Reducing Risky Sexual Behavior In Adolescents: Impossibility?

By Susan M. Persons

Slaying the dragons that lie in the path of adolescent health may seem like an insurmountable feat, especially when it comes to changing sexual behavior to reduce the risk of HIV infection. Yet behavioral research presented by Dr. John B. Jemmott III at the NIH behavioral and social sciences research coordinating committee seminar series demonstrated that HIV risk-associated sexual behavior can be reduced in a

Fischbach To Direct NINDS

Dr. Gerald D. Fischbach, a Harvard neurobiologist, has been named director of the National Institute of Neurological Disorders and Stroke, succeeding Dr. Zach Hall, who left last fall for a post at the University of California, San Francisco. Fischbach is the Nathan Marsh Pusey professor of neurobiology at HMS and Massachusetts General Hospital. He was also founding director of Harvard's Initiative on Mind, Brain, and Behavior.

He will oversee a staff of more than 700 and an annual budget close to $800 million. The institute supports research by investigators in public and private institutions across the country, as well as by scientists working in 23 intramural

Weighing the Alternatives

Changing Work Schedules: A Many-Splendored (and Splintered) Thing

By Carla Garnett

Is there anybody working here who wouldn't like an extra day off every week or so? Weekends are grand, of course, but if we had a weekday off, some of us think, we could get a head start on that seemingly endless line at the bank. We could take our rightful turn as Class Parent at Junior's pre-K, avoid that hellish Monday morning commute, log in some volunteer work we've always vowed to try or simply accomplish the myriad other tasks best done during "regular" work hours Monday through Friday. We wouldn't even mind working an extra hour or two each day to earn the day off.

These thoughts are certainly not new. In fact, according to a 1994 NIH Policy Manual by the Office of Human Resources Management, such meanderings of the mind—formally dubbed "alternative work schedules"—have been under consideration for govern-
FISCHBACH, CONTINUED FROM PAGE 1

laboratories and branches at NINDS.

"I am very pleased that Dr. Fischbach will be joining us at the NIH," said NIH director Dr. Harold Varmus, who made the appointment. "At a time when our understanding of the biology of the brain and nervous system is beginning to offer great opportunities to transform medical practice, it is important to have a distinguished physician and scientist at the helm of the NINDS. Dr. Fischbach's collaborative skills will make him an effective partner with the other NIH components involved in the neurosciences, and his leadership skills will benefit all of the NIH."

Fischbach noted, "This is a remarkable time in the field of neuroscience. Exciting discoveries at all levels of analysis from molecules to mind have led to a more profound understanding of the normal and diseased brain. It is an honor to be asked to serve as director of NINDS at this time, and it is a welcome obligation to help the NIH remain the world's most important force promoting biomedical research."

Fischbach is an internationally renowned neuroscientist who throughout his career has studied the formation and the maintenance of connections between nerve cells and their targets. He developed methods for growing nerve and muscle cells outside of the body, and he has used such tissue cultures to study small molecules and proteins that alter synaptic efficacy.

Among his many honors, Fischbach is a member of the National Academy of Sciences, the Institute of Medicine, and the American Academy of Arts and Sciences. He has served on numerous editorial and advisory boards including the Howard Hughes Medical Institute, the Helen Hay Whitney Foundation and the McKnight Foundation. He is a past president of the 28,000-member Society for Neuroscience and he has been a trustee of the Marine Biological Laboratory in Woods Hole. He is currently a nonresident fellow of the Salk Institute.

Fischbach received his undergraduate degree in mathematics and chemistry from Colgate University in 1960 and his M.D. from Cornell University Medical School in 1965. After internning in medicine at the University of Washington, he worked at NIH for 8 years, first as a senior surgeon with NINDS, and later as a staff fellow at the then National Institute of Child Health. Between 1973 and 1981, he served as an associate professor and later as a full professor of pharmacology at Harvard Medical School. In 1981, he accepted the position as chairman of the department of anatomy and neurobiology at Washington University School of Medicine. Before leaving St. Louis to return to Boston and his current positions, Fischbach became director of Washington University's Jacob Javits Center for Excellence in Neuroscience, and the John S. McDonnell Center for Cellular and Molecular Neurobiology. Fischbach will join the NINDS staff on July 15.

ADP Community Honors Seven

The ADP/EP coordination committee awards for 1998 were presented to seven people who have provided outstanding service to the NIH extramural community. Four of the recipients won achievement awards for their efforts to develop the new IMPAC II and three received certificates of appreciation for service to the committee.

Certificates of appreciation were presented to Carol Martin, NHGRI, for her outstanding leadership during her tenure as chair of the committee, to Dean Hill, NIDR, for her reliable distribution of committee information and safekeeping of minutes dating back to 1974, to Cindy Eckley, NINDS, who is current recording secretary and to Amir Venegas, from ROW, who has used his problem-solving skills to help extramural users learn to use the IMPAC II system.

