

# THE NIH RECORD

Still The Second Best Thing About Payday

## Chesney Suggests New Ways of Thinking About Women's Health

By Susan M. Persons

"You've come a long way baby," a phrase often used to convey the progress of women in U.S. society, was actually coined years ago by a tobacco company as a campaign slogan targeted to increase the number of women who smoke. The irony is that today, lung cancer is the leading cause of cancer death among women.

"This is hardly progress," reported Dr. Margaret A. Chesney, invited speaker at the NIH behavioral and social sciences research coordinating committee seminar series.

"The importance of smoking to women's health cannot be overemphasized. It is simply unacceptable that the number of women who smoke has increased while the number of men

who smoke has decreased; that women are more likely than men to return to smoking after stopping; and that more adolescent girls than boys initiate smoking. We need to

continue social

and behavioral research to examine why this is so, and to develop new, effective campaigns to address this health threat."



Dr. Margaret Chesney

Professor of medicine and epidemiology at the School of Medicine, University of California, San Francisco, Chesney began her presentation with expressions of gratitude for those who have contributed to

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

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'Biggest and Best' of the Feds

## On Heels of Success, Tech Transfer Community Thinks Ahead

By Carla Garnett

Maybe it was March Madness, but the recent all-day retreat held by NIH's technology transfer community had much of the flavor of a sports team meeting or training camp, including a talk by the team's general manager, in this case, NIH director Dr. Harold Varmus.

More than 100 people had gathered Mar. 16 in a small room at the Chevy Chase Holiday Inn. They were speaking their own language: "CRADAs" (cooperative research and development agreements), "intellectual property," the "Bayh-Dole Act" and the "FITTA" (laws enacted in the 1980's that form the bases for technology transfer activities) and "EIRs" (employee invention reports).



NHGRI's tech transfer chief Dr. Ron King leads a strategy session.

The morning led off with greetings from NIH deputy director for

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## OER Unveils NIH Reinventing Government Agenda for FY 1998

By MaryJo Hoeksema

The "reinventing government" movement is alive and prospering at NIH. Proof of its vitality was evident at a recent meeting of the extramural program management committee (EPMC), where Dr. Wendy Baldwin, NIH deputy director for extramural research, and Geoffrey Grant, director, Office of Policy for Extramural Research Administration, unveiled the NIH extramural reinvention priorities for fiscal year 1998. The presentation highlighted initiatives that the Office of Extramural Research, in partnership with other institutes and centers, has selected this year for development, testing and, in some cases, execution. The goal of each initiative is to reduce administrative burdens, enhance NIH interactions with the research community, and facilitate science.

"The NIH reinvention plan for fiscal year 1998 is exciting because it embodies a wide range of projects that are in various

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*Christina Bruce has joined the National Cancer Institute as director of diversity and employment programs. She will develop a comprehensive diversity program as well as oversee the operation of NCI's EEO office. Bruce, a Cuban-American, comes to NCI from Project Management Group, Inc., a consulting firm that provides multidisciplinary management consulting services in the area of EEO and employment law. She comanaged a 3-year discrimination education and outreach program for the state of Florida's department of health and rehabilitative services. Prior to her work as a management consultant, she was executive assistant to the president of Florida International University for 8 years.*

## **New Day Care Facility To Be Built**

**By Carol Wigglesworth**

A line item for construction of a new \$3.5 million day care facility has been approved for fiscal year 1999, according to Paul Horton, director of ORS's Division of Space and Facility Management, who made the announcement recently to the NIH day care oversight board. The new facility will be located in the southeastern portion of campus, near the Natcher Conference Center.

Scheduled to open in 2000, the new facility will house an expanded Parents of Preschoolers, Inc., the center currently located in Bldg. 35. In addition to classrooms for approximately 100 children, the 21,000-square-foot structure will include administrative spaces, interior and exterior play areas, kitchen and laundry facilities, parent/teacher conference areas, and spaces for equipment and utility systems. The building will comply with all accessibility standards.

Mary Haas, POPI director, expressed enthusiasm about the potential for expansion and an improved facility: "We are thrilled to expand our school. Besides the obvious advantages of being able to serve more families, we will be able to build onto our existing curriculum with the addition of a new library and an indoor exercise room. Children learning and growing in a space designed specifically for them is an ideal situation." POPI currently provides day care to 65 children, ages 2½ to 5 years.

### **Bldg. 35 To Undergo Renovation**

Once POPI moves into the new facility, the vacated space in Bldg. 35 is scheduled to be renovated into a modernized day care facility for additional capacity, should the need still exist. The Division of Engineering Services is currently developing the programming and concept design documents for the new facility. The results of the recent survey of NIH employees concerning their day care needs are currently being analyzed and will be considered by the oversight board and ORS/DSFM, in decisions regarding the occupancy of the soon-to-be-refurbished Bldg. 35.

Also on the horizon are plans to relocate Childkind, which has occupied temporary quarters in Bldg. T-46 for more than a decade, into new temporary quarters in late spring. Childkind provides day care to 33 children, ages 6 weeks to 2 years old.

### **ECDC Gains Accreditation**

NIH's Executive Child Development Center, located at 6006 Executive Blvd., is now accredited by the National Association for the Education of Young Children (NAEYC). NAEYC accreditation is the largest and most widely recognized national,

voluntary, professionally sponsored accreditation system for early childhood schools and child care centers. Accreditation is given for a period of 3 years, and accredited programs submit annual reports to NAEYC. According to ECDC Director Anne Schmitz, "Our NAEYC accreditation validates the outstanding efforts made by ECDC staff and families in giving the loving, quality care all children deserve." ECDC currently provides day care to 218 children.

Childkind is also NAEYC-accredited; POPI is currently undergoing reaccreditation. ■

### **APAO Seeks Award Nominations**

The NIH Asian/Pacific American Organization seeks nominations from NIH employees for its 1998 Outstanding Achievements and Scholarship Awards. Recipients will be honored in the evening program of the annual Asian/Pacific Americans Heritage Program on Friday, May 22. The categories of awards are: for significant accomplishments in advancing NIH/IC's EEO goals; for significant accomplishments in scientific research or administrative work; a scholarship of \$1,000 to an outstanding college-bound student.

