

Still The Second Best Thing About Payday

Nutrition Month Observed at NIH

To stay healthy, we need a balanced diet, adequate physical activity and sufficient sleep and rest. National Nutrition Month reminds us of the importance of eating adequate amounts of foods from the grain, vegetable, fruit, dairy and meat/alternate food groups and balancing the food we eat with physical activity. NIH has planned a wide range of nutrition-related lectures and activities for employees and friends. Among them are:

¶ On Friday, Mar. 12, Dr. Michael D. Jensen from the endocrine research unit, Mayo Clinic, will present a lecture entitled "What Happens When You Eat Too Much? Role of Non-exercise Activity Thermogenesis (Fidgeting)." The talk will be in the Natcher auditorium, sections F1 and F2 from 1 to 2 p.m.

¶ On Friday, Mar. 19, Dr. Marc L. Reitman, Diabetes Branch, NIDDK, will present the NIH Director's Seminar, "Metabolism Matters: Roles of Adipose Tissue and Uncoupling Proteins in Obesity and Diabetes" in Wilson Hall, Bldg. 1 from noon to 1 p.m.

SEE NUTRITION, PAGE 2

Questions on CRC Construction?

If you have questions about construction surrounding the Hatfield Clinical Research Center, come to the Clinical Center on Tuesday, Mar. 16 for some answers. Project coordinators will be available to talk informally about the construction and the new building in two shifts—7:30-8:30 a.m. and again 2:30-3:30 p.m. The sessions will be at the Clinical Research Center exhibit on the Clinical Center's first floor, near the admissions desk. To stay abreast of construction news, visit <http://www.cc.nih.gov/cc/wayto/update1.html>.

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

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'Every Part of the Engine'

Panel Opens Dialogue on Ethnic Diversity in Medical Research

By Carla Garnett

Stop your Y2K preparations for a moment. Think farther into the future and consider human resources: Is NIH ready for 2050? Seems like a long way away, but in just a couple of generations from now, demographers forecast that the United States will cease to have a majority population. Will the NIH workforce reflect the diversity of the nation's population and be able to meet the health needs of such a people? Are those even relevant or reachable goals? Those were the main questions posed by a Feb. 11 panel discussion, "Ethnic Diversity in the Biomedical Research Community: Why is it important? How can it be achieved?"



HEO President
Larry Salas

Cosponsored by the NIH Black Scientists Association, the NIH Hispanic Employee Organization, the Office of Equal Opportunity and the National Institute of Neurologi-

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'Many Dreams...One America'

Diverse Mix Marks MLK Celebration

By Carla Garnett

Personal testimony, impassioned speeches, spirited music and interpretive sign language. NIH's recent 1999 Celebration of the Legacy of Dr. Martin Luther King Jr. had it all, perhaps as it should be to honor a man who saw and promoted the strength in diversity and fairness for all.

"Martin Luther King's philosophy of nonviolence had one simple element—his belief that one divine, loving presence binds all life together," said Naomi Churchill-Earp, NIDDK assistant director for management, in opening remarks.

SEE KING PROGRAM, PAGE 4



EEOC Vice Chair Paul Igasaki delivers the keynote address at NIH's 1999 King celebration.

NIH Celebrates Arbor Day

In observance of Arbor Day, Wednesday, Apr. 7, the grounds maintenance and landscaping section will be planting a sugar maple tree in the lawn behind the Natcher Bldg. cafeteria at noon. Bring a lunch and enjoy this special occasion.

Five Join NIAMS Advisory Council

Five new members were recently named to the National Arthritis and Musculoskeletal and Skin Diseases advisory council. They are:

Dr. Matthew H. Liang, professor in the department of medicine, Harvard University Medical School, whose research interests focus on the epidemiology of rheumatic disease and disability; Dr. Sue K. Donaldson, dean and professor of nursing at Johns Hopkins University School of Nursing, and professor of physiology at Hopkins' School of Medicine, who is a noted expert on mammalian muscle physiology and pathophysiology; Priscilla Ciccariello, recently retired as director of information services for the Port Washington, N.Y., public library, and now serving as president of the Coalition for Heritable Disorders of Connective Tissue; Dr. Dennis R. Roop, professor in the departments of cell biology and dermatology at Baylor College of



NIAMS director Dr. Stephen Katz (r) and deputy director Dr. Steven Hausman (third from l) welcome new council members (from l) Dr. Linda J. Sandell, Dr. Matthew H. Liang, Priscilla Ciccariello and Dr. Dennis R. Roop. Not shown is Dr. Sue K. Donaldson.

Medicine and a noted specialist in gene expression in skin cells; and Dr. Linda J. Sandell, professor and director of research in the department of orthopaedic surgery, Washington University School of Medicine, St. Louis, and deputy editor of the *Journal of Orthopaedic Surgery*.

The new appointees will serve through September 2002. ■

FAES Concert Set, Mar. 21

The FAES Chamber Music Series will present the Skampa Quartet at 4 p.m. on Sunday, Mar. 21 in Masur Auditorium, Bldg. 10. Tickets are \$20 at the door; \$10 for students and fellows. For more information call 496-7975. ■

NUTRITION, CONTINUED FROM PAGE 1

¶ On Tuesday, Mar. 23, Dr. Rebecca Costello of the NIH Office of Dietary Supplements will present a lecture on "Profiles of Dietary Supplement Use" in the Natcher auditorium, balcony A from 9 to 10 a.m.

¶ On Friday, Mar. 26, the Clinical Center dietetic interns will present "The Balancing Act: How To Juggle Everyday Dietary Challenges" from 12:30 to 1 p.m. in Bldg. 31, Rm. 6C7. "What's Hype—What's Ripe: Nutrition for the Active You!" will be presented from 12:30 to 1 p.m. in Bldg. 10, Masur Auditorium.