Achievement awards went to Tim Twomey, OER, for his persistent efforts to communicate and resolve issues arising from IMPAC II development, Nancy Bavisotto, NIAID, for personal initiative in forming the Power View user's group and Steve Hughes, NCI, whose collaborative efforts with the Tech View user's group have enhanced communications in the IMPAC II development effort.
Cartilage Proteins Draw Commercial Attention

A recently discovered family of cartilage-forming proteins has drawn the attention of several biotechnology companies as a promising tool for repairing damaged joints. The rapid progression from laboratory to commercial development is the result of a team effort among scientists and technology transfer experts from NIDR and the Food and Drug Administration, and several commercial enterprises.

This is an example of a basic research finding making its way from the recesses of the laboratory to the threshold of commercial development and clinical application. Animal models, rare human disorders, and state-of-the-art laboratory technology have made possible the discovery and characterization of a new group of proteins that appear to play a critical role in forming the cartilage of joints.

NIDR's Dr. Frank Luyten and Dr. Malcolm Moos at FDA have identified a new group of proteins called cartilage-derived morphogenetic proteins, or CDMPs. The commercialization of these proteins, which is just under way, was made possible by a 1986 law requiring federal laboratories to quickly move new technologies to the private sector for further development—the Federal Technology Transfer Act.

The research has resulted in joint NIH/FDA patent applications on two proteins, CDMP-1 and CDMP-2, and the issuance of licensing agreements to five companies. One of the companies, Genzyme, recently received FDA approval to test a new process for repairing knee cartilage. The procedure involves removing a sample of the patient's healthy cartilage, growing more cartilage from the sample in the laboratory, and then injecting the laboratory-grown cartilage into the injured site. The procedure is geared to younger people who have injured their knees in sporting or other accidents and whose injuries are confined to relatively small defects in the cartilage structure.

The use of CDMPs has broader application than the procedure currently being tested by Genzyme, according to Luyten. He foresees that CDMPs, in combination with the right mix of ingredients, can be used to resurface the entire bony surface of a joint with new cartilage. Such a procedure would go beyond healing sports injuries to treating sufferers of severe forms of arthritis, in which practically all of the joint cartilage has been destroyed. Oral health researchers are also interested in possible application to disorders of the temporomandibular (jaw) joint.

The discovery and commercialization of CDMPs was preceded by years of clinical observation and traditional treatment of joint disease.—Wayne Little

Open House for ISDN Center

NIH'ers are welcome to attend an open house of the ISDN Demonstration Center on Tuesday, July 14, 8 a.m. - 3 p.m. and Wednesday, July 15, 8 a.m. - 3 p.m. in Bldg. 31A, Conf. Rm. 4 near the lobby elevators. On view are telecommunications technologies that may be useful in a lab or office. Vendor representatives will be on hand to answer questions. See demonstrations of: ISDN telephony—AT&T and Fujitsu ISDN telephones; replacing your modem—transmitting data using an ISDN telephone; replacing your modem—using the NIH modem pool to connect to Wyib or Helix, or other computers; telecommuting— connecting to Pinhead (ISDN for Parachute) via ISDN modems; telecommuting—remote access using LapLink, Carbon Copy, and PC anywhere; telecommuting—using ISDN modems and routers (PC and Mac); using Client Profile Software to dial and answer your AT&T ISDN telephone; file sharing and collaboration—Microsoft Netmeeting; PC-based videoconferencing—desktop video by Intel, PictureTel, VTEL and Zydacron; room-based videoconferencing—video by PictureTel.

The open house is sponsored by the Office of Telecommunications Management, part of the Center for Information Technology. If you can't attend, schedule an appointment to visit the demo center by calling Rob White on 594-9472. For more information, see http://tcb.od.nih.gov/demoroom.html.

Yvonne du Buy (r), NIDR executive officer, spoke recently at an NIEHS brown bag luncheon as part of the institute's celebration of administrators who provide support to the NIEHS scientific mission. The self-described "NIH brat" whose father was an NIH bench scientist from 1949 to 1979, du Buy became only the second female executive officer at NIH after beginning her career as a student clerk at what is now NHLBI. She said she grew up hearing from her father that administrators were obstructionists to science; this instilled in her a desire to contradict that image. Among those who heard du Buy's tale of climbing the NIH ladder were Donna McNeill (l), an NIEHS administrative officer who once interned for du Buy.

Dr. M. Janet Newburgh, who in recent years has been an independent consultant for various government and private organizations, has returned to NIH. She had been a program administrator or program director at NIGMS and NEI, a scientific review administrator for NIDDK, and institutional liaison officer, Office of Extramural Research. Currently, she is an assistant chief in the Center for Scientific Review's Division of Receipt and Referral. Her scientific expertise is in biochemistry. She is the author of 31 research publications, 16 abstracts, and 2 book reviews, and has received both NIH grants and various administrative awards. Newburgh is also a marathon runner and vice president of the Montgomery County Road Runners Club.
RISKY BEHAVIOR, CONTINUED FROM PAGE 1

key population—inner-city African American male adolescents—and that the intervention did not encourage sexual intercourse, but instead decreased it.

Jemmott, professor of psychology at Princeton University, gave several reasons why changing the sexual behavior of youth is a significant challenge. According to him, studies have shown that adolescents typically feel invulnerable and do not perceive themselves to be at risk. Adolescents may also hold negative beliefs about safer sex practices—for example, that condoms adversely affect sexual enjoyment. And negotiating safer sex practices with partners requires confidence and skills that adolescents often do not have. In addition, it is difficult to persuade adolescents to practice abstinence if they have decided to be sexually active.