For instructions on how to apply, contact Dr. Rashmi Gopal-Srivastava, EPN, Rm. 609, 496-2378. Nominations for the awards should be sent to her as well. The closing date for nominations is Apr. 10. Recipients will be notified in mid-May. ■

## N I H R E C O R D

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**NIH Record Office**  
Bldg. 31, Rm. 2B03

**Phone** 496-2125  
**Fax** 402-1485

#### **Web address**

<http://www.nih.gov/news/NIH-Record/archives.htm>

#### **Editor**

Richard McManus  
rm26q@nih.gov

#### **Assistant Editor**

Carla Garnett  
cg9s@nih.gov

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Mider Lecture Probes

## Where in the Human Brain Is...?

By Jules Asher

Using newly available imaging technologies, Dr. Leslie Ungerleider, chief of NIMH's Laboratory of Brain and Cognition, has been unraveling how the brain maintains, modifies and retrieves information. She discussed these recent findings in her G. Burroughs Mider Lecture, "Neural Mechanisms of Human Cognition: Insights from Brain Imaging Studies," Feb. 25. Her talk explained how observations first made in monkeys are now being extended in humans using techniques like functional magnetic resonance imaging (fMRI).

For example, Ungerleider described a study she and her colleagues were reporting that week in *Science* that used fMRI to pinpoint where in the human brain information is held momentarily about locations of things we've just seen, "as when we keep track of other cars around us while we're driving."

Her discovery of this heretofore elusive circuit specialized for spatial working memory in humans ends a search that had puzzled neuroscientists for most of the past decade.

Many researchers had expected to find the spatial working memory circuit in the human anatomical counterpart to where it's located in the monkey, an area in the middle of the frontal cortex. But Ungerleider and her NIMH colleagues Drs. Susan Courtney, Laurent Petit and James Haxby looked instead for a functional landmark.

"We took our clue from the monkey work," said Ungerleider. As in the monkey, they predicted they would find the seat of spatial short-term memory just in front of an area specialized for controlling eye movements. They knew from previous studies that this eye movement circuit had been displaced rearward and upward through evolution, probably as areas emerged serving more distinctly human functions such as abstract reasoning, complex problem solving and planning for the future.

To confirm their hunch, they scanned a total of 11 subjects while they performed various working memory and control tasks. The fMRI scanner tracks telltale signals emitted by oxygenated blood in a magnetic field to reveal what parts of the brain are active at any given moment.

While in the scanner, subjects were asked to remember either the locations or the identities of three faces flashed briefly in different spots on a computer screen. After a 9-second pause, during which the information was held in working memory, a face appeared somewhere on the screen for a few seconds. For the spatial working memory task, subjects pressed buttons to indicate whether the latter location was the same as one of three they had seen previously. In trials testing nonspatial working memory, they similarly signaled whether identity of

the "test" face was the same as one of the three they had previously seen.

As hypothesized, a previously unrecognized, functionally distinct region in the middle upper part of the frontal cortex—just in front of an area that was activated by an eye movement task—showed sustained activity during the pause in the spatial working memory task, confirming that it is specialized for that function. A region in the lower left frontal cortex similarly betrayed itself as specialized for face working memory.

This pattern of specialization in the upper and lower frontal cortex parallels a similar pattern in the visual cortex at the back of the brain identified by Ungerleider and NIMH's Dr. Mortimer Mishkin in earlier studies in monkeys. A circuit that projects forward and downward from the primary visual area at the extreme back is specialized for object recognition, while a circuit that projects forward and upward is specialized for spatial information. "It's what versus where," explained Ungerleider. Individual neurons "see" larger and larger amounts of the visual field the further forward they are located along these pathways. Neurons in the object recognition pathway are themselves specialized, firing more when they see particular physical features of objects.

Electrophysiological studies in monkeys by NIMH's Dr. Robert Desimone have shown that about one-third of the neurons that make up the network of cells that initially respond to a stimulus stop firing after they become familiar with the object. Using fMRI, NIMH's Alex Martin, Ungerleider and colleagues recently demonstrated that this same automatic mechanism applies to humans. After seeing an object repeatedly, brain activity dropped, but reaction time improved. Ungerleider suggested that this process is important for gaining expert knowledge—"as when an archaeologist becomes increasingly adept at detecting artifacts, or a farmer can identify and name each cow in his herd." The neurons that drop out may be less strongly tuned to the physical properties of the object, leaving only the most selective, thus making the responding network more efficient. ■

### Seminar on Government Contracting

The National Contract Management Association is hosting a brown bag lunch seminar titled "A New Look at the Service Contract Act," on Wednesday, Apr. 15 from 11:45 a.m. to 1 p.m. in EPN, Conf. Rm. H. Speaking will be attorney Gilbert Ginsberg. All are welcome; no registration needed. For more information call Sharon Miller, 496-8611. ■



NCI director Dr. Richard Klausner recently was awarded the International Raymond Bourguine Award at the eighth International Congress of the Anti-Cancer Treatment meeting held in Paris. The award ceremony took place at City Hall, where the mayor presented Klausner with the Gold Medal of Paris, one of the city's highest honors. In addition, Klausner gave a lecture related to his accomplishments in cancer research. The award is named for Raymond Bourguine, a well-known French journalist and an enthusiastic supporter of cancer research who died of the disease in 1990. The award is given annually for exceptional scientific achievements.