In addition to the activities listed above, you will see nutrition messages on your DHHS Earning and Leave Statements for March 1999. You will also receive a desk-to-desk flyer that provides information about the Food Guide Pyramid and how to estimate serving sizes of foods. ■

Workshop on Animal Care, Apr. 14

The national capital area branch for laboratory animal science will present "Advanced IACUC Training" from 8:30 a.m. to 4:30 p.m. on Wednesday, Apr. 14. The workshop will present experienced IACUC members with updates to the USDA regulations and the OPRR and AAALAC guidelines, methods to evaluate pain, stress and distress, and preparation strategies for extreme conditions and emergencies. Materials and lunch will be provided. Cost is \$95 for members and \$130 nonmembers. For more information contact Sandy Menzies at (301) 417-0804 ext. 17 or email sandy.menzies@bioconinc.com. ■

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NCI Holds Lecture Series for Employees

National Cancer Institute deputy director Dr. Alan Rabson recently kicked off NCI's Office of Management Partners in Research Series. In his presentation entitled "Managing the Unmanageable," he entertained the audience with a historical review of NCI's inception and his personal recollections of the institute's major events and directors.

The lecture series is the first of ongoing efforts to strengthen the partnership between NCI

administrators and scientists by providing the administrative staff with a better understanding of the science they support. The series will feature speakers from intramural and extramural divisions and will consist of presentations on basic scientific concepts, current research and topics in the news. Scheduled speakers include: Dr. Richard Klausner, Apr. 5; Dr. Marston Linehan, June 14; Dr. Alfred Knudson, Aug. 2; Dr. Michael Potter, Oct. 4; Dr. Joseph F. Fraumeni, Jr., Dec. 6.

Presentations will be held in Lipsett Amphitheater, Bldg. 10, from 2 to 3:30 p.m. All are welcome. For more information, check the NCI event calendar at <http://calendar.nci.nih.gov/> or send email to striic@nih.gov. ■



NCI deputy director Dr. Alan Rabson kicks off the new lecture series. On the screen behind him is a slide of Joseph Schereschewsky, founder of the Public Health Service's Office of Field Investigation of Cancer, the predecessor to NCI.

Hockey Club Seeks Players

The NIH Ice Hockey Club is starting a new session and there are several openings for players. The session begins Mar. 30 and will go through the end of August 1999. Icetime will be every Tuesday from 9:30 to 11 p.m. at Arc Ice Sports rink in Rockville. If you are interested, contact Ed Ginns, 496-0373 (email ginns@irp.nimh.nih.gov) or Guy Wassertzug, (301) 417-7171 (guyw@infostructures.com). For a brief summary of the club and the specifics on the skating, send an email to the club's automated email mailbox at hockey@infostructures.com. Note that this is a reply mailbox only. ■

STEP Plans Bioterrorism Panel

A Science for All session entitled "Bioterrorism: Ready or Not?" will be presented by the staff training in extramural programs (STEP) committee on Tuesday, Mar. 23 from 9 a.m. to noon in Wilson Hall, Bldg. 1.

Dr. Donald A. Henderson, distinguished professor and director, Center for Civilian Biodefense Studies, School of Public Health, Johns Hopkins University, will present a broad overview and the scope of the bioterrorism problem.

Dr. Scott R. Lillibridge, director of bioterrorism preparedness and response, CDC, will describe CDC's perspective and role in combating bioterrorism.

Dr. James Meegan, acute viral infections program officer, Division of Microbiology and Infectious Diseases, NIAID, will talk about NIH's perspective and role.

Ted Jarboe, program manager, Montgomery County Emergency Management, will discuss how local governments counter possible threats of bioterrorism.

Janyce N. Hedetniemi, director, NIH Office of Community Liaison, will describe how some members of the community perceived NIH as a target for terrorism and a threat to their community when the biosafety level 4 facility was renovated for research on multi-drug-resistant tuberculosis.

The session is free and open to all. No advance registration is necessary. Inform the STEP office at 435-2769 regarding any need for sign language interpretation or reasonable accommodation by Mar. 19. ■

Conference on Biomarkers, Endpoints

A multidisciplinary international conference, "Biomarkers and Surrogate Endpoints: Advancing Clinical Research and Applications," cosponsored by NIH and the Food and Drug Administration, will be held at the Natcher conference center Apr. 15-16. Keynote speakers will be NIH director Dr. Harold Varmus, FDA commissioner Dr. Jane Henney and Dr. John Niblack, executive vice president, Pfizer, Inc. For more information contact Sandra Bromberg, (301) 468-6004, ext. 406; or see <http://www4.od.nih.gov/biomarkers/>; or email surrogate_endpoints@md.capconcorp.com. ■

Is Your Teen Often Worried, Sad?

You and your 14-16-year-old may be eligible to take part in research at the National Institute of Mental Health. This is a study about how young people experience emotions, and how moods can cause problems. Payment will be provided. For details, call Barbara Usher, 496-1301. ■



F. Gray Handley has been named associate director for prevention research and international programs at NICHD, which aims to expand and coordinate its efforts in disease and disability prevention, health promotion and international health. Prior to joining NICHD, Handley served for over 5 years as science attaché and Public Health Service South Asian regional representative at the U.S. Embassy in New Delhi, India. While in India, he helped organize an Indo-U.S. collaborative program for research on contraceptives and reproductive health, disease surveillance collaborations, HIV/AIDS behavioral research, and new vaccine development and testing projects. Before going to India, he was an associate director at the Fogarty International Center, where he managed the International Coordination Branch.

KING PROGRAM, CONTINUED FROM PAGE 1

"His work included contact with garbage collectors as well as wealthy doctors, lawyers and other benefactors. Dr. King's quest to eliminate social injustice was based on his belief that whatever affects one directly, affects all indirectly...Clearly his vision has transcended time and place."

Themed "Many Dreams, Many Cultures, One America," the program was originally scheduled for King's actual birthday—Jan. 15—but an ice storm that day postponed the proceedings to the middle of Black History Month, Feb. 22. The event was designed to reflect the diversity of NIH's workforce, which according to some estimates, includes employees who speak more than 100 languages and dialects, but who are nevertheless interdependent and unified in the NIH mission of optimum health for all Americans.

