

# THE N I H R E C O R D

Still The Second Best Thing About Payday

## NIH'ers Bring New Technology To Local Students

**By Kimberly C. Mitchell**  
Students at Eastern High School in Washington, D.C., will soon be able to surf like never before. Thanks in part to the volunteer efforts of NIH staff, these young scholars will be exploring the Internet on donated computers. Three federal agencies are collaborating on a project that involves donating excess computers and equipment to Eastern. NIH, the Veterans Administration and the Internal Revenue Service have combined forces to offer their personnel and technical resources to benefit students and teachers at the school. This is the first time that such cooperation has occurred between these agencies on a volunteer basis.

Computing and networking technology were once strictly the stuff of dreams at schools like Eastern, where the ratio of computers to students has been appallingly

SEE DONATION, PAGE 4

## 'Smoke-Free Zones' NIH Smoking Policy Revamped

A revamped NIH smoking policy has been established to protect employees and the public from exposure to environmental tobacco smoke in the workplace. This policy applies to all NIH'ers, as well as other federal employees and members of the public while they are working in or visiting facilities owned, leased or otherwise controlled by NIH.

NIH director Dr. Harold Varmus, in signing this policy into effect recently, said, "As the federal agency whose mission is to improve health through research, NIH should be a leader in doing whatever we can to protect and improve the health of our employees. Everyone at NIH should be aware of the dangers to one's health from smoking or

SEE SMOKING, PAGE 2

## HIGHLIGHTS

- 1** Veep Visits NIH
- 3** Astronauts Land On Natcher Stage
- 3** Stamp Sales Boost Cancer Research
- 8** New Retirement, Benefits Center



## 12 What Is HRMI?

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

August 11, 1998  
Vol. L, No. 16

The greatest health challenge facing the United States today is protecting future generations of Americans from nicotine addiction through smoking, said Vice President Albert Gore (r) at NIDA's July 27-28 "Addicted to Nicotine: A National Research Forum" in Natcher auditorium. Gore said tobacco companies are spending billions of dollars to promote smoking among youth, creating a "deadly addiction." He announced that the Clinton

Administration will increase NCI funding for nicotine research by \$38 million over the next 2 years. Dr. Alan I. Leshner (below), NIDA director, said a new study funded in part by NIDA, and published in



the July 25 issue of Nature, found some individuals carry a gene variant that may help protect them from becoming addicted to nicotine. "We are very excited about the findings from this study and its implications for understanding and treating nicotine addiction," he said.

## NeuroLab Becomes Centerpiece Of NIH-NASA Collaboration

By José Alvarado

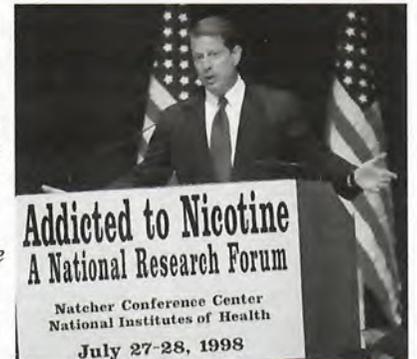
Like Columbus' maiden voyage that yielded the discovery of the New World, scientists from NIH and NASA expect that collaboration between the two agencies in the NeuroLab program will open up a new frontier in space exploration and neuroscience.

Last April's launch of mission STS-90 on space shuttle Columbia initiated a joint effort between NASA and various national and international agencies, with solid support from NIH, to take the study of the brain and neuromuscular system into a new and unfathomed stage of development. The NeuroLab flight was the third space shuttle mission dedicated to life science research, but it was the first mission to focus distinctly on



Astronaut Richard Linnehan described NeuroLab as "a high quality flight."

SEE ASTRONAUTS, PAGE 6



## SMOKING, CONTINUED FROM PAGE 1

chewing tobacco and from exposure to second-hand smoke.”

The new policy was crafted by a subcommittee of the NIH quality of work life committee. It was composed of both smokers and nonsmokers. Implementation of the policy will take several months, but the target date for full completion of the necessary signs for each building is mid-October, so they will be in place by the American Cancer Society's "Great American Smoke-Out," slated for Nov. 17.

According to the new NIH policy, the use of lighted tobacco products shall not be permitted in the following locations.

- Ⓝ Inside any building on the NIH campus;
- Ⓝ Inside any off-campus building, whether leased, rented or owned by NIH (unless otherwise stipulated by site host);
- Ⓝ Inside any government-owned, leased or contractor vehicle operated by, or for the use of, NIH employees or visitors;
- Ⓝ Near building entrances and exits and in courtyard areas, if within close proximity of entrances and exits;
- Ⓝ In front of building air intake ducts;
- Ⓝ Inside any covered parking garage that is physically part of or connected to a facility where NIH employees regularly pass on their way to or from work;

Ⓝ Within designated "Smoke-Free Zones."

Smoke-free zones are an important part of the new policy. Areas near building entrances, exits and in front of air intake ducts have been designated smoke-free zones to prevent the smoke produced outside buildings from being absorbed through open doorways or heating and air conditioning systems, which can pull outside air into the buildings. Signs designating these zones will be posted during the next few months. In addition, those wanting to smoke will be encouraged to step away from these areas through the placement of smoking trash receptacles outside the protected zones.

The only exception to this policy will be the Clinical Center, which has its own extensive non-smoking policy in place. At NIH worksites where NIH is not the facilities-controlling occupant, NIH'ers must observe the policies on the use of tobacco products prescribed by the site host.

The new NIH policy strongly encourages and supports employees who want to stop smoking to enroll in an authorized smoking cessation program. Information about these programs will be widely publicized; NIH will pay the full cost for employees who successfully complete an NIH-sponsored smoking cessation program. ■



No longer will most buildings support smoking just outside doorways and near air intakes.