*Dr. Barbara K. Rimer has been appointed the first director of the newly created NCI Division of Cancer Control and Population Sciences, which will become the new focus for research programs aimed at studies in populations, behavior, surveillance, special populations, outcomes and other aspects of cancer control. Since 1991, Rimer had been director of cancer prevention, detection and control research at Duke Comprehensive Cancer Center. In 1993 she became a tenured professor of community and family medicine at Duke. She also served as chair and member of the National Cancer Advisory Board from 1995 to 1997 and has achieved prominence for her research on the behavioral aspects of cancer control.*

#### WOMEN'S HEALTH, CONTINUED FROM PAGE 1

the real progress in the arena of women's health. "We have come a long way in women's health research, thanks to the strong support in Congress by Representatives Snowe, Schroeder and Waxman, among others," she said. "But much of the science simply wouldn't have happened had it not been for the support of NIH scientists Dr. Ruth Kirschstein [NIH deputy director] and Dr. Vivian Pinn [director, NIH Office for Research on Women's Health]." Chesney, who dedicated her speech to Kirschstein and Pinn, provided an overview of women's health for the past decade, as well as a framework for organizing themes and integrating competing approaches to the field of women's health. Seeking a flexible, nonhierarchical model that would adapt as knowledge about women's health evolves, Chesney decided that a multilevel circular model might serve the purpose.

"Picture a pie that is divided into segments representing the content area in the study of women's health," she said. "And now make that pie a multilayered cake, with one layer representing process issues such as participants, variables and measures, and methods; a second layer represents conceptual models such as those from the various disciplines."

Chesney hopes that this dynamic model will encourage communication and collaboration among scientists. She has selected seven content areas: reproductive health, diseases more common in women than in men, leading causes of death among

#### Campus Bike Theft Cut Short

An attempted bicycle theft was interrupted Mar. 23 on campus, between Bldgs. 5 and 8. During a routine morning patrol of the campus, NIH Police Sgt. Lawrence Brown noticed a man using bolt cutters to dismantle a bicycle locked to a bike rack. During a brief discussion between the man and Brown, an NIH employee returned to the rack and confirmed ownership of the bike. Brown arrested the suspect, who was not affiliated with NIH; he was charged with theft and held for the night in the Montgomery County Detention Center. "We'd like to take this opportunity to alert employees who ride their bikes on campus," said Capt. Will Liston. "Attempts to steal bikes usually increase around this time every year."

#### Addiction Treatment Conference, Apr. 8-9

On Apr. 8-9, the National Institute on Drug Abuse is sponsoring a National Conference on Drug Addiction Treatment: From Research to Practice, to be held at the Sheraton Washington, Washington, D.C. The conference will focus on state-of-the-art treatment approaches resulting from national research programs. Topics will include the health, social, and economic benefits of drug addiction treatment, the roles of medication and behavioral treatment, current issues in the delivery of and access to drug addiction treatment, and how emerging knowledge shapes the research agenda of the future. Gen. Barry McCaffrey, director of the White House Office of National Drug Control Policy, will deliver the keynote address at the conference. For registration information, call Robyn Bowie Semsler at (301) 468-6004, ext. 431. ■

women, gender influences on health risk, societal influences on women's health, violence against women, and women and health care policy. "We need to work together—psychologists with biomedical scientists with sociologists with anthropologists—to get the answers to the health questions women ask every day," she said.

She challenged the audience to think about critical questions the behavioral and social sciences must confront: What do we gain from mammograms if women are afraid to have them? Why is it that the public is still largely unaware that heart disease is the leading cause of death for women? What do we gain by encouraging women to ask their partners to use condoms if it means they place themselves at risk for physical abuse? Why is it that 70 percent of adolescent girls restrict their calorie intake when only 15 percent to 20 percent are actually overweight? What role is the media playing in producing the eating disorders common among young women today? Why is it that when women return home at the end of the day their blood pressure remains elevated while men's declines? What is the effect of this on their health over the years?

The next lecture in the series will feature Dr. Stephen Porges of the University of Maryland. He will discuss "Motion, Emotion, and Social Communication: Emergent Properties of the Evolution of the Autonomic Nervous System" on Monday, May 18 in Wilson Hall, Bldg. 1, from 3 to 4 p.m. All are invited to attend. ■

"If you ride an expensive mountain or all-terrain bike, note that this is the preferred target by thieves," adds Jay H. Miller, president of the NIH R&W Bicycle Commuter Club. "Cyclists should consider using more than one lock. A Kryptonite-type lock is essential, but add a good quality cable lock. The second lock should get the thief to consider someone else's bike. There are also lockers at several locations around campus."

To improve communication among NIH bicycle commuters, the club has set up a listserv. To subscribe, email [bikinglistadmin-request@list.recgov.org](mailto:bikinglistadmin-request@list.recgov.org). Type "subscribe" in the body of the message. Having problems subscribing? Contact Miller via email at [jhmiller@helix.nih.gov](mailto:jhmiller@helix.nih.gov). ■

## Cadet Kicks Off 4th 'Science Working for Us' Series

Dr. Jean Lud Cadet, chief of the molecular neuropsychiatry section of the Neuroscience Branch, National Institute on Drug Abuse, presented a seminar in honor of Black History Month titled "Free Radicals, Drugs of Abuse and Neurodegeneration: Implications for Parkinsonism." He presented his research on the neurotoxic effects of methamphetamine (meth), a drug of abuse, the use of which has increased dramatically over the past few years.

Although used for its euphoric effects, meth can cause a number of psychiatric and neurologic complications including psychosis, strokes and sudden death. In addition to its acute effects, it can have long-term neurodegenerative effects that affect mostly the monoaminergic neurotransmitter systems of the brain. These are characterized by marked decreases in the levels of the neurotransmitters dopamine and serotonin and their metabolites. Although these meth-induced abnormalities have been known for a long time, the mechanisms that lead to these changes have remained to be clarified. Cadet's laboratory has carried out studies in an attempt to elucidate the cellular and molecular events involved in these deleterious effects.

Cadet showed that meth kills cells by a process resembling apoptosis and that expression of the anti-apoptotic proto-oncogene bcl-2 affords protection in vitro. Furthermore, he showed that knockout mice lacking the pro-apoptotic factor p53 were protected from the long-term neurotoxic effects of meth. These studies suggest a close link between meth toxicity, oxygen free radicals, and induction of cell death by apoptosis. Cadet outlined the important implications of this work for Parkinson's disease, a neurodegenerative disorder affecting the dopaminergic system of the brain.