"I would like to reiterate the commitment of Dr. Varmus, the NIH director, and my own personal commitment to Dr. King's dream," remarked NIH deputy director Dr. Ruth Kirschstein. "We are dedicated to making NIH a truly inclusive workplace with a diverse workforce at all levels and in all occupations. It is our longstanding goal to promote the management of diversity in a way that ensures that the capability and the full potential of every single member of the NIH community are respected and are realized."

Keynote speaker Paul Igasaki, vice chair of the Equal Employment Opportunity Commission (EEOC), said MLK day has special significance for him. He is a Japanese American whose family felt the pain of racism firsthand during World War II, when—because of their race and nationality—they were suspected of disloyalty and forced from their homes into prison camps in desolate parts of the United States.

"Part of the reason that the holiday we observe today is so meaningful for me is that the work of the EEOC and the Civil Rights Act of 1964 that created



Brianna Eberling, a student in Woodson High School's deaf and hard of hearing program, performs "Hero."

us are the direct result of Dr. King's work for an America that lives up to its promise of fairness and equality," he said. "Our mission goes to the heart of the American identity, the heart of constitutional promises that have never been fulfilled. I can think of nothing so uniquely American as our agency's mission to pursue equality of opportunity."

Igasaki, the first Asian American to serve in his post at EEOC, said his family's experiences and his father's explanation of King's work led him to pursue the career in civil rights that ultimately brought him to speak at NIH.

"Dr. King gave his life so that all Americans could live in a society that embraces our rich racial and cultural diversity," he said. "He sought a society and a government that rejected hate and bigotry. It is in this context that I'd like to share with you a few thoughts on Dr. King's legacy, how far we've traveled to overcome pernicious discrimination and the difficult work that remains to be done, work that needs the same level of creative energy and tenacity that NIH has shown in its efforts fighting disease and its causes."

Reminding the audience of the recent hate crimes in Wyoming and Texas, Igasaki said discrimination will probably not end in his lifetime or in his young daughter's. He said the EEOC receives more than 80,000 charges of discrimination and 25,000 complaints by federal employees every year, but that Americans should not despair or be frustrated by these bleak statistics. He said that although there have been much-publicized challenges to affirmative action laws in several states, the playing field for jobs, advancement in careers and higher education in this country still remains uneven.

"We must realize that the important journey is not over," Igasaki concluded, citing hope in policies—spurred by groundwork laid by King and the civil rights movement—that have desegregated schools, recognized the equal rights of women, reversed discriminatory immigration laws and helped give birth to the Americans with Disabilities Act. "It is

PHOTOS: ERNIE BRANSON

The Duke Ellington School of the Arts Show Choir of Washington, D.C., performs "I Believe I Can Fly" and "Everyday People."





Dr. Mary Brown, professor at P.G. Community College, discusses "What MLK and Diversity Mean to Me."

important for us to concentrate on what we can still do...Discrimination is an ongoing battle. We must make aggressive use of our greatest resource—our diversity."

Two other speakers—Dr. Mary Brown, a professor at Prince George's Community College, and NIDCR director Dr. Harold Slavkin—gave short presentations on "What MLK and Diversity Mean to Me."

"There will never be another Martin Luther King—it seems to be that way with those who are truly great," Brown said, noting that several civil rights organizations and movements such as the NAACP predated by many years King's birth. "So why so much recognition for Dr. King? Perhaps it is because he succeeded in pulling all of us together...In his direct-action protests and demonstrations, Dr. King included the young, the old, Blacks, whites, Native Americans, Hispanics, Asians, common laborers and professionals. This diversity in his alliances created a powerful image on the nightly news that could not be easily dismissed by television viewers as just 'a Black thing.'"

In his turn, Slavkin recounted a personal epiphany he had during a speech King delivered at the University of Southern California following the 1965 Watts racial riots in Los Angeles. In the speech, King suggested that everyone accept a share of responsibility for the violence, destruction and loss of life that resulted from the riots.

"There was hope for realized dreams of equality if each of us shared a piece of the responsibility," Slavkin said he remembers thinking at that moment. "This is what I think diversity is in its fullest and richest expression—shared responsibility, at the individual level, at the institutional level, and at the community level."

In between speakers, the audience was entertained with musical performances by Brianna Eberling, a student in Woodson High School's deaf and hard of hearing program in Fairfax, Va., and the Duke Ellington School of the Arts Show Choir of Washington, D.C. ■

NIMH Director Kicks Off Brain Course

Dr. Steven Hyman, director of the National Institute of Mental Health, kicked off an eight-session lecture series, "It's Dynamic! The Human Brain at Work," to a full-house audience at the Smithsonian Institution on Feb. 1. The series, cosponsored by NIMH and the Smithsonian, is still open for enrollment and is bringing renowned scientists from all areas of neuroscience to discuss what Hyman calls "bottom-up and top-down research efforts."

Both kinds of research are necessary to achieve a comprehensive view of normal and abnormal brain processes, he said. Bottom-up research includes the study of molecular processes, communication between brain cells, neural plasticity and genetic influences on brain functioning and behavior. Top-down research involves the investigation of how brain cells are organized into circuits responsible for various aspects of behavior and mental life, and how experience and environmental factors influence brain structure and function.

The lectures will move progressively "down" the levels of brain analysis to the electrical and biochemical mechanisms underlying thought, emotion and behavior, and then will shift back "up" to show how our understanding of these mechanisms is leading toward new ways of treating and preventing mental illness, said Dr. Dennis Glanzman, chief of the NIMH Theoretical and Computational Neuroscience Research Program and coordinator of the series.