Though he is smiling here, NIMH's Dr. Joe Campbell is among those who are disappointed to learn that the squash court on the B1 level of Bldg. 35 is closing at the end of summer to make way for a new, sorely needed Physical Biology Center for intramural scientists. The court and its environs will be gutted to build the new center, a joint NCI and NICHD venture that will include electron

x-ray crystallography labs. Construction begins this fall and will last 8 months to a year, said Dr. Camelia Smith, ORS program analyst. The possibility of a replacement court will be folded into a review of the adequacy of all fitness facilities at NIH, a matter overseen by the Office of Research Services, with input from the community and the NIH quality of worklife committee. R&W has sponsored the court, which is reserved by signups on a sheet outside the door.

### Volunteers Needed for Medication Study

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) 319-8204. ■

## NIH RECORD

Published biweekly at Bethesda, Md., by the Editorial Operations Branch, Division of Public Information, for the information of employees of the National Institutes of Health, Department of Health and Human Services. The content is reprintable without permission. Pictures may be available on request. Use of funds for printing this periodical has been approved by the director of the Office of Management and Budget through Sept. 30, 1998.

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

The NIH Record reserves the right to make corrections, changes, or deletions in submitted copy in conformity with the policies of the paper and HHS.

♻️ The Record is recyclable as office white paper.

### NIEHS Makes NCI Scientist Feel at Home

You might think that a scientist asked to pack up his laboratory and move it to a different organization in a different state 300 miles away would feel a little out of sorts.

That's just what happened to Michael Waalkes, but he's not the least bit upset about it.

Waalkes had worked in Frederick, Md., for 15 years as part of the National Cancer Institute's Frederick Cancer Research Center. Last summer, NCI permanently detailed the inorganic carcinogenesis section that he heads to NIEHS in Research Triangle Park, N.C., as part of an interagency agreement designed to increase cooperation between the two institutes. Now he's digging his new digs and appreciating his new colleagues.

"The area is marvelous, I love it," Waalkes said. "I felt somewhat isolated in the cancer institute because not many other people were studying metals. I feel at home here; there's lots of interest in our work. I'm a toxicologist, so it's nice to be among my own."

Waalkes, whose group is attached to the NIEHS Laboratory of Pharmacology and Chemistry but remains a part of NCI, also said that NIEHS's previous isolation from other NIH institutes was the



*The inorganic carcinogenesis section includes (from l) Guiying Li, Cai Yuan, Beth Romach, Michael Waalkes, Bill Achanzar, Brenda Lawson and Masufumi Takiguchi.*

exception, not the rule. "Most NIH campuses have mixtures, so it was unusual for NIEHS to be alone."

He said the opening of the new F Module scientific wing in 1996 created space for his lab, and that the work of the ICS—defining the molecular mechanisms of carcinogenesis by inorganic agents; research programs in arsenic, cadmium and lead carcinogenesis; and analysis of metals in biologic materials—fills a niche in the NIEHS mission.

Waalkes has basically rebuilt his laboratory from scratch. He brought with him one colleague—a grad student who has since moved on—equipment and materials. The rest of his staff is mostly recruits—postdocs, IRTAs and visiting fellows. Brenda Lawson, his assistant, transferred from EPA. He has also hired two contract employees from Pathology Associates, Inc., as senior scientists. ■

### Stamp Revenues Benefit Breast Cancer Studies

Beginning this month, Americans will have the opportunity to fight breast cancer by paying 8 cents extra to mail a letter. On Aug. 6, the U.S. Postal Service issued a new postage stamp, one that will directly benefit breast cancer research. This is the first "cost-plus" stamp ever issued by the United States.

The idea of a post office charging a little extra for charity is not new. Such stamps, called semipostals, assess a surcharge over the cost of a regular stamp, with the extra donated to a worthy cause. Germany and France were the first two nations to issue semipostal stamps, both prior to World War I; the net proceeds went to charities in the two countries. Finland issued a semipostal to benefit the Red Cross a few years later, and many other countries have issued them on behalf of various causes. Until this year, however, the U.S. had never issued such a stamp.

Net proceeds from the stamp, by law, are to be given to NIH (70 percent) and the Department of Defense (30 percent) specifically for breast cancer research.

The Breast Cancer Research Stamp is about 1 inch wide and 1.5 inches tall. The stamp's designer is a breast cancer survivor, Ethel Kessler of Bethesda. Her design is based on an ink line drawing of Diana, the ancient Roman goddess of the hunt, by Baltimore artist Whitney Sherman.

Two hundred million of these self-adhesive stamps will be issued. Assuming that all the stamps are sold, breast cancer research will receive \$16 million, less costs.

The citizens stamp advisory committee of the U.S. Postal Service has emphasized health topics recently. Beginning with the 1996 Breast Cancer Awareness stamp, which depicted the silhouette of a woman and a pink ribbon, the Post Office has issued or is planning to issue a number of commemorative stamps including AIDS awareness, drug abuse, Hospice Care (Nov. 5, 1998) and Organ and Tissue Donation (Aug. 5, 1998). A Prostate Cancer Awareness stamp (not a semipostal) is planned for 1999.

In January 1999, the rate for a first class stamp will rise from 32 to 33 cents. At that time, net proceeds from the stamp that go to breast cancer research will be trimmed by that extra penny. The stamp is viewed as a 2-year experiment to test the public's reaction to specialty postage stamps. At the end of 2 years, the Post Office will determine the success of this semipostal in terms of the revenues it has generated for research.—April Fritz ■



## DONATION, CONTINUED FROM PAGE 1

low. Now, thanks to the computer donation program, the school is equipped with more than 30 workstations with Internet access. "Many here at NIH take the Web for granted," said Bruce Fuchs, director of the Office of Science Education. "It's important that students learn both the power and the limitations of this technology."

Douglas Whitley and Ken Wong, both network engineers at the Center for Information Technology, volunteered on Saturdays and provided their technical expertise to connect the newly installed local-area network (LAN) at the school. These

volunteers, along with OSE's Bill Mowczko and Fuchs, are now completing their final tasks, which include connection of individual classrooms to the Internet.