On staff at NIDA's Addiction Research Center in Baltimore since 1992, Cadet was recently appointed clinical director of the institute's Intramural Research Program, where he supervises clinical procedures and medical care for all human volunteers enrolled in ARC research programs. He is a member of the committee on the status of minority intramural scientists and serves as program director of NIDA's Minority Research Training Program. He also serves on the editorial board of the journal *Synapse*.

Cosponsored by the National Institute of Neuro-



Dr. Jean Lud Cadet

logical Disorders and Stroke, this seminar was the 10th in the "Science Working for Us" seminar series that is presented by the speakers bureau of the NIH Black Scientists Association. The series was established in February 1995 to highlight accomplishments of Black scientists in NIH intramural and extramural programs and to provide a forum for health-related issues of importance to the minority community. For more information about the series or the NIH Black Scientists Association, visit the Web site at <http://www.nih.gov/science/blacksci/index.html>.—Wayne Bowen and Roland Owens ■

### STEP Presentation on Diabetes

There will be a STEP Science for All presentation titled, "Diabetes: Are You at Risk?" on Thursday, Apr. 16 from 1 to 3:45 p.m. in Bldg. 1, Wilson Hall. Diabetes is on the rise in the United States. At its worst, the disease is life-threatening, but even in its mildest form the complications can seriously affect quality of life. Learn what diabetes is, what the risk factors and warning signs are, what the potential complications are, and what you can do now to prevent or control this debilitating disease.

The featured speakers are: Dr. Richard Eastman, director, Division of Diabetes, Endocrinology and Metabolism, NIDDK, and Dr. Wayman Wendell Cheatham, medical director, Novo Nordisk Pharmaceuticals Inc.

The event is free and open to all on a first-come, first-served basis. No advance registration is necessary. For more information call 435-2769. ■

### Softball Players Needed

The NIH Men's Softball League is looking for additional players for the 1998 season. Teams consist of about 15 players each. The season runs from April until August and includes both the regular season and a double-elimination tournament. Games are played once a week on weekday evenings at a field close to NIH. The registration fee for players is around \$15, or a dollar a game. Players interested in joining the league should contact Frank Nice, 496-1561, or email [fn1n@nih.gov](mailto:fn1n@nih.gov). ■

### Have a Work-Related Injury?

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, currently working and available for a 1-hour meeting. Call (301) 295-9659. ■



Dr. Robert A. Hiatt has been named deputy director of NCI's new Division of Cancer Control and Population Sciences. He brings a wealth of experience in developing and directing major research programs in cancer epidemiology and behavioral science. The Pathways to Cancer Control project that he has led in California has been a model in developing ethnically appropriate interventions to reduce smoking and increase cancer detection among underserved populations. He was associated with the division of research of Kaiser Permanente in California from 1977 until 1988, when he joined the Northern California Cancer Center, becoming director of prevention services there in 1991.

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intramural research Dr. Michael Gottesman. It was followed by a presentation on the role of the institutes and centers by the director of NIAID's Office of Technology Development, Dr. Mark Rohrbaugh, and a good deal of interactive strategizing led by NHGRI's chief of technology transfer Dr. Ron King, about how to better communicate with scientists, make patenting and licensing policies clearer, and balance technology transfer with NIH's fundamental mission of health and science. Just prior to the break for lunch, Dr. Maria Freire, director of NIH's Office of Technology Transfer, rose to take the mike and redirect the discussion.

"Let's take a few minutes to talk about efforts to educate ourselves," she said to the dozens of technology development coordinators, tech transfer policy board members, OTT staff and others whose job it is to see that the results of NIH research are appropriately commercialized into products that benefit public health. "This is no longer a 'Mom 'n'

Pop' shop. We are the biggest and the best federal program out there. Nobody in the federal government touches us. We're trail blazing here. Only three universities have better stats than we do—the entire University of California state system, Stanford and Columbia—and they all have engineering programs [which are traditional purveyors

of tech transfer]. NIH is number four. No question, we certainly set the standard for the government. But what can we do to be better? We've talked a lot about ways to educate the scientific community about the importance of technology transfer, but how can we educate ourselves so that we do our jobs better?"

In a nutshell, that's what the retreat hoped to accomplish—encourage laborers in the technology development vineyards to ask questions, share success (and horror) stories and develop ways to move the relatively young field into the future.

During his remarks, Varmus noted the remarkable changes that have occurred in biological research over the last 20 years.

"When I began doing serious science in the 1970's," he recalled, "very little attention was paid to issues like patents, licensing or intellectual property protection. These just weren't notions that were tossed around much. We were aware that chemists, physicists and engineers did that kind of

thing, but in biology, we just generated knowledge and hoped that it went somewhere."

Nowadays, he said, changes in law and in the nature of biological science have combined to help shift attitudes about issues of intellectual property. "We all have to recognize that there is a delicate balance," he continued, "between doing free-flowing

science in the public interest and the problem of protecting legitimate intellectual property concerns."

Varmus discussed six "core beliefs" that constitute what he termed his "technology transfer creed."



NIH director Dr. Harold Varmus offers his "technology transfer creed."

Chiefly, he said, technology transfer activities should never tempt researchers to choose science for financial gain over science to further knowledge and public health. Second, NIH's extramural and intramural communities should be careful "not to form relationships with private concerns that would in any way impede—by generating excessive secrecy or delays in publication, for example—the free exchange of ideas that is fundamental for science at its best."

Third, he mentioned research tools, a controversial topic that is currently being studied by a group within Varmus's advisory committee to the NIH director. "What I may call a research tool, a small biotech company may call a major product," he said, explaining the potential for conflict. He said that although the complexity of research tools has grown, he still feels that "when such tools are developed—especially when developed through public funding—they should be made broadly available, under reasonable terms, to all who do basic research."

The fourth issue involves setting the proper value on discoveries. Varmus said there is a tendency of late by some scientists to overvalue their discoveries, or to place restrictions on sharing their work too early in its infancy, thereby inhibiting development of potentially important products. He said he depends on those in the NIH tech transfer community to determine appropriate innovations for patenting, licensing and other protection mechanisms.

Fifth, NIH must consider the implications of granting intellectual property rights to licensees, Varmus said. Among questions that need to be asked are: When is exclusivity appropriate, and when is it not?