Despite these challenges to behavioral change, Jemmott and his colleagues are determined to develop interventions that will protect adolescents. “Approximately 36 percent of adolescent females and 73 percent of adolescent males have had sexual intercourse by the time they are 18 years of age,” he reported. “Currently, 18 percent of reported AIDS cases involve young adults 20-29 years of age. About 10 to 12 years typically elapse between the time a person is infected with HIV and the appearance of the clinical signs sufficient to warrant an AIDS diagnosis. Thus adolescence is a critical and necessary period to intervene to reduce the number of people contracting HIV and other sexually transmitted diseases,” he said.

Jemmott, whose work has been partially funded by NICHD and NIMH, emphasized that interventions most effective in changing HIV risk-associated behavior are based on solid theoretical frameworks. For example, the theory of planned behavior states that specific intentions are the key determinant of a specific behavior. And what influences an individual’s intentions? “People intend to perform a behavior when they believe that favorable consequences will result; when they believe that significant others think they should perform it; and when they believe that they have the skills and resources to perform it,” he explained.

Although the importance of culture-sensitive interventions has long been documented, Jemmott presented important refinements. Are these interventions effective when implemented by facilitators who do not share the ethnic group membership or gender of the participants? “Our research has shown that the effects of the HIV intervention were about the same irrespective of the race of the facilitator, the gender of the facilitator, the gender of the participants, and the gender composition of the intervention group,” stated Jemmott. However, he cautioned that differences may have emerged had the intervention contained inappropriate materials and less structured training for the facilitators. “Still, this finding may have important practical implications. It may mean that public schools, health clinics, community-based organizations, and other organizations that are implementing HIV prevention programs may not have to be concerned about matching the characteristics of the facilitators and the audience, if the content of the intervention is appropriate for the audience and if the facilitators are well trained,” he said.

Jemmott also tested the effectiveness of peer educators. His research found that interventions utilizing peer and adult facilitators were equally effective, although adolescents said that they enjoyed the interventions more when counseled by their peers. “This finding has implications for multiple-session interventions,” he said. “Using peer co-facilitators might increase attendance and the degree of involvement in activities when adolescents are asked to attend several sessions.”

While the debate regarding abstinence-based interventions and safer sex interventions has shed “more heat than light,” Jemmott found that both were efficacious. However, only the safer sex intervention reduced unprotected sexual intercourse—the outcome that is most closely linked to risk of sexually experienced adolescents. Jemmott also allayed the fears of those who believe that exposing adolescents to information about sex will encourage them to engage in sexual activity. “Our data provide some evidence that the opposite may be true. Adolescents who received our AIDS risk-reduction interventions were less likely to engage in sexual activity, and those who did were more likely to engage in safe sexual activity,” he said.

HHS Deputy Secretary Kevin Thurm, himself a loyal blood donor, addresses a gathering May 29 at Donor Appreciation Day, sponsored by the Clinical Center's department of transfusion medicine. Held near the tennis courts adjacent to lot 41, the event included a barbecue cookout, music and an award ceremony.
Naked DNA Rejuvenates Rheumatoid Rodents

Scientists have unveiled a stripped-down form of gene therapy to treat arthritis in an experimental animal model. Naked DNA, unencumbered by the standard assortment of gene carriers, was effective when injected directly into muscle tissue. Remarkably, this straightforward procedure dramatically reduced chronic arthritis symptoms in the joints, and now offers an innovative approach for eventually treating human disease. The results of the study, carried out at NIDR, appeared in the June 15 issue of the *Journal of Clinical Investigation*.

The naked DNA consists of a double-stranded circle of nucleotide bases, known as a plasmid. This particular plasmid contains the genetic code for human transforming growth factor-beta (TGF-β), a protein that is a key regulator of inflammation—the body's response to infection or tissue damage. Drs. Xiaoyu Song and Sharon Wahl from NIDR, and MiLi Gu from the Food and Drug Administration tested the TGF-β plasmid in a rat model for human rheumatoid arthritis. In this model, animals that are injected in the abdomen with a preparation of bacterial cell walls soon develop swollen and inflamed joints in the feet. The acute arthritic phase lasts several days and then develops into a long-term chronic condition that is marked by the erosion of cartilage and bone within the joints.

When the scientists injected TGF-β plasmids into muscle tissue, they noticed a dramatic reduction in disease symptoms in the joints. The number of affected joints and the amount of swelling in the joints were both substantially reduced. Although injection of plasmids prior to initiating arthritis with bacterial cell walls did not prevent the onset of disease, injections timed at different periods after symptoms began alleviated conditions in the later occurring chronic phase. Inflammation was greatly reduced and essentially no cartilage or bone destruction occurred. Not only does the procedure avoid the invasion of painful joints, but also a single injection into muscle suppressed arthritis symptoms for up to 3 months after treatment.