After installing the network connections, OSE plans to conduct Internet training workshops for the Eastern faculty to acquaint them with the software and to provide them with basic knowledge and skills that will help them instruct their students. In the fall, faculty and students will put their knowledge and computers to work when they pilot a "Health Curriculum Online" program developed by OSE and the Office of Research on Women's Health. The online modules will educate students about such public health issues as cancer, cardiovascular disease and diabetes. The scenario-based curriculum focuses on health risks and teen lifestyles. Students are instructed to perform lab activities and to use Web links to locate

more information on diseases and on health-related careers.

The computers and network system provided to Eastern will also help support the Health and Human Services Academy at the school. The HHSA, a specialized institute based at Eastern, provides an intense curriculum of study with emphasis on the biomedical sciences to prepare students to pursue careers in the health professions.

The NIH Direct Donation Program is an implementation of both the Stevenson-Wydler Technology Innovation Act of 1980 and Federal Executive Order 12999. The order, entitled "Educational Technology: Ensuring Education for All Children in the Next Century," allows computers and related equipment to be transferred directly from the institutes and centers and from the excess warehouse. The order stipulates that federal agencies should play a larger role in education in America by

making excess resources available to students and teachers. It also encourages federal employees to volunteer their time and skills to implementing these resources in the classrooms.

At NIH, the donation program is coordinated by two industrial property management specialists in the Division of Property Management, Office of Logistics Management: David A. Hubbard, II, and Hannah L. Stachmus. Together, the two regulate the donation process at NIH—fielding requests from schools, universities and other organizations, screening excess computers and equipment from the ICs, and whenever possible, making them available to the requesting organizations. They also oversee the donation of excess equipment at the Gaithersburg Distribution Center, the site of NIH's excess warehouse. NIH has donated 58 items to Eastern, including 27 monitors and 25 CPUs.

Spending their spare hours engaged in the time-consuming task of setting up and connecting the network in the school has been a labor of love for many of the volunteers, who were happy to lend a hand and help usher in "the wave of future" that is taking place at Eastern. "It's wonderful working with the students and the principal and seeing their excitement at having access to the Internet," said Mowczko. "We've opened up a whole new vista for them. That's very satisfying." Eastern's assistant principal, Carl Frederick, echoed this sentiment, saying, "The students, teachers and administrators are all very happy to see this happening; the response has been very positive."

For more information on the NIH Direct Donation program or on Executive Order 12999, contact Hubbard or Stachmus at 496-5711. ■



Douglas Whitley (l) and Ken Wong of CIT connect the network that will provide each classroom with Internet access.

### Stress Study Needs Vols

USUHS is recruiting volunteers for a study of the value of educational components relating to stress. The study takes about 2 hours over two visits to the lab and includes simple "homework" assignments and several questionnaires. Volunteers should have no current or past psychological diagnosis or treatment history. Participants will be paid \$50 upon completion. For more information call Darin Lerew at (301) 295-9665. ■

### Men with High Cholesterol Needed

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. ■

### Yes, There Is Life After NIH, Retirees Report

Is there life after NIH? Approximately 170 people turned out to hear some former NIH employees talk about their retirements in a recent panel discussion sponsored by the NIH quality of worklife committee. Dr. Tom Malone, former NIH deputy director who retired in 1986, Mattie Jackson, who worked in the Office of Human Resource Management and retired in 1994, and Moe Hedetniemi, who retired as NICHD executive officer in 1994, entertained the crowd with accounts of their experiences since leaving NIH.

The consensus among the retirees was clear: While they may miss their friends at NIH—and all agree they sometimes do not keep up with them as much as they would like—they all have found rich and rewarding experiences as they have moved into this new phase of their lives. Panelists also admitted they just never seem to have enough time to do everything they would like. All three, however, reported involvement in something they had originally planned: Jackson does volunteer work for the homeless and the elderly, a pursuit she began before she retired; Malone took flying lessons, got his



Moe Hedetniemi

pilot's license and took violin lessons; Hedetniemi buys, refinishes and sells antique oak furniture.

The panelists also agreed that new opportunities constantly present themselves. In Jackson's case, she discovered a talent for arts and crafts. Malone talked

about other full time professional offerings that came his way at the University of Maryland and the American Association of Medical Colleges.

Dr. Robin Eggeman, a career counselor, encouraged audience members to visit the NIH Work and Family Life Center to discuss retirement plans or to use the computer and library resources in planning life after work. The audience left perhaps more comfortable, knowing that retirement is a new era to look forward to and perhaps a little envious of the fun the panelists are all having in this new phase of their lives.—Marvene Horwitz ■



Dr. Suzanne A. Medgyesi-Mitschang recently joined the National Institute on Alcohol Abuse and Alcoholism. Its director, Dr. Enoch Gordis, said, "Dr. Medgyesi-Mitschang is well known and highly respected in the NIH community. Her extensive knowledge and experience with NIH issues make her a valuable and welcome addition." At NIAAA, she will be responsible for coordinating the institute's AIDS research activities. Other responsibilities will include developing long range strategic initiatives, establishing a system to enhance easy access to cross-divisional research programs, and planning and directing special high-profile projects and studies. At NIH since 1988, she was most recently chief, Office of Science Policy and Information, NINR.



Three NIDDK scientists received the Endocrine Society's 1998 Sidney H. Ingbar Distinguished Service Award recently in New Orleans. Drs. Phillip Gorden (c), Philip Smith (l), and Ronald Margolis were cited for their career achievements in basic and clinical endocrinology. The award recognizes Gorden, director of NIDDK, for his pioneering studies of growth hormone and acromegaly and his research on the mechanism of insulin action through the insulin receptor. Margolis was recognized for his work to promote further understanding of steroid hormones and their roles in regulation of gene expression, and his emphasis on programs that elucidate the hormonal regulation of bone in health and disease, including osteoporosis. Smith was cited for his efforts to make the National Hormone and Pituitary Program more responsive to the needs of endocrine researchers, for his creation and management of the Neuroendocrine and Pituitary Research Program, and his leadership in the Growth Factors Program.