The final tenet Varmus emphasized—the need for better education in this area among NIH compo-



OTT director Dr. Maria Freire (c) makes a point during the retreat. Among the hundred or so folks listening in are OTT Deputy Director Barbara McGarey (l) and Annette Hamburger of the Office of General Counsel.

PHOTOS: ERNIE BRANSON

nents—brought the retreat full circle. He urged tech transfer workers to take full advantage of NIH's rich scientific environment to learn more about the science done here. Similarly, he said, scientists who may have been slow to become acquainted with the intricacies of patenting, licensing and the like should become more sophisticated in the field.

"In order for scientists and technology transfer officers to work effectively together," Varmus concluded, "it's extremely important that each understand what the other does. Obviously, respect in both directions demands a familiarity with what the other side is doing."

The retreat ended with sessions on licensing and CRADAs by OTT Senior Licensing Specialist Steven Ferguson and OTT Deputy Director Barbara McGarey, and a summation by Freire. ■

### Diversity Council Sets Goals for 1998

The Diversity Council was officially convened in January 1997 to provide advice and guidance to the director and staff of the Office of Equal Opportunity on policies and programs regarding managing diversity, affirmative action, complaints processing and other issues within the scope of OEO. The council's 18 members reflect the broad diversity of the NIH work force.

Last year, the council appointed task forces to examine four diversity/EEO issues: the task force on the incorporation of diversity into ICD orientation programs completed its work and has been dissolved; the task force on criteria for special emphasis programs/observances also has essentially completed its deliberations and now will work with OEO to prepare new guidelines; work on two other issues, disability awareness/reasonable accommodation, and development of trans-NIH outreach/recruitment for improving diversity at senior levels of NIH, will continue this year.

The council also appointed an ad hoc task force to recommend improvements in provision of interpreting services across NIH. These recommendations were forwarded to the OEO director, who has engaged senior NIH officials in implementing them.

In 1998, the major task of the council will be a comprehensive examination of recruitment for positions at all levels and occupations at NIH. The council will also examine ways to publicize and promote diversity activities and accomplishments more effectively.

The council meets monthly on the third Wednesday from 1:30 to 3 p.m.; meetings are open to all NIH personnel. Input from other segments of NIH is crucial to the council's success. Questions or comments should be directed to council chair Dr. George Counts of NIAID, 496-1884, gc23a@nih.gov or vice-chair Don Poppke of NLM, 496-6491, dp72k@nih.gov. ■

### Desimone Named NIMH Scientific Director

Dr. Robert Desimone has been named the next scientific director at the National Institute of Mental Health and director of NIMH's intramural research program.



Dr. Robert Desimone

Desimone, who was appointed chief of NIMH's Laboratory of Neuropsychology (LNP) last year, joined the institute as a staff fellow in the LNP in 1980. He was tenured in 1987 and appointed chief, section of behavioral neurophysiology, LNP, in 1992. He will continue to direct the LNP,

where his work focuses on understanding the electrical activity in the brain involved in attention, perception, and memory in nonhuman primates.

Desimone, who earned his doctorate in psychology and neuroscience at Princeton University, is the recipient of numerous awards, including the Troland Award of the National Academy of Sciences, given annually to the most outstanding experimental psychologist under the age of 40. In 1994, he received the Golden Brain Award of the Minerva Foundation for "pioneering discoveries of the visual brain."

Dr. Susan Swedo, who had served as acting SD since February 1995, will return to full-time research. ■

*The NIH Hispanic Employee Organization recently held its first meeting of the year for the newly elected officers.*

*At right, members and new officers include (from l) Elva Ruiz; John Medina III; Margarita Valencia; Gladys Melendez Bohler, secretary;*

*Dr. Ernest Marquez, past president; Dr. Michael A. Sesma, treasurer; Larry Salas, president; and Dr. Nayda R. Figueroa-Valles. Not shown is Dr. Marta Leon-Monzon, president-elect.*



*As the first item of business at the meeting, Salas presented an award to Dr. Carlos Caban (below, r) for efforts and leadership in founding HEO and for serving as its first president in 1996. The main topic of discussion at the meeting was development of a plan to increase representation of Hispanics at NIH. Board members welcome suggestions from the NIH community.*

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stages of development," said Baldwin. "Some of the initiatives are ready for implementation throughout the agency while others are still in the initial stages of design, awaiting input from NIH staff. That is why IC participation is so critical to the success of this year's priority reinvention initiatives."

NIH has been fully engaged in the reinventing government effort since 1994, when the Office of Extramural Research was designated a "reinvention laboratory" by the National Performance Review. Since that year, NIH has implemented a number of its priority reinvention initiatives including Streamlined Review, Simplified Noncompeting Award Process (SNAP), and "Just-in-Time" information submission. As part of its reinventing government agenda, NIH has also expanded its use of the World Wide Web to disseminate public information and to deploy services such as "Edison," a Web-based system grantee organizations can use to report, monitor, and track inventions derived from federally funded research. In this vein, NIH has successfully developed and begun pilot testing Electronic Research Administration (ERA)—a series of initiatives that will eventually make electronic the entire grants administration life cycle of business processes. In 1998, NIH will expand its pilot testing of three ERA initiatives: electronic submission of the grant application shell, electronic notification of grant

award, and electronic status of pending applications. In addition, later this spring, the NIH awards database, Computer Retrieval of Information on Scientific Projects (CRISP), will be deployed to the Web and pilot-tested with NIH staff. Public deployment will follow later this summer.

As discussed before the EPMC, the cornerstone of the 1998 NIH reinvention agenda is an initiative to expand implementation of several pilot projects that shorten the time from receipt of application to award from 9 months to approximately 5 months for the most meritorious applications. The Expediting Receipt to Award initiative consists of several complementary components including expedited council review, preaward grants management review, and on-time information submission. At the EPMC meeting, Grant invited all institutes interested in testing these processes to sign onto this initiative. Those institutes volunteering to do so would be designated "model institutes" by OER and would become members of the NIH reinvention core working group.