Held 6 p.m. Mondays through Mar. 29 at the S. Dillon Ripley Center of the Smithsonian in Washington, D.C., the three remaining sessions can be learned by calling (202) 357-3030. Cost is \$15 for Smithsonian Associates and \$21 for nonmembers. ■

Seminar on 'Euro' Significance

The Bethesda/Medical chapter of the National Contract Management Association is hosting a brown bag lunch seminar Wednesday, Mar. 17 from 11:45 a.m. to 1 p.m. in Executive Plaza North, Conf. Rm. J to discuss how Europe has a commitment to economic unification through a single currency known as the "euro." The discussion will be led by attorney David B. Dempsey of Piper & Marbury's government contracts practice group. The seminar is open to all. For more information, contact Sharon Miller, 496-8611. ■

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. ■



After spending the past 21 years as a research chemist at the National Cancer Institute, Dr. Patricia Horan Hand has joined the Center for Scientific Review as scientific review administrator in the oncological sciences initial review group. Her responsibilities include review of fellowships and other specialized applications. At NCI, Hand worked in the area of tumor virus detection from 1977 to 1980 in the Laboratory of Viral Carcinogenesis, and then moved to the Laboratory of Cellular and Molecular Biology where she worked in experimental oncology. From 1982 to 1998, she continued her work in experimental oncology in the Laboratory of Tumor Immunology and Biology.

DIVERSITY, CONTINUED FROM PAGE 1

cal Disorders and Stroke, the forum brought together nearly a dozen panelists representing NIH's Black, Hispanic, Native American and Asian and Pacific Islander communities to discuss achieving ethnic diversity at NIH. In addition, Dr. Elizabeth Dean-Clower, vice-chair of the NIH employees concerned with disabilities committee, spoke about the importance of a more accessible and inclusive NIH. "Disability is pan-ethnic," she said.

Early on, panel moderator Dr. John Ruffin, NIH associate director for research on minority health, suggested a different way of thinking. "We need to look at NIH the way we would look at an engine," he said. "We need to ensure that the engine has diverse parts on all levels so the engine can run the way we want it to run. The wheels must be diverse. The pistons and spark plugs and every part of the engine that makes it move must be diverse. At NIH, all areas must be considered. This is not just about K through 12 and getting more students into the pipeline and improving our training programs. We need to go beyond that. We need to talk about how we get more HSAs [health scientist administrators], more institute directors, more scientific directors, more people at the study section level and the council level [from underrepresented minority populations]. These are the policymakers. We must talk about diversification in its broadest application."

Strength in Diversity

Continuing the automotive theme, Dr. Harold Slavkin, director of the National Institute of Dental and Craniofacial Research and NIH representative on an intergovernmental committee on enhancing diversity in biomedical research, gave a four-point rationale for diversifying the workforce.

"Without diversity you don't have a democracy," he said, drawing upon data from census estimates and developing global trends. "It's really that simple. Clearly, if you get diversity right, you have

more fuel to drive the economic agenda. If you're competing in a global economy, the energy you need is embedded in human resources."

Diversity, he continued, enriches educational and work experiences, promotes personal growth, strengthens the workplace and enhances economic competitiveness.

"It is absolutely imperative that every child in this country be science literate, math literate, technology literate and health literate—if we're going to be competitive in the 21st century. Therefore there is no one who calls himself or herself an American who should not own the issue of diversity."

Offering a preview of recommendations his committee will deliver to NIH director Dr. Harold Varmus and other federal decisionmakers in the scientific community, Slavkin enumerated 6 ways to begin to change the demographics: expand support for graduate education; increase science, technology and engineering faculty and ensure that the faculty represents the diversity of the country; expand recruitment efforts at all levels; identify and remove barriers to full participation; challenge private industry to support undergraduate and graduate-level education in science technology for individuals who are less represented; and continuously study and evaluate diversity efforts.

"This is not a warm and fuzzy issue," emphasized Slavkin, who also chairs the committee for the recruitment of a diverse workforce in medical research. That committee—an NIH-wide panel consisting largely of institute directors and deputy directors—was charged by Varmus to develop immediate strategies to see that the agency's workforce in 5-10 years will be sufficient to address health disparities in the nation. "This is a very pragmatic issue. Our country is currently completely ill-prepared or ill-equipped to engage all Americans in the science, technology, mathematics, health agenda for the 21st century. Although we have made modest progress in some of these areas, we are woefully underutilizing the full talent pool of this great nation. The country will not be successful in the 21st century if we don't get this right."

Dr. Arlyn Garcia-Perez, assistant director of NIH's Office of Intramural Research, who described herself as "very much a product of NIH," said she can think of at least one barrier beyond funding and recruitment efforts that may be discouraging minorities and women from coming to NIH.

"It seems to me that NIH is perceived as an unfriendly environment," she said, recounting comments she has heard in her travels during the course of her 14-year association with the agency. Her undergraduate and graduate school careers were supported in large part by NIH programs, and an NIH grant brought her here as a postdoctoral fellow. NIH's intramural program via NHLBI then sup-

NIDCR director Dr. Harold Slavkin (l) gives a pragmatic rationale for increasing diversity in medical research; Dr. John Ruffin (c), NIH associate director for minority research, serves as panel moderator; Dr. Milton Hernandez, director of NIAID's Office of Special Populations and Research Training, outlines several recruitment programs his institute has used successfully.



ported her throughout her career path to tenured senior investigator and section chief. She said her training made her view diversity as a scientist would: "Evolutionarily, the strongest organisms are those whose genome is most diverse...We must find a way to make the NIH environment attractive to a more diverse population."

Workforce Status Quo

NIH's intramural recruitment statistics over the last couple of years are not encouraging, according to information presented by HEO President Larry Salas and Dr. Milton Hernandez, director of NIAID's Office of Special Populations and Research Training.

"We believe that our workforce should be representative of the society in which we live," Salas said, noting that in recent years the number of underrepresented minorities in tenure-track positions has decreased from 8.3 percent to 6.3 percent and out of 103 vacancies for tenure-track investigators, only 20 women were selected and no underrepresented minorities. "This is very troubling to us."

In 1994, Hernandez pointed out, Hispanics accounted for 219 of 13,899 permanent employees, or 1.6 percent of the workforce, at NIH. By 1997, the number had risen modestly to 287 of 13,288, or 2.2 percent. Only one Hispanic employee held the higher-paying rank of Senior Executive Service in 1994; by 1997, three Hispanic NIH'ers were paid at the SES level.