### Injured on the Job?

Do you have a work-related upper extremity problem or injury, i.e., carpal tunnel syndrome, tendonitis, or repetitive strain injury of the fingers, wrist, elbow or shoulder? USUHS is conducting a study that includes a \$40 payment. Volunteers must be ages 20-60, seen by a physician within the past month and currently working. Phone (301) 295-9660. ■

### Health Fair Kicks Off Study

With a community health fair, NCI intramural researchers recently kicked off a study in Triana, Ala., of DDT exposure and risk for breast cancer. The fair brought health information materials from NIH to this rural community. Women participating in the study receive breast cancer screening and a standard blood chemistry analysis. The Triana Community Health Initiative, or Project Life! Better Health for a Brighter Future (as the community has named it), is being conducted through NCI's Division of Cancer Epidemiology and Genetics.

In the early 1970's, the Triana population had body burdens of DDT an average of 10 times higher than the general United States population, prompting community interest in a risk study.

**Sen. Glenn on Launchpad**

Neurolab's STS-90 mission will be followed by STS-95 in October, which will include studies left out in the first mission because of space and energy demands. Sen. John Glenn, 77, will soar into space on board space shuttle Discovery for the first time in three decades to participate in experiments aimed at understanding the aging process in space. Research on this mission will be jointly conducted by NASA and NIA.

how the neurological system responds to the challenges of space flight. Neurolab is the biggest cooperative endeavor between NIH and NASA to date.

During the early years of NASA's manned space flight program, efforts in the life sciences were driven by operational medicine and biomedical support of short duration ventures such as the Mercury and Gemini missions. During these flights, according to NASA literature, no significant problems arose regarding sensory system function. However, during the Apollo missions, a number of astronauts reported mild to severe motion sickness, and in the early 1970's NASA initiated studies of the illness. More recently, attention has been devoted to other physiological and behavioral changes that occur as a result of space flight.

The growing emphasis on efficiency in government may have served to promote greater interactions between NASA and NIH, considering the importance of the medical spin-offs to be obtained from experiments done in space. Since the early 1990's, NIH has collaborated with NASA's life and biomedical sciences applications division in a number of ground-based and space-bound projects, which include NASA-developed lasers for the early detection of eye disease and improved means of measuring intracranial pressure that may benefit victims of trauma, as well as astronauts. NASA bioreactor technology has also been used by NIH to grow tissue samples for use in AIDS research. Current research in neurobiology by NIH and NASA is an outgrowth of a 1990 "Decade of the Brain" presidential declaration.

**Astronauts Land on NIH**

Neurolab astronauts—clad in their blue jumpsuits—visited NIH's Natcher auditorium on July 16 and presented an overview of experiments carried out on their mission. During 16 days, beginning Apr. 16, the crew conducted 26 in-flight experiments using a number of animal species including fish, rats, mice, snails and crickets. They worked in a reusable laboratory module called Spacelab—carried in the middeck area of the space shuttle and about the size of a bus—that allowed scientists to conduct experiments under microgravity conditions while orbiting Earth.

"These experiments are really more exploratory than hypothesis-driven research," explained Dr. William Heetderks of NINDS, who is one of NIH's Neurolab project managers. "It's akin to Columbus' voyages of exploration; new knowledge as well as new questions can be attained. It departs from traditional answer-directed research. Neurolab is like Columbus exploring uncharted waters."

Added NIA's Dr. Andrew Monjan, "Most research is serendipitous. If it were totally predictable, then



*Linnehan presents NIDCD director Dr. James Battey with a gift commemorating NIH's part in Neurolab.*

research would not be necessary. Space may not be the final frontier, but it certainly is a challenging frontier."

Neurolab focuses on the most complex and least understood part of the human body—the nervous system. Consisting of the brain, spinal cord, peripheral nerves and sensory organs, this system faces major challenges in space. The nervous system controls blood pressure, maintains balance, coordinates movements and regulates sleep. All are affected by space flight.

Astronaut and mission specialist Richard M. Linnehan described Neurolab as "the most complicated mission NASA has ever flown" and a "high quality flight." He narrated a 15-minute film describing work before, during and after the mission, that was shown to an audience that packed Natcher auditorium and a conference room above it where NIH'ers viewed the event on video. The movie showed revealing shots of the space shuttle launch as seen from inside the cockpit, as well as rapport between crew members during experiments. Astronaut Kathryn P. Hire, flight engineer for the mission, characterized living in the weightless environment as "scuba diving without the equipment."

Astronauts conducted experiments on how simple, everyday movements can be modified by an environment devoid of gravity. On Earth, the brain integrates information from the eyes and inner ear, as well as from nerves in the joints and muscles, to make smooth, accurate movements. In space, however, the inner ear no longer provides the brain with useful information about "up" or "down," and the nerves in the joints are sensing the movements of weightless limbs. The astronauts' nervous systems must adapt so they can function effectively.

Dave Rhys Williams, a physician and Canadian Space Agency astronaut, participated in hand-eye coordination experiments, wearing a head-mounted virtual environment generator—developed by CSA—that tested how he could maintain orientation in space. He initially felt the "same as being on the ground," but as the experiment progressed, he felt "something had changed since the beginning of the mission. Part of the excitement of being in orbit is

seeing how our own bodies change during the mission."

The scientists studied how much of normal nervous system development is preprogrammed in human genetic code, and how much can be modified by different environments. The fact that people can function well in space shows that the nervous system can compensate effectively. Neuronal plasticity accounts for this phenomenon, in which neurons react to changed conditions by making new connections in different forms. Using rats as subjects, astronauts explored how learning occurs in space by measuring changes that take place in the central nervous system. Williams, who worked on electrophysiology research during the mid-1970's, said studying neurons in space was "a feat that can be hard to appreciate. We weren't sure it was going to work." He later added that "there are things going on in the nervous system we don't understand. The ability of the nervous system to adapt is impressive."

**Losing Sleep and Balance**

Payload specialist Jim A. Pawelczyk recounted his sleep experiments. The space shuttle is definitely not a good place to get a good night's sleep, he reported. Even though sleep quarters are very effective light blockers—especially of the constant sunrises encountered in orbit—and sound attenuators dampen noise, sleep comes hard. Astronauts become shift workers to handle their myriad tasks. Crewmembers reported an average sleep of 5 to 6 hours, compared to the typical period of 7 to 8 hours on Earth. "You virtually sleep at your desk; you live at work for 2½ weeks," said Pawelczyk. "You are constantly thinking about how you can do this or that task better, and you take that along with you to bed." Sleep difficulty has produced a number of studies that have begun to shed light on sleep disorders on Earth as well as in space.

