is for up to 18 months) and for a former spouse should you get divorced (coverage is for up to 36 months). See your personnel office for details.

Changes You May Make in Health Benefits Enrollment

Outside of the annual open season there are only certain events (such as marriage, birth of a child) which allow you to make a change in your health benefits enrollment. Did you know that you may change your enrollment from family to self-only coverage at any time? This is of particular importance to you when the last member of your family ceases to be eligible for coverage under your plan (for instance, when your youngest child turns age 22 and you are divorced or widowed). See your personnel office for details.

Changes You May Make in Your Life Insurance Coverage

Did you know that you may elect or increase your option B - Additional coverage if you marry or acquire a child? You may also elect option C - Family coverage if one of these events occurs. If you already have option C coverage and your last family member ceases to be eligible for coverage (youngest child turns age 22, etc.) you should complete an SF 2817 declining option C coverage. See your personnel office for details.

Election of Living Benefits, Assignment of Life Insurance

Did you know that if you are diagnosed as having a terminal illness you may be eligible to elect living benefits? This would allow you to receive up to the full amount of your basic life insurance coverage while you are still alive instead of payment going to your survivors after your death. You may, instead, assign all of your life insurance coverage to a viatical settlement firm in return for a payment equal to a portion of your coverage (usually 50-80 percent, depending on life expectancy). That firm would then be paid your life insurance after your death.

You may also assign your life insurance to another person or persons, including an individual, a corporation or an irrevocable trust in order to satisfy the requirements of a court order upon divorce, for inheritance tax purposes, or to satisfy a debt. See your personnel office for details.

Designations of Beneficiary

Did you know that you may complete a Designation of Beneficiary form for Unpaid Compensation, Life Insurance, Retirement, and the Thrift Savings Plan if you want the payment upon your death to go to someone other than the person(s) entitled under the normal Order of Precedence? Do you know if your designations are up to date? Did you know that a designation may still be valid, even if your family situation has changed? For instance, if you designated your spouse and you have since gotten divorced, your former spouse is still your beneficiary unless you file a new Designation of Beneficiary, either canceling the previous one or designating someone else. If you are not sure of the status of your Designations of Beneficiary, see your personnel office.—Charles H. Palmer, Jr. ■

Director's Seminar Set, Feb. 20

The NIH Director's Seminar Series of Friday noon-time lectures in Bldg. 1's Wilson Hall continues on Feb. 20 with Dr. Steven Holland of NIAID's Laboratory of Host Defenses speaking on "Interferon Gamma, Its Receptor, and Interleukin-12: Key Players in the Pathogenesis and Therapy of Mycobacterial Infections." Continuing medical education credit is available. ■

Down Syndrome Study Recruits

Adults ages 18 and older with Down syndrome are sought for memory and aging studies conducted by NIA's Laboratory of Neurosciences. For more information call 1-800-350-5047 or 594-7783, Mon.-Fri., 9 a.m. to 4:30 p.m. After hours call 496-4273. ■



NIDDK's Dr. David Badman is one of the first recipients of the American Society of Hematology's Award for Outstanding Service, which recognizes consistent and effective contributions to research or medical practice. Director of the Hematology Program, he was cited for 22 years of strong advocacy for high quality research in hematology. He championed research not being emphasized elsewhere and established the first NIDDK Centers of Excellence in Molecular Hematology. Badman received a plaque at the society's recent annual meeting.

OPRR's Dommel Retires After 37 Years of Federal Service

By Carla Garnett

After more than two decades grappling with some of biomedicine's most controversial issues, F. William "Bill" Dommel, Jr., director of education in the Office for Protection from Research Risks, retired Jan. 2. He spent 37 years in the federal government, 31 at NIH. For 20 years, he worked within NIH's Office of the Director, helping to develop agency, departmental and federal policy on medical ethics topics.

"I've been privileged to serve under nine U.S. Presidents and seven NIH directors," he remarked recently by telephone from his vacation spot in Ft. Lauderdale. "I don't want to say I've been around a long time," he chuckled, "but when I came to government, President Eisenhower had just dedicated Building 31, and when I came to NIH, the Westwood Building was new.

"My fondest memories are of the team approach I employed each time an ethical crisis emerged," he continued. "I am delighted to have been a part of those teams and to have seen firsthand the nearly inexhaustible energy and dedication of my NIH colleagues."

Dommel began his NIH career in 1965 as a computer systems analyst with the Division of Research Grants, where he spent 9 years.

Previously he had worked for 4 years as an air traffic controller for the Navy and for a year as a GS-2 electric accounting machine operator for the General Services Administration.

Since 1974, Dommel's career has focused on the legal and ethical aspects of biomedical research. In the 1970's, he assisted the National Commission for the Protection of Human Subjects of Biomedical and Behavioral Research and served as assistant director of the department secretary's ethics advisory board.

At that time, the hot issue was *in vitro* fertilization. The first *in vitro* baby, Louise Brown, had just been born in England, Dommel recalled. Brown will turn 20 this year.

"I was working with the ethics advisory board to formulate the policy recommendations on *in vitro* fertilization research to then-HEW Secretary Califano," he said. "The ethics panel decided unanimously that within certain guidelines, the conduct of federal research on *in vitro* fertilization would be ethically acceptable, and upon making the decision public, we received some 30,000 comments and letters in response. I'd say about 98 percent of the commenters disagreed with it and federal funding of human *in vitro* fertilization research was never initiated. Since 1978, thousands of babies have been born using the technique, and despite the fact that methods, costs and success rates vary enormously, these techniques are commonly used in

fertility treatment throughout the world."

The next decade found him drafting the HHS regulations for the protection of human subjects of research. Later, those regulations became standard throughout the entire federal government.