He briefly outlined three programs NIAID uses to help close workforce gaps: The Introduction to Biomedical Research Program, a 20-year-old program that brings college juniors and seniors here for a week of lectures, and mentoring on research careers. Many of these students return to NIH for summer research experiences and a significant number opt for careers in biomedical research. Next, the Bridging the Career Gap Program that has been held every other year since 1993 brings minority scientists funded on Research Supplements for Underrepresented Minorities (RSUMs) for a 2-day program of career advice and grantsmanship.

"These young scientists have a very high rate of success by any measure," Hernandez remarked.

Finally, he said, NIAID has also been very successful bringing postdocs to NIH's intramural laboratories "by recruiting from among our portfolio of young minority Ph.D.'s supported by RSUMs or minority predoctoral fellowships (F31's). Over the last few years we have been able to recruit 10 postdocs in this manner, and another one is probably coming in the summer."

'Life in the Trenches'

Dr. Hameed Khan, a health scientist administrator in NICHD's Division of Scientific Review who is also a former intramural scientist, spoke plainly about



what he called "life in the trenches"—the intramural programs: "Ethnic diversity in biomedical research has failed in the intramural program" because NIH has not adequately addressed four major issues.

"The first question," Khan said, "concerns two false assumptions—that we're laid back and we lack the ability to communicate." Comparing people's work should determine who is laid back, he said, and as for lack of communication skills, "I think what they are saying is that we speak with an accent...I think they think women speak too softly and that prevents them from being leaders in the lab. Those are the assumptions, which are both false. Until those assumptions are removed, diversity in the lab will not take place and our contributions will be very small."

Another reason diversity has failed, Khan continued, is that the diseases affecting some minority populations are not seen as scientifically interesting or significant to the research community in general. For example, he said, when AIDS appeared in the homosexual community, the disease quickly became a national emergency. "Massive amounts of money and manpower were released to combat the problem," Khan said. "Within 18 years, we have an exotic cocktail of drugs like AZT and proteases, and the death rate has dropped down to almost 50 percent. I can't say the same success is true of sickle cell anemia [which was discovered in 1957 and continues to affect millions of African Americans and their children]. What progress have we made? Hardly any."

The last two issues he said NIH needs to address are: What can NIH do to create diversity and what message is NIH sending to the biomedical world by its visiting scientists (who see the lack of diversity here and report back to their homelands that it must be acceptable in all biomedical centers in the world)? Khan proposed that NIH achieve ethnic

NICHD's Dr. Hameed Khan (l), a former intramural scientist, says NIH must address a few basic false assumptions before diversity can succeed here; Dr. Arlyn Garcia-Perez (c), assistant director of NIH's Office of Intramural Research, believes the NIH environment should be made more attractive to prospective scientists from underrepresented populations; and Pedro Morales, deputy director of NIH's Office of Equal Opportunity, says statistics on NIH's workforce will help prioritize diversity recruitment efforts.

PHOTOS: BILL BRANSON

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diversity by selecting capable people, then training, promoting and trusting them, and by placing these people in positions where they could focus on diseases specific to them. Commenting on the last issue, he said visiting scientists should not judge America in haste, but that history has shown that when Americans find they have made a mistake, they do everything in their power to correct it.

"Two important things distinguish America from all other nations in the world," Khan concluded, explaining why he decided to come to a country he felt had a long history of discrimination and why he believes the country needs to play to its strength. "First, America is the land of opportunity. From the beginning it opened its gates to all peoples, regardless of race, religion or place of origin. Today the doors remain open and we still come, bringing our knowledge, our skills, our hopes and our dreams... This mass immigration has created the greatest ethnic diversity in this country—nowhere else can it be found. And this makes Americans the most tolerant people in the world."

In addition, he continued, the climate of freedom in America allows "new ideas and new technologies to flourish, and flourish they have. This has resulted in technological achievements in this country unmatched by any other nation on Earth and that makes America the greatest country in the world."

"I hope this is just the first forum of many," remarked Pedro Morales, deputy director of NIH's Office of Equal Opportunity. "This subject is critical, because as the data reflects, African Americans, Mexican Americans and Puerto Ricans in the mainland are severely underrepresented in science education and in tenure-track positions at NIH. Other minority groups are underrepresented at different levels of the science continuum. The data are instructive as to what are the priorities we must face today and the need to energize the community to develop a response that is within the reach of the NIH leadership to embrace. This is not an easy task. There are many controversial issues. There are legal as well as political issues. There are issues of trust and mistrust as well as competition."

BSA president Dr. Thomas Houze, IRTA postdoctoral fellow in NIAID's Laboratory of Molecular Microbiology, suggested that such differences be confronted head on.

"Conflict is not necessarily a bad thing, if it leads to an honest dialogue and has a constructive goal," he said, in introductory remarks. "These and all other elements are pretty much worthless unless we can create an environment of civility in which divergent ideas can be expressed without being seen as subversive and dangerous. In the next millennium, we as scientists must be totally aware of our social as well as our global obligations." ■

Raymond Bahor Retires from CSR

On Jan. 3, Dr. Raymond Bahor retired from government service at the Center for Scientific Review. Immediately after receiving his Ph.D. in toxicology in 1966, he came to NIH as program administrator and executive secretary for the Pharmacology and Toxicology Program at the National Institute of General Medical Sciences. He had planned to stay for only 2 years, but actually stayed at NIH for 32 years.

After 11 years with NIGMS, Bahor moved to the Division of Research Grants, now the Center for Scientific Review, to become scientific review administrator of the toxicology study section. In 1980, he became chief of the physiology sciences review section in DRG, and then was acting deputy chief for review and associate director for referral and review from 1986 to 1988. He became associate chief for review in the Referral and Review Branch from 1988 to 1995, and then deputy chief for review from 1995 to 1998.