Neurolab STS-90 studied changes in the balance system of humans in space, specifically the effects on the vestibular system—the balance organs in the ear and all the connections they make to the eyes, brain

and muscles. After adapting to space, the astronauts had to readapt when returning to Earth. Upon reentering the atmosphere, a full-pressure suit worn with a helmet helped the astronauts withstand the pull of newly felt gravity. Astronauts became aware of the effects of substantial muscle atrophy and imbalance. "I felt like I was shrinking under the weight of the suit," said Hire. "After landing and climbing out of the shuttle, we were clumping around, struggling against gravity. Even though we exercised on board, it is hard to keep up with muscle loss. It was a wobbly walk at the beginning. When leaning forward, you felt as if you were going to continue into a somersault. If I were to play tennis, I would probably fall on my nose."

Linnehan emphasized the importance of the Neurolab mission in overcoming the effects of bone atrophy in order to make further space flight possible. "If we don't figure out how to stem nerve-muscle degeneration, we are not going to be able to travel to other planets or live in space stations. We would face the risk of fractures when returning to Earth," he said.

Looking on the bright side, Astronaut Jay C. Buckey, Jr., payload specialist and professor of medicine at Dartmouth Medical School, joked that at least in space "you can put your pants on both legs at the same time."

After the space shuttle is brought to a smooth landing, the mission has yet to conclude. Astronauts are subjected to a variety of tests for 10 hours. In subsequent days, they report to NASA laboratories to continue data collection.

The NASA team presented NIDCD director Dr. James Battey with a gift commemorating NIH's part in mission STS-90—a plaque bearing the image of the space shuttle Columbia coming out of a neuron, accompanied by scenes of the flight. The mission was supported by NHLBI, NIA, NIDCD, NINDS and the Center for Scientific Review.

Hire reflected the opinion of the crew when she said, "We are not celebrities. It's a fantastic personal experience being part of this crew and of a science with far-reaching implications." That didn't change the impressions of an adoring NIH audience. ■



*Monitored by Canadian astronaut Dave Williams, Kathryn Hire participates in a sensorimotor and performance test using a ball-catching experiment. The exercise evaluates the central nervous system's ability to interpret new stimuli in space.*



*Neurolab astronauts say they shun celebrity status, but NIH'ers mob them anyway.*

## MacKinnon Directs New Retirement and Benefits Center

By Sharon Ricks

Transforming the typical email hurling, fax-trailing, copier-jamming NIH employee into an opulent annuitant may seem like a science best left to experts, but don't despair. NIDDK and the partner organizations of the NIH Work and Family Life Center have opened a Retirement and Benefits



Bob MacKinnon and Jacqueline Makle are part of the staff of the new Retirement and Benefits Center.

Center with ace Bob MacKinnon in charge.

The center offers retirement counseling, annuity estimates, information on health and life insurance costs after retirement and estimates on federal and state tax withheld from an annuity: just about everything you need for a slam-dunk exit from federal service.

"Since January 1987, we've had three different

retirement systems, CSRS, CSRS Offset and FERS," explains MacKinnon. "FERS brought Social Security coverage and the Thrift Savings Plan into the retirement arena along with several new age and service categories when employees may retire."

MacKinnon says many employees don't understand how their sick leave counts toward retirement or the effect of part-time service on their annuity. Others don't realize that they have to pay a deposit for military service after 1956 or understand why life insurance premiums are so high for full coverage. "One of the most common mistakes retirees make is retiring before they can afford to," says MacKinnon. "We hope to provide employees with the resources to make informed decisions."

MacKinnon has 30 years of federal service himself, but isn't ready for retirement yet. In 1969, he was a claims examiner in the Civil Service Commission, now the U.S. Office of Personnel Management, where he analyzed retirement issues. In 1981, he moved to the benefits policy area of the Retirement and Insurance Services. He joined NIH in 1988 and worked in the former Recruitment and Employee Benefits Branch. He moved to the Division of ICD Consulting when OHRM reorganized in 1994, and became the NIH guru on retirement and benefits issues.

Since then, personnel specialists across NIH have reserved the toughest questions for MacKinnon. For example, with three retirement systems, it can be confusing to determine where to place employees who are rehired after a break in service. Also, thanks to the FERS Open Enrollment Act, helping employees in CSRS or CSRS Offset compare the benefits of switching to FERS is a new challenge.

"I've known Bob for about 10 years," says Judy Dulovich, a personnel management specialist in NIDR. "He's very good at helping us sift through the difficult retirement cases. There's never been a situation where he hasn't been able to help."

Jacqueline Makle and Sharon Gist also work in the center, doing employee counseling, calculating estimates, and preparing SF-52s, the form that initiates an employee's separation for retirement.

The Work and Family Life Center is sponsored by OD, NCI, NIAID, NIAMS, NIDDK and NINR. It assists employees in balancing the increasing demands of the workplace, career interests and personal responsibilities.

The Retirement and Benefits Center is located in Bldg. 31, Rm. 9A30 and serves employees of ICs that belong to the WFLC and have opted for that service. So far, this includes OD, NCI, NIAMS and NIDDK. MacKinnon will continue to serve as a retirement and benefits adviser to personnel specialists in all ICs. Employees may call 496-4231 for an appointment. ■



Dr. Ed Liu (r), director of the National Cancer Institute Division of Clinical Sciences, kicks off a 4-day NCI Clinical Center cancer survivorship celebration reception by reading a proclamation from President Clinton.