At the meeting, institutes were informed about ongoing priority reinvention initiatives also contained in this year's agenda including progress reporting, scientific coding and modular research grants. This year, NIH will be collaborating on a project with the National Science Foundation so a pilot group of NIH grantees can submit electronic updates on their scientific progress and research accomplishments. With respect to scientific coding, OER will be working with interested ICs to post their indexing and coding system on CRISP. Finally, regarding the Modular Research Grant proposal, which would simplify the application and award process by requiring applicants to request total direct costs in modules of \$25,000, a recommendation for implementation will be reviewed by NIH director Dr. Harold Varmus and the IC directors later this spring.

More information about NIH reinvention activities is available on the OER home page at: <http://www.nih.gov/grants/reinvention/reinvention.htm>. ■

### Fully Implemented Extramural Reinvention Initiatives

**Streamlined Review** – Scientific review groups now use this process to identify the pool of applications that are most meritorious and warrant further discussion. Coincided with implementation of simplified summary statements directly incorporating reviewers' critiques.

**Streamlined Requests for Grants Administration Information** – Under certain grant mechanisms, (e.g., K awards and RFAs), applicants may submit certain information "just-in-time" for the award, when it is most accurate, timely, and useful to NIH.

**Edison** – Grantee organizations can now use this secure, interactive Web site for reporting, monitoring, and tracking inventions derived from federally funded research. More than 75 inventions are reported to Edison each week. Visit <http://era.info.nih.gov/Edison/>.

**Electronic NIH Guide** – The extramural community can now find its premiere source of information regarding funding and policy announcements on the World Wide Web. In January 1998, the annual guide pages were accessed more than 100,000 times. Visit <http://www.nih.gov/grants/guide/index.html>.

**SNAP** – NIH has instituted this Simplified Noncompeting Award Process for the majority of noncompeting continuation awards. The electronic version (e-SNAP) is coming soon.

**Accelerated Amendment Review** – NCI and NIAID have implemented a process for expediting the submission of amended applications.

### Blue Cross/Blue Shield Day

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

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

### NCI's Marianne Wagner Retires

Marianne Wagner, chief of NCI's Human Resources Management and Consulting Branch, retired Mar. 31 after more than 34 years in human resources at NIH.

She was born in Washington, D.C., but has spent most of her life in the Maryland suburbs. She received a B.S. in personnel administration from the University of Maryland and an M.P.A. from American University in 1986. She is the recipient of numerous accolades, including PHS, NIH and NCI honor awards. Her notable achievement in the field is evidenced by her receiving, in 1989, one of the first NIH awards for outstanding service in human resources management. In 1996, the Montgomery County chapter of the International Personnel Management Association presented her with its Outstanding Public Service Award for "exemplary leadership, and innovative and resourceful approaches in directing and managing a progressive Human Resources Program."

Wagner began her career here in 1962 as a program analyst in the Office of the Director. Over the years, she held progressively more responsible positions in both HR staff and operating areas, coming to NCI in 1980 from the personnel office at the National Institute of Allergy and Infectious Diseases. Her leadership and vision in HR management resulted in programs that are progressive and in the forefront of the field. Recently, she and her staff played a key role in a major reorganization of NCI. Using tools of quality improvement, process reengineering and benchmarking, Wagner and her staff implemented significant changes in human resource management that now serve as a model for the NIH community.

Reflecting on her many years at NIH, Wagner says, "Each day was a new challenge." She always felt that there were solutions no matter how formidable the problems, and that each person does make a difference. She is proud to have worked with the "best there is" in the human resource field, and will miss "taking those challenges and turning them into opportunities." In retirement, Wagner plans to take it easy, play some golf, travel and resume her interests in art and photography. ■

### Chamber Music Concert, Apr. 19

The Rock Creek Chamber Players will perform at 3 p.m. on Sunday, Apr. 19 in the 14th floor assembly hall at the Clinical Center. Reservations will be required for this free public concert, sponsored by the recreation therapy section. The program will include a Viola Concerto by Telemann, Bartok's Second String Quartet, and Brahms' Quartet for Piano and Strings, Op. 60. For reservations and information call (202) 337-8710. ■

### NIDDK Advisory Council Gains Four

NIDDK recently welcomed four new advisory council members. They include:

Genevieve J. Jackson, chair of the Navajo Nation Council's health and social services committee in Window Rock, Ariz., who will review grants in the diabetes, endocrine and metabolic diseases subcouncil.

Three joined the digestive diseases and nutrition subcouncil: Dr. Kristen McNutt, president of Consumer Choices, Inc., and editor of *Consumer Magazines Digest*, is also a member of the National Academy of Sciences' board of agriculture and the National Consumers League.

Dr. D. Montgomery Bissell is professor of medicine and director of the division of gastroenterology at the University of California, San Francisco. He also directs UCSF's Liver Core Center, which is supported by NIDDK, and edits *Hepatology*.

Dr. Daniel K. Podolsky is chief of the gastrointestinal unit and associate chief of medical services at Massachusetts General Hospital. He is editor of *Gastroenterology* and also directs the NIDDK-funded Center for the Study of Inflammatory Bowel Disease. ■



NIDDK director Dr. Phillip Gorden (second from l) welcomes new council members (from l) Dr. Daniel Podolsky, Dr. Kristen McNutt, Dr. D. Montgomery Bissell and Genevieve Jackson.

### 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://livewire.nih.gov/>.

Relational Database and Client/Server	
Access Overview	4/13
Parachute Startup for Windows 95	4/14
LAN Services and Email from Parachute	4/14
NBARS Administration	4/14
Introduction to Networks	4/15
Perspectives on Management	4/15
Oracle SQL Plus	4/15-16
SAS Fundamentals I	4/16-17
HTML Editors	4/17
Database Technology Seminar	4/17
SAS Fundamentals II	4/20-21
C Language Fundamentals	4/20-24
Lecture on Polymer Science	4/21
Principles of Regression Analysis	
Using SAS/STAT	4/22-24

### OD's Mary Jane Miller Retires After 22 Years at NIH

After 22 years with NIH, Mary Jane Miller retired recently from her position as administrative assistant in OD's Office of Behavioral and Social Sciences Research (OBSSR). Throughout her career, she received the highest accolades for her professionalism, efficiency and organization. But perhaps even more important were the many lives she touched and the number of friendships she forged with her fellow workers at all levels of NIH.