Dr. George F. Vande Woude, an internationally recognized expert in molecular oncology, is new director of NCI's Division of Basic Sciences. He recently left the Basic Research Program, located at NCI's Frederick Cancer Research & Development Center, where he had been director for the last 15 years. DBS, the largest of NCI's three intramural divisions, is comprised of 32 laboratories and more than 180 principal investigators. Vande Woude will serve as its director until November 1999, when he will assume directorship of the Van Andel Research Institute, based in Grand Rapids, Mich.

FAES Announces 1998-1999 Concert Schedule

The FAES Chamber Music Series will present nine concerts in its 1998-1999 season:

- Oct. 4: Gustavo Romero, piano
- Oct. 18: St. Petersburg String Quartet
- Nov. 8: The Vienna Virtuosi
- Nov. 15: Trio di Parma
- Feb. 7, 1999: Michala Petri, recorder
- Feb. 14: Bruno Canino, piano, and Rocco Filippini, cello
- Mar. 7: Auryn Quartet
- Mar. 21: Skampa Quartet
- Apr. 11: Lilya Zilberstein, piano

Concerts are held at 4 on Sunday afternoons in Masur Auditorium, Bldg. 10. Tickets are required. For more information call 496-7975.

Kudos for NIH’s Grants Managers

The first NIH Grants Management Award ceremony recently took place in Natcher auditorium—more than 200 grants managers attended what is expected to become a yearly convocation. One hundred six of them were recognized for participating in the new HHS Grants Management Professional Certification Program, which establishes levels of proficiency and rewards attainment.

Two years ago, the grants management community unveiled its vision for the future in a paper entitled, "NIH Business Research Administration: Charting the Future." Progress so far includes establishing best business practices, revising grant administration policy and procedure, and creating SMARTs—subject matter advisory and resource teams. Eighteen SMARTs are now available to address specific topics. The community has also inaugurated monthly professional development seminars, and created the GAC Infonet Web site, which is the model for the newly established Office of Extramural Research site.

Have Dry or Inflamed Eyes?

The National Eye Institute is currently enrolling patients in new studies for dry eye (KCS) and inflamed eye (uveitis). Have you been told you have dry eye or uveitis? These conditions are serious and, if left untreated, can harm your vision. If you have either, consider taking part in studies of new treatments at the Clinical Center. A team of experts will fully examine your eyes and provide study medications at no cost. For more information, call the NIH Patient Recruitment and Referral Center at 496-4891 or 1-800-411-1222.
Managers Find Creative Ways to Reward Staff

Nothing New Under the Sun

"Since the mid-1960's," says the manual, "there has been a growing interest in nonstandard, more flexible work hours to relieve traffic congestion, improve productivity, expand hours of service to the public, and provide greater employment opportunities for those who cannot work standard fixed work hours." In 1994, spurred by a National Performance Review recommendation, President Clinton championed AWS in a memo, calling for "a more family-friendly workplace to be created by expanding opportunities for federal workers to participate in flexible work arrangements consistent with the mission of the executive branch to serve the public."

A number of NIH'ers, however, had already heeded the call.

"I began working AWS in 1990," recalls Beth Rosenthal, an administrative officer at NLM for the past 10 years. "I think it has changed the way I do my job, improving the organization of my 9-hour work days. It gives me the ability to prepare for my day off. Small segments of annual leave for personal business, or sick leave for doctor's appointments, have all but been eliminated because I can schedule two or three appointments on one day off."

For NIAMS Administrative Officer Andrea Ricche, it was just a matter of formalizing in October 1992 an arrangement made necessary by her daily commute. "My husband works downtown," she explains. "We carpool to the NIH campus and he takes the subway. I was always here early and staying later than my schedule. When I was offered AWS, it just made sense. I find that the extra hour per day allows me the time to finish tasks that otherwise would have had to wait until the next day."

"I chose AWS because it allows me to plan and schedule appointments during normal work time and know that I will be available at a designated time," adds NLM Cataloguer Dorothy White. "It has not changed how I do my job. Since I am at work for 9 hours, I have no problems coordinating with my coworkers. Scheduling meetings has not posed a problem because the staff is aware of my day off. My quality of worklife has improved because I don't have to take as much annual leave and there is less stress."

AWS Picks Up Speed...

In 1997, HHS Secretary Donna Shalala encouraged AWS in her Quality of Worklife Initiative. Just months ago, the President directed agencies to review work scheduling practices again "to make maximum use of existing flexibilities to allow federal employees to plan and take time off to perform community service as the public business permits."

Boosted by support from the highest levels, the program quickly gained momentum. Most employees who had changed their work schedules sung its praises...
praises, and many workers not offered the option wondered to supervisors, “Why can’t I?”

Notwithstanding all the endorsements, widely offering AWS can present some big problems, explains Marvene Horwitz, OHRM deputy director and head of NIH’s quality of worklife committee. “The topic is a bit complicated,” she says. “There are the conflicting sides of employees wanting flexibility and managers feeling that people aren’t available to get the work done, although there are many managers who handle it well. The QWL committee is looking for ways to publicize these tools for managers and employees, but we also want both sides to understand the other’s needs.”