### Users' Group Creates Electronic Forms

Ever wonder where all those electronic forms come from? The NIH Electronic Forms Users' Group is busy producing forms in FileMaker Pro and PE formats. Currently, there are nearly 500 forms on its Web site at <http://mantis.dcrn.nih.gov/nihfor> and the number is growing daily. With assistance from CIT's Technical Assistance and Support Center and with information from official NIH forms the group has for the last 3 years been creating quality, error-free forms that can be used by NIH on both Windows and Macintosh computers. The group invites special requests and will make every attempt to create forms as soon as possible. It welcomes comments to help create the most "user friendly" forms possible. Contact the group via email at [jkraft@box-j.nih.gov](mailto:jkraft@box-j.nih.gov). ■

## NHLBI's Clarice Reid Retires

By Laina Pack

**D**r. Clarice Reid, director of the Division of Blood Diseases and Resources (DBDR), recently retired from the National Heart, Lung, and Blood Institute after 26 years of federal service.

"The institute will greatly miss Dr. Reid. Her outstanding leadership and many scientific and administrative achievements have enriched both the NHLBI and the scientific community," said NHLBI director Dr. Claude Lenfant.

A native of Birmingham, Ala., she received her bachelor of science degree in biology with honors in 1952 from Talladega College in Alabama. She attended Meharry Medical College, School of Medical Technology in Nashville until 1954. In 1959, she was the third African American to graduate with a medical degree from the University of Cincinnati College of Medicine.

Reid completed postgraduate assignments at the Jewish Hospital and Children's Hospitals Medical Center, both in Cincinnati. She then practiced as a private pediatrician from 1962 to 1968. Later, she became director of pediatric education at the Jewish Hospital and chaired its department of pediatrics.

"One of the highlights of my career was as chairman of the department of pediatrics," she said, "when I shared an office suite with Dr. Henry Heimlich of the Heimlich maneuver."

She began her federal career as a medical consultant at the National Center for Family Planning, Health Services and Mental Health Administration, in 1972. She soon became deputy director of the sickle cell disease program at the Health Services Administration, staying until 1976. Her short stint at HSA gave her an appreciation for hands-on patient care and various aspects of federal policymaking, she said. "You are able to contribute better to policymaking decisions when you have that experience."

Reid joined NHLBI on a detail in 1975, and later became national coordinator of its sickle cell disease program and chief of its Sickle Cell Disease Branch. For more than two decades, she administered a broad-based program of basic and clinical research in sickle cell disease and coordinated the institute's efforts in sickle cell research and services.

"I liked the challenge. It was a whole new cultural environment," she said. "It afforded me the opportunity to move the sickle cell disease program from obscurity to prominence and to attract leading scientists from around the world to work in this area of research."

Reid became DBDR director in 1994, leading efforts in six national program areas: thrombosis and hemostasis, cellular hematology, sickle cell disease, transfusion medicine, acquired immune deficiency syndrome, and bone marrow transplantation.



Dr. Clarice Reid

She helped the institute reach new heights in hematology. Some advances include improving the nation's blood supply, exploring potential use of umbilical cord blood for transplantation, and using hydroxyurea to reduce painful episodes in sickle cell disease patients.

"Being able to participate in the advancement of science to improve the quality of life for patients with sickle cell disease and other blood disorders has been a source of personal gratification for me," she said.

A friend and ex-colleague at NHLBI, Dr. Marilyn Gaston, said, "I've learned a great deal professionally and personally from Clarice. Truths that can help you in life. She's been committed to sickle cell disease for all this time...I feel very privileged to know her." She continued, "Clarice has been a gift to the sickle cell and blood community and to the institute and NIH."

Reid earned many accolades including the NIH Director's Award, the NIH Merit Award, two Public Health Service and Special Recognition Awards and the Presidential Meritorious Executive Rank Award. Other honors include recognition in the "NIH Women Making History" program and one of *Black Enterprise* magazine's "America's Ten Leading Black Doctors." She is also a fellow of the American Academy of Pediatrics.

Though she has enjoyed a full career, Reid has managed to balance her personal and professional lives. She said, "Life is a balancing act, and you try to keep all of these things in perspective. Having a busy family life kept me grounded."

"I had the greatest job at NIH with the best and most committed staff and best colleagues that I could ever possibly want," she said. "My most memorable times were working with all the stimulating and exciting individuals in the extramural and intramural divisions and in the scientific community that embraced the hematology program here at NHLBI and in working with Dr. Lenfant. He's been a good friend of the hematology community."

She expressed no regret about retiring, saying, "For me, this is the first time that I'll really be home for a long period in 43 years of marriage." She's looking forward to spending more time with her four children and their families and to enjoying her passion for duplicate bridge that she shares with her husband. The two play in tournaments locally and around the country. And, she said, "It's a good time to retire, hopefully while my ratings are high." ■

## Lupus Booklet Wins APEX Award

The NIAMS publication *Handout on Health: Systemic Lupus Erythematosus* recently earned an APEX '98 Award of Excellence from Communications Concepts, Inc., a firm that helps organizations improve professional publications and communications programs. The booklet won in the special purpose brochures, booklets, and catalogs category. Publications were judged on graphic design, editorial content, and ability to achieve overall communications excellence.

*Handout on Health: Systemic Lupus Erythematosus* is a comprehensive booklet for people who have lupus, their family and friends, and others who want to understand more about the disease. Copies are available from Bldg. 31, Rm. 4C05, phone 496-8188, fax 480-2814, or email [truesdalet@exchange.nih.gov](mailto:truesdalet@exchange.nih.gov).



*Marian Johnson-Thompson, director of education and biomedical research development at NIEHS, has been elected a fellow of the American Academy of Microbiology, a leadership group devoted to microbiologists and the science of microbiology. She joins about 1,300 other fellows from 27 countries who have demonstrated scientific excellence, originality and leadership, high ethical standards, and scholarly and creative achievement in all areas of microbiology. For the past 6 years, Johnson-Thompson has been NIEHS' lead person for establishing programs that address the environmental health research and training needs of underserved populations.*

## 'Miss WordPerfect' Nancy Walther Retires

By Janet Howard

Nancy Crawford Walther is a walking storybook on the history of computerized word processing and on the growth of computer use at NIH. She was the first at NIH to type up council books on the Flexowriter in 1961 when she worked as a grants clerk. "It was new and exciting technology because it allowed you to correct typing errors," she recalls. "But you still had to enter the funding amounts by hand." Walther retired recently from NIAMS as a computer specialist.