Bahor was also active in managing special reviews in areas such as alternative or complementary medicine, and the encouragement of minority scientists through the Bridges to the Future Program. In the international arena, he organized various workshops and symposia for overseas scientists and administrators visiting NIH, and frequently provided overviews of NIH extramural programs and the peer review system to foreign visitors. He has traveled to China, India, Japan, Poland, Slovakia, the Czech Republic, and Hungary to help initiate their peer review programs. In 1990, he was detailed to the Human Frontiers in Science Program in Strasbourg, France, to develop a peer review system for a new program in support of the neurosciences and molecular biology.

Bahor has received numerous honors and awards for his work at NIH. He received the NIH Director's Award twice, once in 1992 for his international activities, and again in 1996 for his work on the Bridges to the Future Program. In 1993, he received a PHS Special Recognition Award for assistance with minority extramural programs, and a second PHS Special Recognition Award for outstanding service as part of the DRG review management team. Also in 1993, he received the NIH Merit Award for organizing a workshop for DRG grants technical assistants.

His retirement plans include traveling, designing gardens, and consulting in areas of public health. ■



Dr. Clifton Poodry, director of NIGMS's Division of Minority Opportunities in Research, urges NIH to set an example for the rest of the country and adopt a "best practices" model in its recruiting, hiring and promotion policies.



Dr. Raymond Bahor

NIGMS Program Director Rivera Retires

Dr. Americo Rivera, director of the Bridges to the Future Program at NIGMS since its inception, has retired after a 36-year federal career.

He joined NIH as a research chemist in 1965, serving in the Laboratory of Perinatal Physiology (located in San Juan, Puerto Rico) in what was then known as the National Institute of Neurological Diseases and Blindness. He transferred to NIH's Bethesda campus in 1970, when the laboratory was moved from Puerto Rico. In 1975, Rivera joined NIGMS as a health scientist administrator in its Biomedical Engineering Program, and in 1992, he assumed the additional role of director of a new NIGMS initiative—the Bridges to the Future Program.



Dr. Americo Rivera

Over the years, Rivera's name has become synonymous with the Bridges Program, which is cosponsored by NIGMS and NIH's Office of Research on Minority Health. The program helps students in associate's or master's degree programs make the transition to the next level of training (the bachelor's or Ph.D. degree) toward careers in biomedical research.

"Much of the success of the Bridges Program can be attributed to Dr. Rivera's outstanding leadership," said Dr. Clifton Poody, director of the Division of Minority Opportunities in Research, NIGMS. "He has been a key player at every stage of the program's development and implementation, and in the years since its establishment, he has provided valuable advice to potential Bridges Program applicants. Under his direction, the program has grown from 9 grants in 1992 to 84 today."

In addition to his duties with the Bridges Program, Rivera administered grants in the areas of bioengineering, bioanalytical chemistry, spectroscopy, instrumentation, and biostatistics in the institute's Division of Cell Biology and Biophysics (CBB).

"Dr. Rivera combined a keen interest in science with a genuine concern for the people behind the science," said Dr. James Cassatt, CBB director, noting that during Rivera's tenure at NIGMS, he oversaw tremendous growth in two of the division's grant programs.

"During the 20 years Dr. Rivera has been handling grants in the area of mass spectroscopy, it has gone from being a tool used by the analytical chemist to identify and quantify very small amounts of material to being generally useful to the entire biological community." Cassatt also recognized Rivera's leadership in managing a \$12 million portfolio of

Small Business Innovation Research grants focusing on instrument development.

Prior to joining NIH, Rivera served from 1946 to 1949 in the U.S. Army Medical Corps. He received his A.B. degree from the Inter-American University of Puerto Rico; his M.S. degree from Fordham University; and his Ph.D. from Columbia University. He did a predoctoral fellowship at the Columbia University College of Physicians and Surgeons and a postdoctoral fellowship at the McArdle Laboratory at the University of Wisconsin, Madison.

Rivera is the recipient of numerous government awards including a Public Health Service Equal Opportunity Achievement Award and a PHS Special Recognition Award.—Susan Athey ■

Four Retire from Project Control in CSR

For the past 20 plus years, they were there. In the early morning hours when most of us were struggling out of bed, they were there. On weekends they were there. They were there to see that the thousands of grant applications submitted each year to NIH or to other agencies in the Public Health Service were opened, checked over, processed and forwarded to the referral officers to be assigned for review.

"There" was the project control section, Division of Receipt and Referral, Center for Scientific Review; and "they" were Jeanne Malcolm, Marcia Farahpour, Nancy Spainhour and Kay Daniels. At the end of 1998, all four retired from government service.

Malcolm was head of project control, and Farahpour and Spainhour each headed one of the subunits within the office. Daniels worked within Spainhour's unit, processing applications before they were sent to the print shop for duplication. They functioned as a team or, in their own words, a family. Decisions were team decisions, and while there may have been some disagreements over the years, as there are with most families, there were no "cross words," as Malcolm put it.

Farahpour was the first to arrive in project control in 1974, followed by Daniels in 1975, Spainhour in 1976, and Malcolm in 1978. Farahpour was formerly with NHLBI; Malcolm had been with NCRR before coming to DRG as a grants technical assistant in 1968. For Spainhour and Daniels, project control was their first—and last—stop in government service. For superior service and performance in project control, Farahpour won the NIH Director's Award in 1989 and Spainhour received this honor in 1990; Malcolm received the PHS Superior Service Award in 1994.

In retirement, they all plan home projects that have been postponed for years. Other activities include travel, more time for their families, and volunteer work at local hospitals and organizations. Malcolm and Spainhour will continue working out in the NIH Fitness Center, and Daniels plans to join them shortly. ■



Four Minus One—Recent CSR retirees (from l) Kay Daniels, Jeanne Malcolm and Nancy Spainhour. Not shown is Marcia Farahpour.

Former NIH Career Counselor Moone Is Mourned

Dr. James C. Moone, former chief of the Guidance and Counseling Branch in NIH's Office of Personnel Management who retired in January 1995 after more than 25 years of federal service at NIH, died Feb. 8 after an apparent heart attack. He was 64.