"I have worked directly and indirectly with Bill Dommel since the days of the National Commission for Protection of Human Subjects of Biomedical and Behavioral Research in the mid 1970's," recalled NICHD director Dr. Duane Alexander. "No one is more knowledgeable about the issues and federal regulations in this area than Bill. He also has the ability to translate concepts into clear and precise regulatory language, and the regulations that he has had major responsibility for writing reflect this skill. Bill and I have addressed many issues together over the years—most recently inclusion of children in clinical research. His breadth of knowledge, skill at crafting appropriate language, and attention to detail have all played major roles in helping to deal with these issues. He has been a tremendous asset to the NIH and the DHHS as well as a good friend."

A 1971 B.A. graduate of the University of Maryland who received a juris doctorate from American University in 1975, Dommel has held various leadership positions in OPRR. In addition, from September 1996 to January 1997 he was called on a special assignment to serve as acting executive director of the national bioethics advisory commission (NBAC). Under his guidance, last fall NBAC held its first four meetings and an international conference on issues regarding the protection of the rights and welfare of human research subjects and the management/use of genetic information.

Before the term at NBAC, he had served as the key OPRR spokesman on several hotly debated science concepts including the use of human fetal tissue in transplantation research, research with the human embryo, research involving pregnant women, and research involving persons with diminished capacity to consent.

"Laboratory animals and human volunteers have had no better friend in Washington, D.C., than Bill Dommel," said Dr. Gary Ellis, OPRR director. "[In addition], Bill is probably the best teacher that OPRR has ever had. His enthusiasm is infectious to an audience, and he is invariably invited back for other presentations. We will be scrambling to fill the void created by his departure."

Dommel's federal career was distinguished with dozens of awards over the years, including the NIH Director's Award and the NIH Merit Award. In retirement, he plans to establish Dommel and Associates consulting firm and devote more time to volunteer work and relaxation. ■



F. William "Bill" Dommel, Jr.



Sen. Michael DeWine (R-OH, c) greets patient Dallas Hooton of Kansas City during a visit Jan. 20 to the Clinical Center. Onlookers include CC director Dr. John Gallin (l), NIH deputy director Dr. Ruth Kirschstein and Dr. Jack Yanovski (r), chief of the 11 East pediatrics ward. Interested primarily in pediatric research on his first visit to NIH, DeWine was briefed by NICHD director Dr. Duane Alexander, NIMH director Dr. Steven Hyman and others, and visited the Children's Inn. Below, he watches Nicholas Narlock, 7, of Omaha, play pinball during a CC tour.



Wednesday Afternoon Lectures

The Wednesday Afternoon Lecture series—held on its namesake day at 3 p.m. in Masur Auditorium, Bldg. 10—features Dr. Floyd E. Bloom on Feb. 18, speaking on “Animal Models of Neuro-AIDS.” He is chairman and member, department of neuropharmacology, Scripps Research Institute, La Jolla, Calif. On Feb. 25, Dr. Leslie Ungerleider, chief, Laboratory of Brain and Cognition, NIMH, will discuss “Neural Mechanisms of Human Cognition: Insights from Brain Imaging Studies.” This is the annual G. Burroughs Mider Lecture (see caption, p. 2).

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

Chamber Music Concert, Feb. 22

The Rock Creek Chamber Players will give a concert of 20th century music at 3 p.m. on Sunday, Feb. 22 in the 14th floor assembly hall at the Clinical Center. This free public concert, sponsored by the recreation therapy section, will include Messiaen's *Quartet for the End of Time*; Hindemith's sonata for viola and piano, Op. 11, No. 4; and Stravinsky's arrangement for clarinet, violin and piano of a suite from his own *The Soldier's Tale*. For more information call (202) 337-8710.

INTERNET SNACKS



Cookies: Bits and Bytes About Users

If you consumed the article on spam (Jan. 27 issue) and came back for more, you are a real Internet glutton. If you think cookies are just the tempting treats from mom's oven or the bakery, you really should read this. In the Internet world, cookies are batches of data (about you) that are kept in a “cookie jar,” the hard drive on your computer. You may not be aware that Web servers have the capability of storing information about your Internet travels and preferences without you knowing they are doing it. The cookies may save you time (you may be able to enter a Web site without having to enter a password after your first visit), and what you see at a Web site can be tailored to the material that you are most likely to be interested in.

The information maintained by cookies is determined by your browser and the Web sites that you visit. When you return to a Web site, it can access the cookie data on your hard drive and tailor its presentation based upon the information collected earlier. The cookies also provide a record of the Web sites you have visited. Some browsers allow you to set an option to be notified and deny a request to put a cookie in your jar. Your system may also allow you to control the amount of disk space that can be used to store the cookie data. Check with your help desk personnel or your LAN administrator.

What should you do about your cookies? Should you eat them, save them, or throw them away? You can't really eat them, but you can read them and delete them. You might like to know what is in your cookie jar before you make any decision about your cookie files. In Windows, look for a file named cookies.txt; in the Mac, the file is called MagicCookie; and in UNIX the file is named cookies. If you would like more information about cookies, visit <http://www.netscapeworld.com/netscapeworld/nw-07-1996/nw-07-cookies.html> or <http://www.illuminatus.com/cookie.fcgi>.—Robert Lagas ■

Memory Loss Study Needs Vols

Individuals with mild to moderate memory loss who are suspected to have Alzheimer's disease or who have been diagnosed with the disease are sought by NIA's Laboratory of Neurosciences. For more information, call 1-800-350-5047 or 594-7783, Mon.-Fri., 9 a.m. to 4:30 p.m. After hours call 496-4273. ■