Nancy Walther

She began her federal career as a stenographer at a Central Intelligence Agency field office in 1958 in Washington, D.C. After getting married and taking a year off, she came to NIMH on a 90-day appointment as a clerk. Later that year, she began the grants clerk job at NCI. "I worked in one of two temporary buildings located in what is now the Bldg. 31 parking lot," Walther remarked. "Our institute was the first to occupy the new Bldg. 31A in 1962. The Grants Branch of NCI moved to the Westwood building the following year." She left NIH in 1964 to raise her family.

Walther returned to NIH in 1970 as a part-time clerk in the physical sciences laboratory of DCRT (now the Center for Information Technology). She was promoted to computer technician in 1978. "I began working on the technological aspects of manuscript preparation," she said. "It was an early example of computerized typesetting of scientific papers."

Later, Walther worked on computer technology that enabled papers to be sent over telephone lines.

In 1986, she was promoted to computer specialist and joined the newly formed Personal Workstation Office, DCRT. "I wrote manuals for software applications, and designed and taught computer classes to new users." Walther also served as a team leader and member for the evaluation of new hardware and software products for personal computers.

She was known for turning dull procedure like paperwork into a laugh. "When I was filling out forms for a trip to Dallas, I tried to convince the administrative office that I needed funds for a helicopter shuttle ride while I was there." DCRT crowned her "Founder of the National Institute of Infectious Laughter," based on her pranks and sense of humor.

When Walther worked at the telephone help desk for DCRT, she talked many NIH'ers through their frustration and gave them badly needed answers on WordPerfect problems. DCRT gave her a "Golden

Ear Award for Most Consults in an Hour." She was labeled "Miss WordPerfect" of NIH for her knowledge of word processing technology.

In 1991, Carolyn McHale, former NIAMS chief of scientific information and data systems, recruited Walther. Recently retired herself, McHale remarked, "It was quite a coup getting 'Miss WordPerfect' to come to NIAMS. She has had quite a varied career and worked her way up from a clerk to a desktop computer and network support expert. It must have been tough for Nancy to work on a project that required concentration because she was constantly being interrupted by someone with an immediate need. She never showed her frustration. She always responded with patience, and the quality of her work was always peerless." NIAMS computer specialist Brenda Vanags added, "Nancy was raised in a large, closely knit family in which the work ethic and helping others was expected. That is why she did so well in trouble-shooting computer problems. I miss her laughter. She was the joy of our office."

Said Walther, "It's hard leaving NIH. But I am looking forward to being active in my retirement." She and her husband, Dan, an NIH fire safety inspector, will enjoy camping, traveling, "and taking up golf again." She also wants to look into teaching at one of the local community colleges, enjoy more family activities, and do more volunteer work for her church. ■



*As NIAID celebrates 50 years of "Advancing Knowledge and Improving Health," director Dr. Anthony S. Fauci (l) presents Clarence W. Jackson with a special certificate*

*commemorating his 50-year tenure at NIH, the last 33 of which he has spent at NIAID. Jackson came to NIH in 1948 as a laboratory technician in NCI. In 1965, he transferred to NIAID, where he joined the pathology transplantation immunity section of the Laboratory of Immunology as a biological laboratory technician. The presentation was made during the recent NIAID Director's Annual Report and Awards Ceremony where 53 employees, who received various HHS, PHS, NIH and NIAID awards in 1997, were recognized for outstanding contributions to the institute. Calling staff "among our most critical and valuable assets," Fauci also gave an update on the institute's record of 50 years of research, prospects of next year's budget and challenges for the future.*



### 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>.

<i>Courses and Programs</i>	<i>Starting Dates</i>
<i>Management, Supervisory &amp; Professional Development</i>	
ITMRA: Greater Efficiency Utilizing IT Performance Measures	9/9
GPR "Results Act" Orientation for Developing Performance Measurement	9/9
How Managers Design Organizations: Practical Guidelines for Choosing the Right Structure	9/9
Thinking Systemically About Organizational Performance	9/1
Supervision: New Skills and New Challenges	9/15
Successful Management at NIH	9/15
Conflict Management for Managers	9/17
<i>Administrative Systems</i>	
Introduction to NIH Property Management	9/8
Domestic Travel	9/9
Delegated Acquisition Training Program	9/14
<i>Career Transition</i>	
Trans-FERS Briefings (2 briefings, a.m. and p.m.)	9/14
Goodbye 171, Hello Federal Resumé	9/17
Hire Me! Successful Interviewing Techniques	9/18
<i>Communication Skills</i>	
Speaking Across the Gender Gap	9/10
Ten Secrets to Powerful Writing - Letters, Memos and Proposals	9/10
Effective Writing I	9/14
<i>Computer Applications and Concepts</i>	
EXCEL 7.0 for Windows Overflow	9/9
Welcome to Macintosh	9/10
Advanced Access 7.0 for Windows 95	9/14
MS Office 97, Documentation	
Integration (2 sections, a.m. and p.m.)	9/14
Advanced Macintosh Techniques	9/15
Web Page Design HTML	9/15
Advanced Internet	9/15
Introduction to Internet	9/15
MS Schedule+ for Windows	9/17
MS Exchange for Windows	9/17
MS Word 7.0 Advanced	9/17

### Moody Women Sought

The Behavioral Endocrinology Branch, NIMH, is studying mood symptoms associated with hormone replacement therapy (HRT), and possible treatments. Needed are women ages 45-65 with a history of HRT-related mood symptoms, medication-free (except HRT), and medically healthy. For more information call Linda Simpson-St. Clair, 496-9576. **B**

### 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>.

PC Troubleshooting	8/13
The NIH Contractor Performance System	8/13
Relational Database Design	8/13
Advanced SAS Tabulate Features	8/14
Creating Presentations with PowerPoint	8/18
Hubs, Switches and Routers	8/18
Macintosh Shortcuts and Techniques II	8/18
Advanced Presentations with PowerPoint	8/19
Windows NT Server Overview	8/19-20
Oracle SQL Plus	8/20-21
Database Technology Seminar	8/21
Search Engines and Your Website	8/24
Parachute Startup for Windows 95	8/25
LAN Services and Email from Parachute	8/25
BRMUG Macintosh Users Group	8/25
DB2 and Oracle Data Definition, Control, & Advanced Manipulation	8/25-26
NIH Data Warehouse - Property Mgmt.	8/26

### NINR Council Gains Five

Dr. Patricia A. Grady, director of the National Institute of Nursing Research, recently welcomed five new members to the National Advisory Council for Nursing Research. They are:

Gene A. Blumenreich of Nutter, McClennen & Fish in Boston; he is general counsel for the American Association of Nurse Anesthetists.