What is important to keep in mind is that AWS is an employee benefit, not an entitlement. It is a tool managers can use to accomplish certain goals: enhance customer service by extending hours of availability, relieve traffic congestion during peak commuting times, relieve on-campus parking shortages, reduce tardiness and absenteeism, improve staff morale, and help employees balance work and family responsibilities. It is up to managers to administer the program efficiently and to make sure AWS does not have an adverse impact on NIH’s mission. It can be a difficult call.

...But Not for Everyone

“Our office first implemented AWS in a 6-month trial period about 5 years ago,” recalls Michael Rosenthal, NICHD personnel officer. “We tried it again, in another 3-month pilot, about 3 years ago. Unfortunately, after assessing its advantages and disadvantages, I decided not to implement it in my office on a permanent basis. The major problems we encountered were two: First, the relatively small size [7 workers] of our office made it difficult to achieve optimal staff coverage when the ‘AWS day-off’ was added to the normal mix of sick and annual leave usage and staff being away from the office at meetings or training. Second, our office is service-oriented. Our customers were not very pleased when a staff member to whom they needed to speak was out on his or her ‘AWS day-off’ when the customer needed information or advice. When the pilot ended and I decided not to implement AWS, I believe that the staff was disappointed, but I believe they understood the basis upon which my decision was made.”

Managers and supervisors are not the only ones who may have troubles with AWS. Sometimes coworkers who don’t use AWS can end up holding down the fort shorthandedly (usually Mondays and Fridays, by far the most popular AWS days off). As some employees point out, if a person’s job is such that one is trusted enough to be able to balance day-to-day assignments with the day off, then maybe AWS is not a good idea for the worker.

“I think AWS can be a great tool for rewarding hardworking employees,” says Ricche. “It shows that one is trusted enough to be able to balance day-to-day assignments with the day off. I don’t believe that every position is right for AWS nor is every person—it is strictly up to the supervisor and the individual to figure out if it works for them.”

Investing in an Alternative

Marj Cahn calls herself a “typical baby boomer,” but her work schedule is anything but typical. Since July 1995, she has combined some of the best family-friendly work arrangements—alternative work schedules, flexispace and telecommuting—to carve out her own at-home, but at-work niche.

Six or 7 days a month, Cahn can be found at her desk on campus in Bldg. 38, the National Library of Medicine. She also travels to meetings at other locations 2 or 3 days a month. The rest of the month, she conducts her work for NLM’s National Information Center on Health Services Research and Health Care Technology from her home office in Annapolis.

“I now have a better computer at home than at the office,” Cahn says on a recent Thursday—her usual day in Bethesda. “Anything that is on my hard drive here can be accessed on my computer at home. In addition, this office computer can be used as a server for the one at home. I can print, fax, email, and anything else that I’d do at the office.”

A member of the “sandwich generation” who cares for an aged parent and who has a 13-year-old at home, Cahn has heavily invested personal funds in her AWS arrangement. In addition to the significant upgrades to her home computer-fax-printer system, she also has funded installation of two additional phones lines in her house, so that NLM coworkers and others who need to reach her while she is working can do so without incurring long distance phone charges. Those charges alone add up to $200 a month.

“But it’s worth it to me,” she doesn’t hesitate to point out. “And, I save some by having reduced my commuting charges.”

Although advantageous for some, AWS is not for everyone, Cahn admits. “I couldn’t do this without the self-directed, self-motivated people I work with,” she says. “If I had to stand around and watch over shoulders, I absolutely could not do this. It took all of us some time to adjust. At first, they’d worry about disturbing me at home. I had to keep reminding them: ‘You aren’t disturbing me at home. I’m at work. I’m not right across the hall, but you can always pick up the phone and give me a call.’”
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Healthy volunteers ages 18-35 are needed for a USUHS study of commonly prescribed medications. The study provides free medical tests and involves multiple visits over a 3-month period. Participants will be paid. Call (301) 295-4009 or (301) 319-5204.

STUNT PILOT, CONTINUED FROM PAGE 1

preserve of daredevils and stuntnmen, but a skilled sport practiced by amateurs like Nagy. All sorts of career people—from stockbrokers to doctors and lawyers—fill its ranks, competing in regional contests like the one in Pennsylvania. Although many hot-shot pilots make money flying exhibition shows, people like the 60-year-old Nagy see aerobatic flying as a leisurely pursuit as well as a personal challenge.

A Precious Dream

Nagy's hobby is born of a deep passion for airplanes that began in childhood. His father took him to the Cleveland Air Races in 1947, where an "airplane without propellers" was featured. But the young Nagy was not impressed so much by the novelty of a propeller-less plane as by the ground-vibrating roar of a squadron of P-38 fighter planes, which had been used in World War II. "I never forget that moment. I was hooked. I had to fly," Nagy recalls. "Most pilots have had similar experiences that make them want to pursue the dream."

But Nagy was not to realize his dream until 1980, when he saw an ad in an airline magazine for a flying school that guaranteed attainment of a pilot's license for an affordable price. "(Before then), I thought it was too much of a precious dream. I was raising a family and didn't have money to go skiing, to say nothing of flying an airplane. It was something I put way in the back of my mind," said Nagy, who until then had worked in marketing, a job he lost due to the economic downturn of the period. His career as a pilot was about to begin.