"Jim had always worked strongly with us in our recruiting efforts," recalled Levon O. Parker, minority and special concerns program officer at NINDS. "He was particularly concerned that recruitment programs and initiatives not forget the nonscientists. He would always remind us of the importance of hiring and retaining not only quality researchers, but also those who ultimately support NIH's scientific mission—the grants people, the accounting people, and the people in business fields that help the research effort. He was also a really strong proponent of employees in lower grades who were trying to advance in their careers. As head of guidance counseling at NIH, Jim was a great advocate of upward mobility programs and looking out for workers in the rank-and-file. He will be thoroughly missed."

Moone joined NIH in 1970. The Guidance and Counseling Branch he helped develop and went on to head was established with seven professional counselors in October 1972 to help employees—especially those at the GS-7 level and below—evaluate their potential, investigate advancement opportunities and map out career strategies.

A native of Greenville County, S.C., he graduated from South Carolina State University. He received master's degrees from Morgan State University and the University of Akron before earning his Ph.D. in African studies from Howard University. Later he enrolled in Georgetown University's theological studies program. He worked in the Baltimore City and Washington, D.C., public school systems, serving as principal of Coolidge High School in D.C. He was founding director of the African studies program at Georgetown's School of Foreign Service, where was a professor. Over the course of his career, his interest in African studies led him to visit 40 countries. He also published more than 75 articles and two books on African, African American or international affairs.

In addition to his counseling efforts and international work, Moone was also an outspoken civil rights advocate and a catalyst for improving equity in the workplace. He served as president of NIH's chapter of Blacks in Government and was a familiar face at most of NIH's special emphasis programs, even after he retired.



Dr. James C. Moone

"On behalf of the national organization of Blacks in Government, I would like to express our heartfelt condolences to Dr. James Moone's family," remarked Gerald R. Reed, national BIG president. "Indeed, he was a servant of BIG, civil rights, affirmative action and equal opportunity. A soldier of his stature will be greatly missed. We weep today so that our tears will bear fruit to continue the struggle. May God bless and keep the Moone family."

In retirement, Moone, an ordained minister who marched with Dr. Martin Luther King Jr. in the 1960's civil rights movement, continued to be active in civic and political organizations in Montgomery County as well as statewide and nationwide. He was serving as a pastor of Peoples Community Baptist Church in Cloverly, Md., and president of Maryland's chapter of the Southern Christian Leadership Conference at the time of his death.

"Anyone—Black, white, gray or gay—who could be counted among the disenfranchised, discriminated against, downhearted or the just plain 'dissed,' could count on Dr. Moone as a friend," remembered O.H. Laster, diversity program manager in NIH's Office of Equal Opportunity. "It made absolutely no difference to him whether their ancestors came to America on the deck of the Mayflower or in the hole of the Henrietta Marie. If one of us was not treated right, all of us were in the same boat. It didn't make any difference which way we were turned—he knew if we rocked the boat, we would shake the stern. And if he could not get us all rowing together, he would at least get us rowing in the same direction."

Moone's survivors include his wife, Rev. Dr. Ruby Moone, two daughters, a grandson, two siblings and many other relatives and friends.—Carla Garnett ■

Garden Club Meeting, Mar. 23

The director and head farmer at From the Ground Up will speak about organic farming and community-supported agriculture at the next NIH Garden Club meeting on Tuesday, Mar. 23 at noon, Bldg. 10, Rm. 2C116 (Medical Board Rm.). From the Ground Up is a non-profit effort dedicated to providing fresh, organically grown produce to a variety of communities in the D.C. area. It sells shares of the produce grown on its 15-acre Claggett Farm in Upper Marlboro. There will also be a drop-off site at NIH again this year. For more information, contact Kathy Michels, 435-6031 or Kathleen_Michels@nih.gov. Also, check out the Garden Club Web site at <http://www.recgov.org/r&w/garden>.

County Women's Fair Scheduled, Mar. 27

The 1999 Montgomery County Women's Fair will be held on Saturday, Mar. 27 from 8 a.m. to 4:30 p.m. at the Natcher conference center.

The keynote speaker will be Ann E. W. Stone, a member of the board of directors, National Museum of Women's History. NIH employees are invited to register early for this day of workshops and exhibits on services and opportunities for women. To register or for more information, visit the fair's Web site <http://www.mcwomensfair.com>. Registration fee is \$10, if postmarked by Mar. 19, \$15 on-site; and \$8 for seniors and students with ID. The fair is cosponsored by NIH's Office of Research on Women's Health and Office of Community Liaison.



DWD Training Tips

The Division of Workforce Development, OHRM, will offer the courses listed below. Hands-on, self-study, personal computer training courses are available through the DWD's User Resource Center at no cost to NIH employees. For details, visit DWD online at <http://trainingcenter.od.nih.gov/or> call 496-6211.

Management, Supervisory & Professional Development

Managing Conflict: Solving Problems at Work	4/13
Creating Distinctive Customer Service	4/15
Enhancing Relationships in the Work Environment	4/19
Performance Appraisal Session:	
How to Make it Work	4/26
Facilitation Skills for Effective Meetings	4/26
Creative Thinking and Innovation on the Team	4/27

Administrative Systems

Buying from Businesses on the Open Market	4/13
Consolidated Purchasing Through Contracts	4/14
Federal Supply Schedules	4/15
Domestic Travel	4/26

Administrative Skills Development

Developing Positive Assertiveness	4/15
Success Strategies for Support Staff	4/27

Career Transition

NIH Retirement Seminar	4/20
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Communication Skills

Medical Terminology	4/6
Your Telephone Image	4/14
Thoughtprint I	4/20

Computer Applications and Concepts

Introduction to MS Excel 7.0 - Office 95	4/12
Introduction to Filemaker Pro 4.0	4/13
Introduction to Corel WordPerfect 8.0	4/13
Advanced MS Word 7.0 - Office 95	4/13
Introduction to Web Page Design-HTML	4/14
Intermediate Adobe Illustrator 7.0	4/14
Intermediate MS Access 97 - Office 97	4/19
Intermediate MS Word 97 - Office 97	4/22
Introduction to Web Page Design with FrontPage 97	4/22
Introduction to MS Excel 98 - Mac	4/22

Help in Planning Meetings

How often are you asked to plan a function, but aren't quite sure where to begin? Join the Society of Government Meeting Professionals, an organization especially for government meeting planners and suppliers and learn the fine art of meeting management. The SGMP meets every third Wednesday of the month at 4:30 p.m. at hotels throughout the area. A reception, starting at 6 p.m., follows each meeting. The next one is Mar. 17 at the Sheraton City Center, which will include an educational program on working with contract planners. For more information, call Perry Giovacchini, (703) 549-0704 or Judy Corbett at NHLBI, 496-4910. ■

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>.