Dr. Kathleen Coen Buckwalter, associate provost for health sciences, director of the University of Iowa Center on Aging and professor of nursing and psychiatry at the University of Iowa; she is editor of the *Journal of Gerontological Nursing*.

Jean R. Marshall, corporate vice president of the Meridian Health System, in Wall, N.J.; she has more than 20 years experience in the health care planning and administration field.

Dr. Curtis L. Patton is professor of epidemiology and public health and director of international medical studies at Yale University School of Medicine.

Sarah J. Sanford, chief executive officer of the American Association of Critical Care Nurses, is a health care executive with more than 20 years of experience in hospital, nursing and corporate administration. **B**



NINR director Dr. Patricia Grady (fourth from l) welcomes new members to the National Advisory Council for Nursing Research. They are (from l) Gene Blumenreich, Jean Marshall, Dr. Sarah Sanford, Dr. Kathleen Buckwalter and Dr. Curtis Patton.

R U HPPI?

## HRMI—What Does It Mean for NIH?

NIH has a new set of initials to learn, the HRMI or human resource management index. What is it and what does it mean to the employees at NIH? The index can be thought of like the Consumer Price Index. The latter takes certain items in a market basket to gauge the overall trend of prices. It takes one cereal to be indicative of all cereals, one tire to be indicative of all tires, one of each category selected to be indicative of all the possible products in that category.

In the same manner, HRMI takes certain questions from a larger management assessment survey to gauge the “temperature” or climate of an organization. It asks questions about management, communication, organizational effectiveness and the like. In addition, the department last year added questions directly related to quality of worklife (ability of employees to use family friendly policies), although these questions are not factored into the trend line itself. The best use of HRMI is as an indicator of areas that may need further study or attention.

The HRMI was first administered in HHS in 1988 and then “normed” so that the department’s responses were equivalent to 100. When SSA became a separate agency, the trend line was renormed. In the past, a random sample of surveys was sent out, but this year the trend line was again renormed so that answers from those organizations did not skew the results.

What were the results? Overall, the department had a significant positive increase in its trend line. NIH, as in prior years, saw its trend line rise above that of the department and this year also saw an increase in the overall trend line. “We should be pleased that it appears that NIH’ers believe this is a good place to work and that, overall, the areas of management measured by the index trend toward the positive,” said Marvene Horwitz, deputy director of NIH’s Office of Human Resources Management. There are also bar charts that portray the responses to each question. The NIH quality of worklife committee has posted the numerical results for the department and NIH at <http://www1.od.nih.gov/ohrm/qwl/hrmi.htm>.

Each IC also received a report that compared its responses with the department and provided information as to whether the response was considered high, average or low. Where more than 100 people responded to the survey, the ICs were provided bar charts that showed the breakdown of answers to each question.

“While all this is good news, we can never rest on our laurels,” Horwitz concluded. “In analyzing the information that we received, the NIH QWL committee wants to concentrate on some areas across the NIH to enhance the already generally positive responses that we received. Those areas of

emphasis will include communications and family friendly work policies and programs. The QWL committee will be happy to hear your suggestions on these and other areas through the email facility on its Web site.” ■

## Fire Prevention Slogans Sought

Fire up your imaginations and think up a nifty slogan for NIH’s observance of National Fire Prevention Week. If you win the contest, open to everyone (except members of the sponsoring Emergency Management Branch), your idea appears on next year’s commemorative posters at NIH, along with your name. You can enter as often as you like, and entries should be snappy one-liners about fire prevention. Be sure to print (legibly) or type your slogan on a sheet of white paper. If you submit multiple candidates, rank them in order of preference. Entries are due by Sept. 30. Send or fax entries to the fire prevention section, Bldg. 15G, Rm. 2. Fax number is 402-2059. For more information call 496-0487.

## Postmenopausal Vols Needed

The Cardiology Branch, NHLBI, needs postmenopausal volunteers for a study comparing different forms of estrogen therapies. Participants must be in good general health and not be taking any medications, hormone replacements or vitamins for 2 months prior to study. Volunteers will be paid. Call 435-4038. ■



Dr. Enoch Gordis, NIAAA director, recently received the National Organization on Fetal Alcohol Syndrome (NOFAS) Leadership Award. Other awardees included Sen. Ben Nighthorse Campbell; Susan Carlson, first lady of Minnesota; James Johnson, chairman of the board and chief executive officer of Fannie Mae; and Rep. John E. Porter. The Leadership Awards are presented to individuals in recognition of their commitment and leadership in the fight to prevent alcohol-related birth defects. Shown above are (from l) Tom Donaldson, NOFAS executive director; Teel Oliver, NOFAS board member; Sam Donaldson, ABC-TV White House correspondent; Gordis; Sen. Thomas A. Daschle, honorary chair of the NOFAS Leadership Awards Benefit; and Terry Lierman, benefit chair and vice chairman of the NOFAS board.

## Get By on Little Sleep?

The NIMH section on biological rhythms is looking for volunteers ages 18 to 31 who routinely sleep 6 or fewer hours.

Volunteers must have no sleep disturbances or insomnia, plus no history of mental illness. They must be in good general health and not taking any medications or birth control pills.

The study requires living on the research unit for 4 consecutive days. For more information call 496-6981.