The Czech Connection

The early 1980's saw Nagy make the rounds as a flying instructor and freight runner between Tulsa and Oklahoma City. He operated his own company, dedicated to aircraft rental and flight instruction. Late in the decade, after clocking 5,000 hours of flight, he turned to piloting small commercial planes in the Northeast and Atlantic coast.

Nagy's adoption of acrobatic flight during this decade shows the influence of family ties linking him to a rich Czech aviation culture. Besides having Czech lineage from his mother's side of the family, Nagy has received encouragement and cultural influence from Terri, his Czech wife who has been an aerobatic pilot for 10 years. She was decisive in developing his love of flight to its fullest. Nagy noted how the Czechs have "the most committed culture to aviation of any nation on

There are only 30 Zlin Z526F aircraft in the U.S. Nagy, who rescued his from oblivion, is editor of the Zlin Newsletter.
Earth. For years, anybody in the Czech Republic who wanted to learn how to fly could do so free after passing a medical exam. They are also the only nation on Earth that requires a mastery of basic aerobatic flying in order to pass the flight test and obtain a private pilot's license. They have more pilots than anybody and every one of them is an aerobatic pilot." This historical commitment to flying has also made it a superior producer of aircraft.

His wife introduced him to aerobatic flying. The aircraft she owned was too small to seat both of them, so when it came time to buy a new one, she bought a two-seat aerobatic plane they could afford. That's when the couple discovered the Zlin Z526F military trainer. It had been sold as scrap in the U.S. in 1980, and before that had belonged to the Hungarian airforce, which had ordered it from a Czechoslovakian factory in 1972. The Nagys bought it from a Kansas dentist who had it "sitting in a pool of oil, not looking like much." Nagy restored the Zlin to and beyond its former glory, including an $8,000 paint job.

Nagy pointed out the airplane's legendary reputation, which began the moment it was introduced in 1957. The Zlin bested its counterparts because it could perform a maneuver that was thought impossible at the time—the lomcevak or somersault. The Czechoslovakians improved the propeller so that it could protect against engine over-speed. This and other design innovations made it the first airplane able to perform maneuvers without breaking a sequence, according to Nagy. "Without exaggeration, it is the most successful sport aerobatic plane in history," he explained. "It won every world championship from 1958 through 1969. No other airplane even comes close. All 12 of those victories were by 12 different nations, and each one did it with this model. This plane is still very competitive at the three lower levels of national competition in the United States. There are five levels of competition; only at the top two does this airplane fail to compete, mainly because of horsepower and strength. At the lower levels we can compete forever." Nagy's Zlin is one of only 30 known to exist across the country. In fact, he edits the Zlin Newsletter and keeps track of owners and parts they may have; he also has access to a Zlin representative from the Czech Republic.

Move Up!

Aerobatic maneuvers are not arbitrary and chaotic. They follow a given set of rules and are constrained to an allotted area. Competition in the U.S. takes place in a cube of airspace 3,300 feet high. The box is divided into varying heights, depending on the pilot's level of competition. For safety reasons, beginners are not allowed to go below 1,500 feet. In the unlimited category, flyers can descend to within 300 feet of the ground. Even though Nagy compares the risks in aerobatic flying to those of motorcycle racing, he points out that "about the safest place you can be if you're going to fly aerobatics is in a contest."

In Pennsylvania, Nagy's Zlin competed with four other planes in the basic category, performing maneuvers in a corridor between 1,500 and 3,500 feet. The competition is scored similarly to ice skating, using five judges who look for imperfections in a sequence of figures each pilot must execute. A perfectly flown figure is worth 10 points, with half-point deductions for imperfections. Nagy won with 85 percent of the possible points.

He says it takes extreme concentration and uncommon willpower to get the airplane "to do exactly what you want it to do." He affirmed that it's more a mental process than a physical one. "It's the difference between putting on a golf course and playing the fairways; there is something about the will to sink a long putt that is similar to what you experience doing an aerobatic maneuver perfectly. And being able to do that instantaneously, on demand, is a very exhilarating experience. It's a big rush of pride and satisfaction."

There is no room to rest on your laurels in aerobatic competition. The only direction you can go is up. Winners in one category can't compete again on the same level. Recounting his experience in Pennsylvania, Nagy says that competitors propel a winner to a higher level of competition with complementary cheers of "Move up! Move up!" Nagy will spend this summer learning new, more difficult maneuvers required of the next higher category of competition. He looks forward to regional contests scheduled in Virginia in the fall.

Clearly, he is addicted to the natural highs of flight. "I believe that flying releases endorphins that bring pleasure as much as drug rushes, and maybe much bigger. Flying is one of the biggest pleasures I have experienced."
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CBER's Rick Nordan Mourned

Dr. Richard P. Nordan, 49, died in Bethesda on
June 7 following a cerebral aneurysm suffered 2
days earlier.

He was born in Cheverly, Md., and was a lifelong
resident of Prince George's and Montgomery
counties; he had lived in Bethesda for the last 10 years. Nordan
attended High Point High School
in Beltsville. After high school, he
spent several years as an auto
mechanic before returning to his
studies. He received his B.S.,
M.S. and Ph.D. degrees from the
University of Maryland.