Using Photoshop for Acquiring Scientific Images	3/10
Densitometric Analysis of 1-D Gels	
Using NIH Image	3/15
Learn Web Application Development w/Tango	3/15-24
Hubs, Switches and Routers	3/16
Creating Presentations with PowerPoint 97	3/16
Introduction to Image Processing II	3/16-17
Web Animation Overview	3/16, 18
Reaching Central Services with NIH	
Telecommunication Facilities	3/17
Introduction to the Helix Systems	3/17
Developing Data Entry Applications with SAS/FSP	3/17
NetScout Manager	3/18
Macintosh and Windows Integration	3/18
Advanced Presentations with PowerPoint 97	3/18
Database Technology Seminar	3/19
The NIH Contractor Performance System	3/22
Scientific Programming on Galaxy, NIH's	
SGI Origin 2000	3/22-24
NIH Data Warehouse Procurement	
and Market Requisitions	3/23
Windows 2000 Preview	3/24
NIH Data Warehouse Travel Mini Session	3/24
BRMUG - Macintosh Users Group	3/25
Using SQL to Retrieve DB2 and Oracle Data	3/25-26

Five Join NIAID Advisory Council

Five new members have been appointed to the National Advisory Allergy and Infectious Diseases Council. They are: Dr. Kim Bottomly, a professor in the section of immunobiology at Yale University School of Medicine; Dr. Raif S. Geha, a professor in the department of pediatrics at Harvard University; Dr. Ellen H. Goldberg, president of the Santa Fe Institute in New Mexico; Dr. Barton F. Haynes, chair of the department of medicine in the School of Medicine at Duke University; and Marie Saint Cyr, executive director of Iris House, a center for women living with HIV/AIDS and their families in New York City.



NIAID director Dr. Anthony Fauci (front, l) welcomes new advisory council members (from l) Marie Saint Cyr, Dr. Raif S. Geha, Dr. Ellen H. Goldberg, Dr. Barton F. Haynes; and (front, r) Dr. Kim Bottomly.

Health Communicators Hold Forum

The NIH health communication forum recently hosted "Building the Framework: An Interactive Workshop for Health Communication Planners." The event was the second in a series developed by NIH information offices wherein experts discuss techniques, strategies and research methods in health communication and promotion.



Dr. Galen Cole of CDCP (l) and Lynne Doner (r) get help from Rita Baker during the second annual health communications forum.

Elaine Arkin, former deputy director of public affairs in the Public Health Service, stressed the need for careful identification of health messages and target audiences in the increasingly diverse American population. She emphasized the need to reach underserved populations and discussed ways to "segment" audiences by various physical, behavioral, demographic and cultural characteristics.

She illustrated her talk with effective audience-targeted examples of public service announcements developed by NIH and other federal agencies.

Market research is a key ingredient in successful health communication, according to Lynne Doner, social marketing consultant. She discussed a variety of research methods and the value of pretesting concepts, messages and ads with both focus groups and individuals.

Another highlight of the forum was CDCynergy, an innovative CD-ROM developed by the Centers for Disease Control and Prevention. CDCP's Galen Cole led participants through highlights of the multimedia tool. CDCynergy helps users analyze a problem and devise a health communication intervention through a tutorial and workbook format. Free copies of CDCynergy, as well as forum binders, are available while supplies last. Request them from Cindy Elliot-Amadon, (301) 315-9000, ext. 268. ■



Elaine Arkin, former deputy director of public affairs, PHS, explains fine points of targeting health messages to the public.

NIH Observes Brain Awareness Week

Noninvasive technology has become the scientist's window into the brain and how it functions. Neuroimaging, the theme of this year's Brain Awareness Week symposia at NIH, enables researchers and physicians to get a 3-dimensional picture of brain structure and activity, a valuable tool in understanding normal brain function as well as in diagnosing and treating disease or injury. Brain Awareness Week is a nationwide effort to promote the public and personal benefits of brain research.

NIH is sponsoring morning and evening symposia on Tuesday, Mar. 16, showcasing what scientists are learning about the brain from neuroimaging advances. "Neuroimaging: Glimpses into the Working Brain," will feature both the history and future of imaging technology. Speakers will describe how physicians and scientists can use PET, MRI and other neuroimaging techniques to see images inside the brain while humans think, learn, remember, and experience. The symposia are free, and no registration is required.

In the morning session, scientists will discuss how neuroimaging allows glimpses into the brain during development and aging, and into the neurobiology of drug addiction. This session will begin at 8:30 a.m. in Masur Auditorium, Bldg. 10. Featured speakers include: Dr. Marcus Raichle, Washington University School of Medicine; Dr. Bruce Rosen, Massachusetts General Hospital; Dr. Nora Volkow, Brookhaven National Laboratories; and Dr. Marilyn Albert, Massachusetts General Hospital.

The evening portion of "Glimpses into the Working Brain," designed for educators and the public, will highlight advances in understanding memory, perception and other cognitive abilities, and in elucidating the correlation between brain structure and function and mental illness. This session will begin at 7 p.m., also in Masur Auditorium. Featured speakers are Dr. Steven E. Hyman, director of the National Institute of Mental Health, and Dr. Ursula Bellugi, Salk Institute. Dr. Alan I. Leshner, director of the National Institute on Drug Abuse, will give introductory remarks.

NIDA is coordinating this year's NIH Brain Awareness Activities in cosponsorship with 10 other institutes.