Her first position at NIH was in the Office of Extramural Programs at the National Library of Medicine, where she worked for 4 years. Following this, she moved to the National Institute of Diabetes and Digestive and Kidney Diseases, where she worked in the Pancreatic Diseases and Arthritis

Programs. In 1986, Miller moved to the Office of the Director, working for Bonnie Kalberer, first in the Office of Science Policy and Legislation, then later in the Office of Science Education.

According to Kalberer, "Mary Jane is one of those special people who is the consummate professional secretary. She was our office manager, confidential assistant, and mother confessor. Her wonderful sense of humor helped us through good times as well as stressful ones. Although many of us have

gone our separate ways, Mary Jane is still a very special friend, who we continue to see at our periodic soirees (otherwise known as get-togethers at the local pub)."

In 1995, Miller joined the staff of the newly formed OBSSR, where she was instrumental in getting the office up and running in only a short time. "When I first met Mary Jane, I knew almost instantly that she would be great for the office," reports Dr. Norman Anderson, OBSSR's director. "Since the OBSSR was just getting started, we needed someone who was well organized, efficient and creative, who could handle multiple and complex tasks simultaneously, while maintaining a high degree of professionalism. In Mary Jane, we got all that and more. It was really a great honor for me and my staff to have had the opportunity to work with, and learn from, this consummate professional."

Throughout her tenure at NIH, Miller touched the lives of many people. Her deep commitment to the well-being of others is exemplified by her work as a member of the Office of the Director's equal employment opportunity advisory committee, where she was an active participant in organizing many of the committee's activities and events, and her many years spent as an EEO counselor. She was a familiar face to many people in Bldgs. 1 and 31, always cheerful and always extremely supportive.

Now as she heads off to retirement and professional grandmthood, her many friends and colleagues at NIH wish her the very best.—Marina Volkov ■



*Mary Jane Miller, shown with OBSSR director Dr. Norman Anderson, is crowned queen-for-a-day at her recent retirement celebration.*

### NCI Branch Chief Kenneth Paull Is Mourned

Dr. Kenneth D. Paull, chief of the Information Technology Branch in NCI's Division of Cancer Treatment and Diagnosis, died at his home in Ijamsville, Md., on Jan. 29. He had Parkinson's disease.

A native of Winslow, Ariz., Paull received his Ph.D. degree in organic chemistry in 1969 from Arizona State University. After 5 years of postdoctoral studies in cancer research at NIH and Midwest Research Institute, he joined a small contract-oriented company in Buffalo, N.Y. During that time, he was instrumental in the development of the anticancer drug, Mitoxantrone. In 1979, he accepted a position in the



*Dr. Kenneth D. Paull*

Drug Synthesis and Chemistry Branch, NCI. Paull's initial interests were analyzing the test results from NCI's anticancer screens in order to improve the criteria for activity and to determine what type of compounds might prove to be useful anticancer drugs. He developed a simplified method for displaying the test results, and using the data to correlate chemical structure with patterns of compound action.

His interest and expertise in computers resulted in his appointment as chief of the Developmental Therapeutics Program's Information Technology Branch in 1990. He subsequently developed a computer algorithm called COMPARE. This technique for analyzing the potential of new anticancer agents has been proven in numerous peer-reviewed scientific articles. Paull's professional accomplishments in the field of cancer drug discovery are known worldwide through his nearly 100 scientific publications.



### DRG's Mischa Friedman Dies

Dr. Mischa (Mitty) Friedman died on Mar. 8 after a short illness. A native of Worcester, Mass., he received his B.S. degree in bacteriology from the University of Massachusetts and his M.S. and Ph.D. degrees from the University of Illinois. He spent his last 18 years of federal service with the Division of Research Grants (now the Center for Scientific Review), and at the time of his retirement in 1988, was associate director for referral and review and chief of the Referral and Review Branch. In those positions, Friedman managed the receipt and assignment (referral) for review and potential award of all grant applications to NIH, as well as the initial scientific merit review of the vast majority of these applications.

He was the recipient of numerous awards, including the NIH Director's Award, which he received twice: in 1979, for excellent leadership and managerial capabilities; and in 1987, for exemplary service to, and gifted leadership of, the grant application review procedures at NIH.



Dr. Mischa Friedman

In addition to his scientific and administrative expertise, Friedman was a skilled photographer. Indeed, he and his wife Greta were both widely recognized and respected for their creative work in this area. Friedman received many awards for his photographs, the last of which was given recently, in 1998, by the museum in Hagerstown, Md.

Dr. Samuel Schwartz, Friedman's predecessor as associate director for referral and review, in "A Eulogy to a Special Friend," praised Friedman as "a man who achieved success, lived an honest, good life, laughed often, and loved much. He was highly respected by all his colleagues throughout the NIH for his fairness, abilities, dedication and zeal in promoting the work he so believed in." And Dr. Jerome Green, director of the Division of Research Grants during Friedman's last years there, noted that he "was a gifted, enthusiastic scientist devoted to maintaining the standard of fairness and excellence in peer review. His eagerness and sincerity, delivered with a pronounced Boston accent, were contagious."

Besides his wife, Friedman is survived by his son, Joshua, his daughter, Mara, his daughter-in-law, and two grandchildren, Michael and Caroline. The family has requested that any contributions be sent to one of Friedman's favorite charities, the Frederick Soup Kitchen, at: Frederick Community Action Agency, c/o Frederick Soup Kitchen, 100 South Market St., Frederick, MD 21701.