Nordan was a postdoctoral fellow in the Laboratory of
Genetics and a staff scientist and senior staff fellow
in the Clinical Pharmacology Branch at the Na-
tional Cancer Institute. For the last 4 years he was
a principal investigator in the division of mono-
clonal antibodies of the Center for Biologics
Evaluation and Research, FDA, located on the
NIH campus. He was a member of the American
Society for Biochemistry and Molecular Biology.

Nordan was an immunologist and a molecular
biologist who was best known for his discovery of
the cytokine interleukin 6, a key molecule in the
function of the immune system. Interleukin 6 is
also an important growth factor for myeloma cells,
tumor cells specialized in the production of
antibodies. His recent work concerned the mecha-
nism of action of interleukin 6 and its receptor. He
thoroughly characterized the mechanism by which
interleukin 6 induces activation of the proto-
oncogene jun B, a transcription factor critical in
interleukin 6 action. To gain information on the
process of growth-factor independence and cell
transformation, he was most recently investigating
the molecular differences in interleukin 6-depen-
dent and independent myeloma cells. These studies
will be continued by his colleagues.

Nordan was very active in his community. He
was a den leader in Cub Scout Pack 204 in Be-
thesda, a coach of the Montgomery County Little
League baseball team, the Marlins, and was in the
starting lineup of the Ponce de Leon baseball team
(an adult league).

Nordan was married to Dr. Beverly A. Mock, a
principal investigator at NCI. In addition to his
wife, he is survived by his sons, Chris, age 5, and
Alex, age 8, his brother Robert Nordan of Bowie
and his mother, Mary P. Nordan of College Park.

Nordan's friends have established a trust fund for
the children's education. Checks may be made out
to Kathryn E. Stein or Ezio Bonvini and sent to the
Division of Monoclonal Antibodies, HFM-555,
NIH, Bldg. 29B, Rm. 3NN18.

FAES Announces Fall Courses

The FAES Graduate School at NIH announces the
schedule of courses for the fall semester. The
evening classes sponsored by the Foundation for
Advanced Education in the Sciences will be given on
the NIH campus. Courses are offered in biochemis-
try, biology, biotechnology, chemistry, computer
sciences, imaging sciences, immunology, languages,
medicine, microbiology, pharmacology, psychiatry,
statistics, toxicology, administration and courses of
general interest.

It is often possible to transfer credits earned to
other institutions for degree work, and courses are
approved for category I credit toward the AMA
Physician's Recognition Award.

Classes begin Sept. 14; mail registration ends Aug.
31 and walk-in registration will be held Sept. 1-8.
Tuition is $100 per credit hour, and courses may be
taken for credit or audit. Courses that qualify for
institute support as training should be cleared with
supervisors and administrative officers as soon as
possible. Both the vendor's copy of the training
form and the FAES registration form must be
submitted at the time of registration.

Catalogs will be available in the graduate school
office in Bldg. 50, Suite 230, the foundation book-
store in Bldg. 10, Rm. B1L101, and the business
office in Bldg. 10, Rm. B1C18. To have a catalog
sent, call 496-7976 or visit the FAES Web site at

Small Business Office Offers Honors

The NIH Small Business Office recently honored
two contractors for outstanding contributions to
NIH and "stellar" contract performance: Stevenson
Group Contracting, Inc., of Gaithersburg and
Biotechnical Services, Inc., of Little Rock, Ark. NIH
associate director for administration Dr. Leamon Lee
presented the awards with Diane Frasier, direc-
tor, Office of Contracts Management, at the office's first-
ever awards ceremony.

The two firms also won DHHS Contractor of the
Year awards in a separate event. At that gathering,
Frasier and John P. Campbell, Jr., were named
"Federal Official of the Year," for their exceptional
support of the department's small business program.

For more information about NIH's small business
program, call 496-9639 or visit its Web site at http://
silk.nih.gov/silk/sbo/.  

Female Volunteers Needed

The Behavioral Endocrinology Branch, NIMH, seeks
healthy female volunteers ages 40-50. They must
have regular menstrual cycles and be medication-
free. Participation includes periodic hormonal evalua-
tions, completion of symptom ratings and occasional
interviews during a longitudinal study of the peri-
menopause. Subjects will be paid. Call Linda
Simpson-St Clair, 496-9376.  

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'ers. For details call 496-6211 or visit DWD online at http://www-urc.od.nih.gov/dwd/dwdhome.html.

Courses and Programs

Management, Supervisory & Professional Development
- Managing Conflict in the Workplace: 8/11
- Budget Execution: 8/3
- Coaching Skills for the 21st Century: 7/50
- Dynamic Mentoring: How to Be an Effective Mentor: 8/10

Communication Skills
- Effective Executive Speaking: Individual Coach Session: 7/16
- Advanced Effective Speaking: 8/6
- Effective Listening and Memory Development: 8/5
- Giving Successful Presentations: 8/11

Administrative Systems
- Domestic Travel: 8/10
- Delegated Acquisition Training Program: 8/3
- TAIMS for System Administrators: 7/27

Career Transition
- NIH Retirement Seminar—CSRS: 8/5

Computer Applications and Concepts
- Introduction to Excel 5.0: 7/1
- Front Page: Introduction to Web Publishing: 8/6
- MS Excel 97 Intermediate: 8/5
- PowerPoint 97 Fundamentals: 8/3
- MS Access 97 Advanced: 8/10
- Introduction to Windows 95: 8/5
- Advanced WordPerfect 7.0 for Windows 95: 8/11
- Visual Basic 5.0 Introduction Windows 95: 7/28
- Visual Basic 5.0 Advanced Windows 95: 8/11

Martial Arts Courses Offered

The NIH Taekwondo Club is offering a beginner's class for adults, men and women, beginning July 6. The class will meet in the Malone Center (Bldg. 31C, B4 level, next to the NIH Fitness Center) for 1 hour on Mondays and Wednesdays, 5:45-6:45 p.m., and continue for 2 or 3 months until participants can be integrated into regular club training. Dues are $40 (3 months) and uniforms cost $30. For more information call Andrew Schwartz, 402-5197.

The NIH Aikido Club is accepting new members, starting July 7. The club meets Tuesdays and Thursdays, 5:45-8 p.m. at the Visitor Information Center, Bldg. 10, and Saturdays, 11:30 a.m. - 1 p.m. in the Malone Center. Fees are same as above. For more information call Lawrence Prograis, Jr., 496-1886. Interested persons are welcome to watch regular training sessions of either club.

CIT Courses and Seminars

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

- Introduction to the Helix Systems: 7/7
- Using Email Effectively: 7/7
- NIH Data Warehouse Personnel Costs: 7/7
- PC Troubleshooting: 7/8
- Relational Database and Client/Server Access Overview: 7/8
- Genetics Computer Group (CGG) Sequence Analysis: 7/8-10
- PC Troubleshooting: 7/9
- NIH Data Warehouse Budget and Finance: 7/13
- Introduction to HTML: 7/14
- Preparing Scientific Images for Publication and Display: 7/14
- Introduction to the Macintosh Operating System: 7/14
- NIH Data Warehouse Travel Mini Session: 7/14
- WIG - World Wide Web Interest Group: 7/15
- Introduction to HTML: 7/15
- Introduction to the NIH Networks: 7/15
- NIH Data Warehouse Property Management Mini Session: 7/15
- Advanced Features of HTML: 7/16
- VBScript for Interactive Web Design: 7/16
- Advanced Features of HTML: 7/16
- Overview of SAS Release 6.12 for Windows Database Technology Seminar: 7/17
- "Family Friendly" Center Launches Web Site

NIH has responded loudly and clearly to President Clinton's directive to make federal agencies more "family friendly." The Work and Family Life Center (WFLC), which opened in November 1997, provides resources to help employees balance the increasing demands of the workplace, career interests and family responsibilities. The recently launched WFLC Web site (http://wflc.od.nih.gov/) allows NIH'ers access to book descriptions and enables them to check out WFLC books via e-mail. The books are then delivered through interoffice mail.

"We truly believe this is a service that is needed," said WFLC Director Corliss Taylor. "All employees, no matter where they work, are struggling to balance work and personal life. No one should be discouraged from utilizing our resources simply because they cannot physically come to the WFLC. Access to our Web site will simplify their already hectic lives."

For more information call 435-1619, TTY 480-0690, fax 480-0606, email wflc@od.nih.gov, or stop by Bldg. 31, Rm. B3C15, near the parking office. WFLC hours are Monday through Friday, 8:30 a.m. to 5 p.m.
Take Your Child to Work Day a Hit

About 480 children attended NIH's "Take Your Child to Work Day" activities on May 28. The most popular attractions included "Elbows Off the Operating Table," a visit to the Clinical Center's surgical services suite; "Eyeing You, Brainfully Thinking, Heartfelt," participation in the dissection of mammalian organs; the public safety, and fire and crime prevention exhibits that included simulated escape from a burning building, fingerprinting, NIH badges, police dogs, and tours of NIH's new fire truck and ambulance; "Nursing on the Cutting Edge," demonstrations of how to resuscitate a baby, and how to handle wheelchairs, IV poles, oxygen masks and stethoscopes; and "What Blood Type Are You?" a hands-on blood-typing activity.

Remarked event coordinator O.H. Laster of the Office of Equal Opportunity, "Thanks to everyone who had a hand in making the day such a great success."

Teddy of Amazing Clowns and Etc. and Debbie Washington of the Office of Procurement Management help youngsters sample an NIH work day.

PHOTOS: ERNIE BRANSON

A few future surgeons show off their dissection work during NIH's recent observance of Take Your Child to Work Day.

Business was brisk at registration, as it was conducted online for the first time. One family played a big role in computer services for the event. Shown helping customers are Nelson siblings (standing, from l) Luci, Adam (a member of the Clinical Center's information services department Web team for past 2 years, who designed and administered the registration database), and Robert. Seated are Lindsay, who designed the Take Your Child to Work Web site as an ISD contract worker, and Seth. Their mother, Lucienne Nelson, works as a nurse consultant at the CC's epidemiology service.