### 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. 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 &amp; Professional Development</i>	
Interacting with Difficult Employees	5/5
Winning Negotiations	5/5
GPRA "Results Act" Orientation for Developing Performance Measures	5/12
ITMRA: Greater Efficiency Utilizing IT Performance Measures	5/12
Conflict Management for Managers	5/13
<i>Communication Skills</i>	
Speaking Across the Gender Gap	5/7
Reviewing Other People's Writing	5/13
Giving Successful Presentations	5/13
Increase Your Word Power	5/5
<i>Administrative Skills</i>	
Managing Difficulties in the Workplace	5/7
Time Management Techniques for Administrative Support Staff	5/6
Strengthening Your Support Role: A Team Approach to Office Management	5/14
<i>Administrative Systems</i>	
Foreign Travel - Overflow	5/4
Basic Time and Attendance Using TAIMS	5/13
Federal Wage System Time and Attendance Using TAIMS	5/12
<i>Career Transition</i>	
NIH Retirement Seminar - FERS	5/6
<i>Computer Applications and Concepts</i>	
Introduction to Personal Computing for New Users	5/7
Welcome to Macintosh	5/14
Web Page Design HTML	5/12
Introduction to Internet	5/5
Advanced Internet	5/5
Microsoft Office Suite 97, Documentation Integration	5/4
MS Word 97 Fundamentals	5/6
Advanced Excel 7.0 for Windows 95	5/12
MS Word 7.0 for Windows 95 Fundamentals	5/6
MS Access 7.0 for Windows 95	5/13
Upgrading to MS Windows 95	5/7

### Corrections

The article headlined "New Exhibit Probes Many Lives of NIH Site" in the last issue of the *NIH Record* included the wrong byline. Carol Clausen was the story's author. Also, in the story on the fate of old oak trees in that issue, we reported that tree No. 154 would be used to restore two old Navy battleships—the U.S.S. Constitution and U.S.S. Constellation. Only the former ship, "Old Ironsides," will get the NIH wood. ■

### Men Needed for Cholesterol Study

The Cardiology Branch, NHLBI, is recruiting men with a history of elevated cholesterol for a study assessing the effect of a new therapeutic approach to preventing and treating atherosclerosis in men. Participants may have a history of coronary artery disease, but must be in good general health and not be taking any cholesterol-lowering or vitamin therapies for 2 months prior to the study. Volunteers will be paid. Phone 435-4038 or 496-3666.

## Portrait of Fielding Hudson Garrison Graces NLM Reading Room

For the past 35 years, the only visible presence of Fielding Hudson Garrison (1870-1935) in the National Library of Medicine has been the faint outline of his face, incised on the wall of the Bldg. 38 lobby, alongside the images of his colleagues John Shaw Billings and Robert Fletcher. Portraits of Billings, the founder of the library, and his assistant Fletcher, hang in NLM's main reading room. Now, a painting of Garrison, newly refurbished and hung in the History of Medicine reading room, accords him the prominence that his many contributions deserve.

Garrison joined the staff of the Library of the Surgeon General's Office (the predecessor of NLM) as a clerk in 1891 and remained for almost 40 years. He earned an M.D. degree from Georgetown University in 1893, taking courses at night, and was promoted to assistant librarian in 1899. He became principal assistant librarian, a position that made him second to the library's director ("The Librarian") in 1912, and was thereafter frequently called upon to serve as acting librarian. With Billings and Fletcher, he helped produce the first series of the Index Catalogue of the Library of the Surgeon General's Office.



Fielding H. Garrison

Later he became coeditor and then editor of *Index Medicus*, a duty he performed until the end of his career. His contributions to these landmark publications helped ensure their excellence and established the library as the leader in providing control and access to biomedical literature.

Garrison was an avid student of the history of medicine and was recognized as the preeminent American authority in this field. In 1911, he published in *JAMA* a list of classic medical publications, the byproduct of research he had done for an exhibit of significant books, pamphlets and articles in the library's collection. This checklist of milestones in the development of medicine from ancient times to the 20th century was revised and greatly expanded by Garrison in 1933 and later by others. Now in its fifth edition, the bibliography, commonly known as "Garrison & Morton," remains a standard reference work in medical history. Garrison also published, in 1913, *An Introduction to the History of Medicine*, which had gone through four editions by 1929 and is still a highly respected and widely used text. It is particularly fitting that Garrison now presides over the History of Medicine reading room, where he casts an informed and benevolent eye upon present-day researchers in medical history.

The portrait, painted by Franklin B. Clark in 1937, shows Garrison in early middle age, wearing the uniform of a lieutenant colonel in the Army Medical Department. The painting was done from a photograph; Garrison had died 2 years earlier at age 64.—Carol Clausen ■



Four newspaper reporters are on campus for 3 weeks to get a taste of science from the inside. In an effort to help deepen journalists' understanding of medical research, the nonprofit

Knight Center for Specialized Journalism provided funding for the writers to be headquartered at an NIH institute, interview scientists and get a firsthand look at labs related to a particular area of interest. Shown here during their first days aboard are (from l) Anita Manning of USA Today, hosted by NHGRI and concentrating on infectious diseases and virology; Ken Garber of the Ann Arbor Observer, who is focusing on cancer research and genetics at NCI; Leigh Hopper of the Austin American-Statesman, shepherded by NIAID and looking into infectious diseases; and Mike Stobbe of the Florida Times-Union, who chose to study diabetes at NIDDK.

### Wednesday Afternoon Lectures

The Wednesday Afternoon Lecture series—held on its namesake day at 3 p.m. in Masur Auditorium, Bldg. 10—features Dr. Eric S. Lander on Apr. 15, speaking on "Genes and Genomes." He is professor of biology, MIT, and director, Whitehead Institute, MIT Center for Genome Research.

On Apr. 22, Dr. Lee Ann Niswander, assistant investigator, HHMI, and assistant member, molecular biology program, Memorial Sloan-Kettering Cancer Center, will discuss "Molecular Control of Vertebrate Limb Development."

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

### Director's Seminar Set, Apr. 17

The NIH Director's Seminar Series of Friday noon-time lectures in Bldg. 1's Wilson Hall continues on Apr. 17 with Dr. Eugene V. Koonin of the National Center for Biotechnology Information, NLM, speaking on "Complete Genomes of Cellular Life Forms—The First Major Lessons from Comparative Analysis." Continuing medical education credit is available. ■